

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

Thursday, December 17, 2020

Jim Satterfield Middle School

210 Damascus Ave.

Hartsville, TN 37074

Attendance Taken at 5:27 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, Chairperson

**1.B. Invocation** – Mr. Anthony Crook, Board Member

**1.C. Pledge of Allegiance** – Mr. Jason Sullivan, Board Member

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

**1.E. Approval of the Agenda for December 17, 2020**

Approval of the Agenda for December 17, 2020, 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

### **2. CONSENT AGENDA:**

**2.A. Approval of Consent Agenda for December 17, 2020**

Approval of the Consent Agenda for December 17, 2020, 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 November 19, 2020**

**2.C. Approval Budget Amendment 142-71100 Regular Instruction Program - ESSER**

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

		<b>Subfund 931: ESSER</b>		
<b>DEBIT EXPENDITURES</b>	71100	Regular Instruction Program		
	348	Postal Charges		2,605.00
	471	Software		50.00
	722	Regular Instruction Equipment		64,642.50
<b>GRAND TOTALS</b>				<b>\$67,297.50</b>

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

<b>CREDIT EXPENDITURES</b>	72120	Health Services		
	131	Medical Personnel		5,000.00
	201	Social Security		310.00
	204	State Retirement		450.00
	212	Employer Medicare		72.50
	72610	Operation of Plan		
	166	Custodial Personnel		5,000.00
	201	Social Security		310.00
	204	State Retirement		450.00
	212	Employer Medicare		72.50
	410	Custodial Supplies		30,000.00
	72710	Transportation		
	146	Bus Drivers		5,000.00
	201	Social Security		310.00
	204	State Retirement		250.00
	212	Employer Medicare		72.50
	412	Diesel Fuel		1,500.00
	73100	Food Service Program		
	422	Food Supplies		18,500.00
<b>GRAND TOTALS</b>				<b>\$67,297.50</b>

**2.D. Approve High School Student Council Fundraiser - Attachment A**

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

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

**4.A. Trousdale County Elementary School** – no report

**4.B. Jim Satterfield Middle School** – no report

**4.C. Trousdale County High School** – no report

**4.D. Student School Board Representative** – no report

**5. COVID-19 REPORT:** In the absence of Ms. Kathy Atwood, Health Director, Dr. Satterfield delivered the monthly COVID report by noting that all schools have reported a total of 63 confirmed student cases to date which is up from 33 confirmed a month ago in November. Dr. Satterfield stated that presently the district has 77 students and 17 employees due to COVID in isolation and/or quarantine. He provided the Board with the most recent White House Task Force map which shows Trousdale County in the “red zone” which represents above 10.1% positivity rate per 100,000 population. Trousdale was in the lower “orange zone” last month in November representing 8.0-10.0% per 100,000 population. Dr. Satterfield concluded by presenting the Board with the most recent COVID-19 County Snapshot that reports Trousdale’s seven-day positivity rate at 19.3% which is the highest that the county has reported all year. However, Trousdale’s positivity rate is presently lower than the surrounding counties of Summer 22.8%, Wilson 22.4%, and Smith at 20.6%.

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

##### **5.A. Employment Notifications**

Adams, Douglas	SpEd Van Driver
East, Jason	Substitute Teacher
Hammock, Gracie	Substitute Teacher
McGettigan, Justin	High School PE Teacher / Assistant Coach
Fergusson, Luke	Volunteer Assistant Baseball Coach
Stafford, Houston	Volunteer Assistant Baseball Coach
Dyer, Matt	Resignation, High School PE Teacher / Assistant Coach
Fisher, Peggy	Resignation, SpEd Van Driver

**5.B. Academic and Goal Updates** - Dr. Satterfield highlighted the high school’s most recent Senior Retake opportunity that was hosted on site at the high school for the first time. He said that 38 students took advantage of the free onsite ACT test. He stated that presently 60% of the seniors have completed their FAFSA submission with the deadline approaching on February 1. Dr. Satterfield informed the Board that all school closure plans are posted on the school district website, and he encouraged families to access and become familiar with the plans as school closures often come without warning or notice. He emphasized that all students in grades 4-12 have personal Chromebooks and that their lessons will be provided through Google Classroom while grades K-3 will utilize teacher websites and paper-pencil packets for completing distance learning assignments.

Dr. Satterfield explained that parents’ learning model decision (hybrid or virtual) will have to be a permanent decision for the second semester due to state TCAP assessments. He

noted that parents will have until January 4<sup>th</sup> to notify their school Principal by email but all second semester decisions will be final so that the schools and district can adequately prepare for state assessments. Dr. Satterfield concluded by updating the Board about the school's basketball safety procedures that include limiting spectators to (316) in order to allow for social distancing while requiring all persons to wear a protective mask while inside of our school facilities. He stated that to date all basketball cancelations have been due to the opposing team being COVID infected but not due to our athletes being infected or quarantined.

**5.C. Project Updates** - Dr. Satterfield updated the Board on the most recent construction meeting yesterday. He stated that although the flashing and trim was not completed, the 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade wings were under roof and were showing significant drying of identified problem areas. He also stated that the roofers would be taking time off for Christmas and would return on January 12. Dr. Satterfield added that additional work will be required to replace ceiling tile and paint of many areas that have been damaged by the water leaks over time.

## **7. NEW BUSINESS:**

### **7.A. Second Semester Reopening Plan**

The Board analyzed the most recent COVID data presented by the Health Coordinator and Director of Schools as well as public information that has been on the news. Ms. Towns stated that the hybrid plan had worked well so far for the district and with rising cases she recommended that the Board continue with the hybrid plan for the second semester. Mr. Kerr agreed with Ms. Towns, stating that the hybrid plan had provided continuity and routines for families. Mr. Sullivan stated that this decision had not been rushed through and that the hybrid plan is better than being closed. Mr. Crook stated that he agreed with Ms. Towns and it seems like we are on the right track. The Board agreed that it will continue to discuss reopening as state testing and COVID information becomes available.

Begin the 2nd semester with present hybrid model and continue the hybrid model for the remainder of the second semester, passed with a motion by Barbara Towns and a second by Anthony Crook.

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

### **7.B. Reinstate 2020-21 Strategic Compensation Plan – Attachment B**

Dr. Satterfield stated that each LEA is required by the State to have an approved differentiated compensation model each year. He reminded that our Strategic Compensation Plan for 2020-21 had been suspended by the Board in its August meeting due to the uncertainty of state testing and accountability as well as not to have any adverse consequences for teacher absences due to COVID illnesses. He recommended that the plan be reinstated since the State Board of Education finalized AMO targets for the school-wide indicators in November as well guidance provided for annual state assessments and teacher evaluations. Dr. Satterfield recommended that the Board reinstate the Strategic Compensation with edits to annual baseline pay, the school-wide rubric, and eligibility rules to improve the plan in future years.

Reinstate all components of the 2020-21 Strategic Compensation Plan proposed by the Director except Part B (keep annual increases to baseline based on the annual teacher evaluation), 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

### **7.C. 2021-20 School District Calendar – Attachment C**

Approval of the traditional (Option #1) 2021-22 School Calendar, 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

### **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

Handwritten signature of John Kerr in blue ink.

Chairperson

Handwritten signature of Ch. L. Newfield in blue ink.

Director of Schools



# Trousedale County Schools Request for Fundraising Activity

Attachment A

School: ☐ TCES

☐ JSMS

☒ TCHS

Student Group/Activity: Student Council and A-Team

Net Amount Expected/Goal: \$5,000

## Specific Purpose of the Fundraiser:

Poppin' Popcorn offers many different flavors of popcorn. The popcorn is already packaged in gallon bags. The specific purpose of the fundraiser is to build back up the funds for both Student Council and A-Team. This will allow both clubs to continue serving the schools as well as allow Student Council to offer a scholarship again this year.

## Specific Use of the Funds Acquired:

Student Council will use the funds to award a senior club member with a scholarship for college. This is a yearly privilege that our club get to do, and we would like to continue it.

A-Team will use the funds to replenish account to better serve and recognize the appreciation for diverse staff within the school.

## Describe how students will be involved in the fundraising activity:

Students will receive packets that they can use to sell to family and friends. Each student will also have a link that one can go to in order to place an order. This will allow for reach to go beyond just limited vicinity.

Leah Davidson  
Sponsor's Signature John Russell

11/6/2020  
Date

Glenn Quin  
Principal's Signature

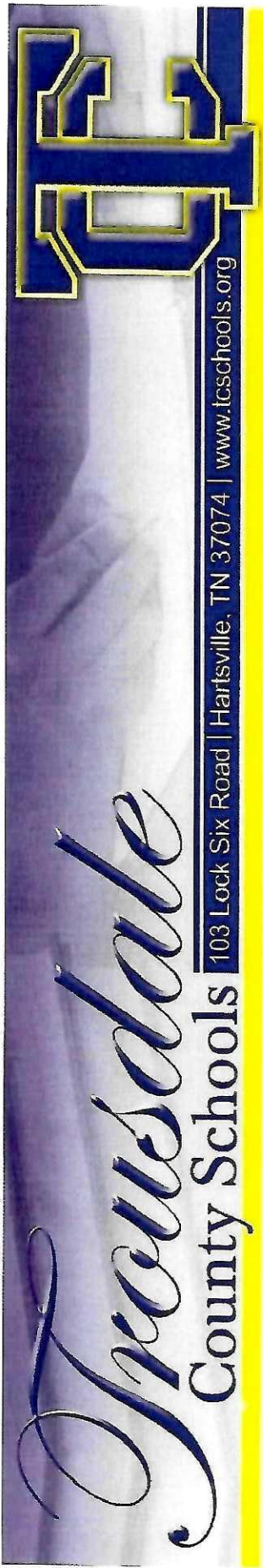
11/6/2020  
Date

Chh Hunter  
Director's Signature

12/18/20  
Date

Board Approved: 12/17/2020





# Trousdale County Schools

## Strategic Compensation Plan

2020-21 School Year

last edited 12/17/2020





**A. ENTRY LEVEL Baseline pay**

	State Baseline	Local Supplement	Total Salary
<b>BACHELOR</b>			
0 years	\$36,000	\$3,072	<b>\$39,072</b>
1-5 years	\$36,645	\$3,072	<b>\$39,717</b>
6-10 years	\$39,370	\$3,072	<b>\$42,442</b>
11+ years	\$42,900	\$3,072	<b>\$45,972</b>

**Advanced Degree**

0-5 years	\$39,605	\$3,072	<b>\$42,677</b>
6-10 years	\$43,365	\$3,072	<b>\$46,437</b>
11+ years	\$47,380	\$3,072	<b>\$50,452</b>

*Baseline salary is established at the time of initial employment.*

*Baseline salary for current teachers was established in the 2011-12 SY.*

**B. ANNUAL BASE PAY**

Determined annually by each teacher's Summative Teacher Evaluation Score in decimal form.

< 2.99	0%
3.0 - 3.49	1.00%
3.5 - 3.99	1.45%
4.0 - 4.49	1.70%
4.5 - 4.74	1.95%
4.75 >	2.20%

*\*Teachers employed as of SY 2011-12 with more than 19 years experience are not eligible for annual base pay increase but shall be eligible for all bonuses and awards.*

*\*\*NO annual base pay increases are extended to teachers beyond 30 years experience.*

**C. SCHOOL-WIDE BONUS:**

Each teacher may receive a school-wide bonus not to exceed \$3,000

Teacher bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the School-wide Benchmarks Rubric.

**Elementary \$3,000**

Benchmarks	Award
9	\$3,000
8	\$2,667
7	\$2,333
6	\$2,000
5	\$1,667
4	\$1,333
3	\$1,000
2	\$667
1	\$333

**Middle School \$3,000**

Benchmarks	Award
10	\$3,000
9	\$2,700
8	\$2,400
7	\$2,100
6	\$1,800
5	\$1,500
4	\$1,200
3	\$900
2	\$600
1	\$300

**High School \$3,000**

Benchmarks	Award
11	\$3,000
10	\$2,727
9	\$2,454
8	\$2,182
7	\$1,909
6	\$1,636
5	\$1,364
4	\$1,091
3	\$818
2	\$545
1	\$273

**D. INDIVIDUAL TEACHER PERFORMANCE:****Elementary School**

Kindergarten	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
1st grade	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
2nd grade	Level 5	<i>State Portfolio</i>	\$3,000
	Level 4	<i>State Portfolio</i>	\$2,000
3rd grade TVAAS Reading	Level 5		\$1,500
	Level 4		\$1,000
3rd grade TVAAS Math	Level 5		\$1,500
	Level 4		\$1,000
4th/5th grade TVAAS Subject Area	Level 5		\$3,000
	Level 4		\$2,000

**Middle School**

TVAAS Subject Area	Level 5		\$3,000
	Level 4		\$2,000

**High School**

TVAAS Subject Area	Level 5		\$3,000
	Level 4		\$2,000

**E. HARD TO STAFF POSITIONS:**

Special Education (Moderate Needs)	\$3,000
Special Education (Cognitive Needs)	\$4,000
High School Math	\$4,000
High School Chemistry/Physics	\$4,000
High School Foreign Language	\$3,000
High School Language Arts	\$3,000

**F. TEACHER LEADERS:**

Elementary School Grade Level ELA & Math Chairpersons (12)	\$2,000
Elementary School Grade Level Science Chairpersons (3rd, 4th, 5th grade)	\$1,000
Middle School Math Department Chairperson (1)	\$2,000
Middle School ELA Department Chairperson (1)	\$2,000
Middle School Science Department Chairperson (1)	\$2,000
Middle School Social Studies Department Chairperson (1)	\$2,000
High School Math Department Chairperson (1)	\$2,000
High School ELA Department Chairperson (1)	\$2,000
High School Biology Department Chairperson (1)	\$2,000
High School Social Studies Department Chairperson (1)	\$2,000
High School Ready Graduate Chairperson (1)	\$2,000

*\*Applicable to both strategic & non-strategic compensation participants*

**G. INSTRUCTIONAL COACHES:**

Elementary School Stage 3 Coaches (4)	\$750
Middle School Stage 3 Coaches (2)	\$750
High School Stage 3 Coaches (3)	\$750

*\*Each coach shall be assigned no more than (2) Stage 1 teachers. Instructional coaches shall receive an additional stipend for each Stage 1 teacher that achieves the following individual TVAAS effectiveness rating or Observation Rating (if no individual TVAAS information is available).*

Level 3	3.50 - 3.99	\$250
Level 4	4.0 - 4.49	\$500
Level 5	4.5 >	\$1,000

#### H. EFFECTIVE PRINCIPALS & ASSISTANTS:

Each Principal/Assistant may receive a school-wide bonus not to exceed \$9,000

	Bonus	Indicators
Elementary Principal & Assistant	\$9,000	Determined from the (9) Elementary School School-wide indicators
Middle School Principal & Assistant	\$9,000	Determined from the (10) Middle School School-wide indicators.
High School Principal & Assistant	\$9,000	Determined from the (11) High School School-wide Rubric indicators.

(see School-wide Benchmarks Rubric for specific school-wide performance measures)

#### I. EFFECTIVE SUPERVISORS:

Each Instructional Supervisor may receive a school-wide bonus not to exceed \$5,000

	Bonus		Indicators
ELA/CTE/Tuancy Supervisor of Instruction	\$9,000	16	2-10 ELA, Chronic Absenteeism, Grad Rate, Ready Grad, ACT
Math Supervisor of Instruction	\$9,000	16	2-11 Math, 6-8 S.Studies, US History
PreK/Intervention Supervisor	\$9,000	9	Elementary School
Special Education Supervisor	\$9,000	30	

(see School-wide Benchmarks Rubric for specific school-wide performance measures)

**Trousdale County School Wide Benchmarks**

Indicators (9)	Chronic Absent Rate	2nd grade Reading Achievement	2nd grade Math Achievement	3rd grade Reading TVAAS	3rd grade Math TVAAS	4th grade Reading TVAAS	4th grade Math TVAAS	5th grade Reading TVAAS	5th grade Math TVAAS	6th grade Math TVAAS	8th grade Math TVAAS	8th grade Social Studies TVAAS
ELEMENTARY SCHOOL	≤ 6.6%	38.0% OM	49.3% OM	Level 4 Index ≥ 1.0 or 59.1% OM	Level 4 Index ≥ 1.0 or 59.9% OM	Level 4 Index ≥ 1.0 or 48.1% OM	Level 4 Index ≥ 1.0 or 57.2% OM	Level 4 Index ≥ 1.0 or 59.1% OM	Level 4 Index ≥ 1.0 or 55.1% OM	Level 4 Index ≥ 1.0 or 55.1% OM	Level 4 Index ≥ 1.0 or 55.1% OM	Level 4 Index ≥ 1.0 or 55.1% OM
2020-21												

\*May achieve AMO indicator by reaching TDOE established Absolute Performance Success Rates for ELA, Math, and Chronic Absenteeism.

Indicators (10)	Chronic Absent Rate	5th grade Reading TVAAS	5th grade Math TVAAS	6th grade Math TVAAS	6th grade Social Studies TVAAS	7th grade Reading TVAAS	7th grade Math TVAAS	7th grade Social Studies TVAAS	8th grade Reading TVAAS	8th grade Math TVAAS	8th grade Social Studies TVAAS	8th grade Math TVAAS	8th grade Social Studies TVAAS
MIDDLE SCHOOL	≤ 4.3%	Level 4 Index ≥ 1.0 or 37.3% OM	Level 4 Index ≥ 1.0 or 51.6% OM	Level 4 Index ≥ 1.0 or 59.3% OM	Level 4 Index ≥ 1.0 or 45.2% OM	Level 4 Index ≥ 1.0 or 51.6% OM	Level 4 Index ≥ 1.0 or 59.3% OM	Level 4 Index ≥ 1.0 or 45.2% OM	Level 4 Index ≥ 1.0 or 32.1% OM	Level 4 Index ≥ 1.0 or 62.7% OM	Level 4 Index ≥ 1.0 or 58.6% OM	Level 4 Index ≥ 1.0 or 58.6% OM	Level 4 Index ≥ 1.0 or 58.6% OM
2020-21													

\*May achieve AMO indicator by reaching TDOE established Absolute Performance Success Rates for ELA, Math, and Chronic Absenteeism.

Indicators (11)	Chronic Absenteeism	Graduation Rate	Ready Graduate	ACT Composite	Percent ≥ 21 ACT	Int Math 1 TVAAS	Int Math 2 TVAAS	Int Math 3 TVAAS	English 1 TVAAS	English 2 TVAAS	US History TVAAS	US History TVAAS
HIGH SCHOOL	≤ 8.4%	≥ 95%	62.5%	21.0	≥ 45%	Level 4 Index ≥ 1.0 or 35.4% OM	Level 4 Index ≥ 1.0 or 45.8% OM	Level 4 Index ≥ 1.0 or 50.1% OM	Level 4 Index ≥ 1.0 or 46.0% OM	Level 4 Index ≥ 1.0 or 49.4% OM	Level 4 Index ≥ 1.0 or 49.4% OM	Level 4 Index ≥ 1.0 or 49.4% OM
2020-21												

\*May achieve AMO indicator by reaching TDOE established Absolute Performance Success Rates for ELA, Math, Chronic Absenteeism, and Graduation Rate



### Trousdale County Alternative Compensation Eligibility Rules

To be eligible to participate in the Alternative Compensation program all teachers and principals must meet all of the following general eligibility requirements. Requirements may change annually. All educator inquiries/issues with requirements shall be reviewed by the Steering (Design) Committee which consists of teachers, principals, board members, community members, and the Director of Schools and approved annual by the Board of Education.

1. All new employees entering the will be part of the district Alternative Compensation Plan.
2. No employees hired prior to July 25, 2011, shall have the ability to join the alternative compensation plan after the July 30 – Aug. 3, 2012 enrollment window. Current employees with the district who joined with 20 or more years of teaching experience are not eligible for increases to annual baseline pay in any year but shall be eligible for all bonus and incentive awards.
3. Employees as of SY 2011-12 who joined with 19 or less years of teaching experience shall be eligible for increases to annual baseline pay for up to 30 years of teaching experience at which time annual baseline increases shall no longer continue. Employees who joined with 20 or more 20 years teaching experience as of SY 2011-12 shall be eligible for all bonus and incentive awards based on program funding.
4. On May 18, 2017, Demetrice Badru, Nancy Bybee, Shelley Cook, Jessica Cunningham, Ashlea Evitts, Amanda Gregory, Bridget Gregory, Robin Gregory, Jill Harper, Allison Linville, Stanley Marshall, Jolin McKoin, Marilyn Morton, Kathy Robertson, Jennifer Summers, and Laura Wilson were allowed to join the district Alternative Compensation Plan under the present eligibility rules. These new Alternative Compensation Plan participants shall be provided bonuses, increases to baseline salary, and other awards as outlined in the Alternative Compensation Plan beginning with the 2017-18 school year.
5. Employees must be employed in a campus-assigned position within the first 20 days of school.
6. Substitute teachers, or student teachers are *not* eligible. Hourly employees are not eligible to participate in the alternative compensation program.
7. Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
8. Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students. (This does not apply to Principals)
9. For applicable employees, employees must review instructional-linkage and assignment-verification information for accuracy (Teachers are responsible for claiming their students' individual scores).
10. Employees must be in attendance 94.44% or 170 days of the 180 instructional days identified in the "instructional school calendar" to receive their school-wide bonus, individual teacher performance, teacher leader incentive, or principal bonuses. This means that employees cannot be absent for more than 10 days.



Employees who miss more than 10 days will, however, be eligible for their annual baseline pay increase per annual teacher evaluation. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through the Central Office), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District)*. Note: On (08-20-2020), rule #10 was suspended for the 2020-21 school year due to the COVID19 pandemic.

11. Annual increases to baseline pay increase are not contingent upon attendance.
12. Employees must be continuously employed in a tested position until the last day of school to receive the Individual Teacher Performance bonus.
13. Employees must be in "good standing" to receive any bonus. "Good standing" means that all paperwork/certifications are up to date.
14. Bonuses for employees who transfer from one bonus-eligible position to another bonus-eligible position during the school year shall be determined on the basis of the bonus-eligible position held for the majority of the school year.
15. Employees who are involuntarily transferred to another school within the district may permanently "opt out" of the Alternative Compensation Plan. The employee shall return back to the present BEP salary schedule for the corresponding years of experience and degree(s) held by the employee. The employee shall not be entitled to any payments within the scope of the Alternative Compensation Plan in the school year for which they "opt out." The employee can never return to the Alternative Compensation Plan once such option is exercised.
16. Employees will not be eligible for bonuses that transfer from a bonus eligible position to a non-bonus eligible position.
17. Awards for employees who work at multiple schools will be determined by the school for which they are evaluated.
18. Employees who voluntarily elect (except for retirement) not to return to the district in the following year for which bonuses are rewarded shall not be eligible any bonus or stipend award payments.
19. Employees must be currently employed by the district at the time of payment to receive any bonus or stipend award payment.

## 2020-21 School Calendar

Attachment C

### Option #1 "Traditional"

July 26	NO SCHOOL – <b>Administrative Day 1</b>
July 27	Registration Day – <i>abbreviated day</i>
July 28	NO SCHOOL – <b>Administrative Day 2</b>
July 29	School Begins
Aug. 6	NO SCHOOL – <b>Youth Fair - Professional Development - Administrative Day 3</b>
Sept. 3	NO SCHOOL – <b>Professional Development – Stockpile Day</b>
Sept. 6	NO SCHOOL – Labor Day
Oct. 14	Parent-Teacher Conference
Oct. 15	NO SCHOOL - <b>Administrative Day 4</b>
Oct. 18 - 22	NO SCHOOL – Fall Break
Nov. 12	NO SCHOOL – <b>Professional Development – Stockpile Day</b>
Nov. 23 – 26	NO SCHOOL – Thanksgiving Break
Dec. 15	Last Student Day
Dec. 16	Semester Ends – Christmas Breakfast – <i>abbreviated day</i>
Dec. 17-Jan. 3	Christmas Break
Jan. 4	NO SCHOOL - <b>Professional Development – Stockpile Day</b>
Jan. 5	School Resumes
Jan. 17	NO SCHOOL – MLK Day
Feb. 21	NO SCHOOL – President's Day
Mar. 17	Parent-Teacher Conference
Mar. 18	NO SCHOOL - <b>Administrative Day 5</b>
Mar.21-25	NO SCHOOL – Spring Break
<b>April 11 – May 6 – TNReady Assessment Window (estimated)</b>	
April 15	NO SCHOOL – Good Friday
May 19	Employee Appreciation Luncheon
May 20	NO SCHOOL – Graduation - <i>abbreviated day</i>