

Regular Meeting of the Trousdale County Board of Education

Thursday, January 25, 2024

Trousdale County Board of Education

103 Lock Six Road

Hartsville, TN 37074

Attendance Taken at 5:57 PM.

Robert Atwood: Present

Deanna Bode: Present

John Kerr: Present

Racheal Petty: Present

Barbara Towns: 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 Racheal Petty, Board Member

1.D. Time for Public Comment

1.E. Invitation for audience to address items on the Agenda

1.F. Approval of the Agenda for January 25, 2024

Approval of the January 25, 2024, Agenda passed with a motion by Robert Atwood and a second by Barbara Towns.

Barbara Towns: Yea

Deanna Bode: Yea

John Kerr: Yea

Racheal Petty: Yea

Robert Atwood: Yea

1.GF. Approval of the Consent Agenda for January 25, 2024

Approval of the January 25, 2024, Consent Agenda passed with a motion by Racheal Petty and a second by Deanna Bode.

Barbara Towns: Yea

Deanna Bode: Yea

John Kerr: Yea

Racheal Petty: Yea

Robert Atwood: Yea

2. CONSENT AGENDA:

2.A. Approval of Consent Agenda for January 25, 2024

2.B. Approval of Minutes from December 14, 2023

2.C. Approval of Josten's Yearbook Contract – Attachment A

2.D. Approval of Band Booster Fundraiser - Beauty Pageant – Attachment B

2.E. Approval of Band Boosters Fundraiser – Cookout – Attachment C

2.F. Approval of Band Fundraiser - Leadership Camp – Attachment D

2.G. Approval of Band Boosters Fundraiser - Music in Park – Attachment E

2.H. Approval of Band Boosters Fundraiser - Calendar Donations – Attachment F

2.I. Approval of Band Boosters Fundraiser - Road Block – Attachment G

2.J. Approval of Band Boosters Fundraiser - Car Wash – Attachment H

2.K. Approval of Band Boosters Fundraiser - Band Contest – Attachment I

2.L. Approval of Band Boosters Fundraiser - Poinsettia Sale – Attachment J

2.M. Approval of Band Fundraiser - Catalog Sale – Attachment K

2.N. Approval of Budget Amendment 141-71100 Regular Instruction Program

Amend the 2023-24 141 General Purpose School Budget by debiting Revenue. Amendments are to include:

DEBIT Revenue	44570-UTRUS	Contributions & Gifts		9,500.00
GRAND TOTALS				\$9,500.00

Amend the 2023-24 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	429-UTRUS	Instructional Supplies & Materials		700.00
	72410	Office of the Principal		
	499-UTRUS	Other Supplies & Materials		8,800.00
GRAND TOTALS				\$9,500.00

2.O. Approval of Budget Amendment 141-71100 Regular Instruction Program

Amend the 2023-24 141 General Purpose School Budget by debiting line item Expenditures.
Amendments are to include:

DEBIT EXPENDITURES	71100	Regular Instruction Program		
	185	Educational Incentive Fund		42,115.06
	201	Social Security		2,239.13
	204	State Retirement		2,643.50
	212	Employee Medicare		610.65
GRAND TOTALS				\$47,608.34

Amend the 2023-24 141 General Purpose School Budget by crediting line item Expenditures.
Amendments are to include:

CREDIT EXPENDITURES	71150	Alternative Instruction		
	185	Educational Incentive Fund		1,250.00
	201	Social Security		77.50
	204	State Retirement		85.12
	212	Employee Medicare		18.12
	71200	Special Education Program		
	185	Educational Incentive Fund		3,478.00
	201	Social Security		215.64
	204	State Retirement		278.24
	212	Employee Medicare		50.43
	71300	Vocational Education Program		
	185	Educational Incentive Fund		2,182.00
	201	Social Security		135.28
	204	State Retirement		196.38
	212	Employee Medicare		31.64
	72130	Other Student Support		
	185	Educational Incentive Fund		2,182.00
	201	Social Security		135.28
	204	State Retirement		148.59
	212	Employee Medicare		31.64
	72210	Regular Instruction Program		
	185	Educational Incentive Fund		20,147.70
	201	Social Security		877.16
	204	State Retirement		1,004.52
	212	Employee Medicare		292.13
	72220	Special Education Program		
	185	Educational Incentive Fund		6,857.12
	201	Social Security		425.14
	204	State Retirement		466.97
	212	Employee Medicare		99.43
	72320	Director of Schools		

	185	Educational Incentive Fund		1,677.36
	201	Social Security		104.00
	204	State Retirement		116.41
	212	Employee Medicare		24.32
	72410	Office of the Principal		
	185	Educational Incentive Fund		4,340.88
	201	Social Security		269.13
	204	State Retirement		347.27
	212	Employee Medicare		62.94
GRAND TOTALS				\$47,608.34

2.P. Approval of Budget Amendment 141-71100 Regular Instruction Program

Amend the 2023-24 141 General Purpose School Budget by debiting Revenue. Amendments are to include:

DEBIT Revenue	46510	TN Investment in Student Achievement		155,722.00
GRAND TOTALS				\$155,722.00

Amend the 2023-24 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	185	Educational Incentive Fund		155,722.00
GRAND TOTALS				\$155,722.00

2.Q. Approval of Budget Amendment 141-72130 Other Student Support

Amend the 2023-24 141 General Purpose School Budget by debiting line item Expenditures. Amendments are to include:

DEBIT EXPENDITURES	72130	Other Student Support		
	116	Teachers		5,500.00
GRAND TOTALS				\$5,500.00

Amend the 2023-24 141 General Purpose School Budget by crediting line item Expenditures. Amendments are to include:

CREDIT EXPENDITURES	72130	Other Student Support		
	399	Other Contracted Services		5,500.00
GRAND TOTALS				\$5,500.00

2.R. Approval of Budget Amendment 141-73300 Community Services

Amend the 2023-24 141 General Purpose School Budget by debiting line item Expenditures.
Amendments are to include:

DEBIT EXPENDITURES	73300	Community Services		
	499-LEAPS	Other Supplies & Materials		1,250.00
GRAND TOTALS				\$1,250.00

Amend the 2023-24 141 General Purpose School Budget by crediting line item Expenditures.
Amendments are to include:

CREDIT EXPENDITURES	73300	Community Services		
	422-LEAPS	Food Supplies		1,250.00
GRAND TOTALS				\$1,250.00

2.S. Approval of Budget Amendment 142-71100 Regular Instruction Program - Title I

Amend the 2023-24 142 Federal Projects School Budget by debiting line item Expenditures.
Amendments are to include:

		Subfund 102: Title I		
DEBIT EXPENDITURES	71100	Regular Instruction Program		
	429	Instructional Supplies & Materials		500.00
GRAND TOTALS				\$500.00

Amend the 2023-24 142 Federal Projects School Budget by crediting line item Expenditures.
Amendments are to include:

CREDIT EXPENDITURES	71100	Regular Instruction Program		
	499	Other Supplies & Materials		500.00
GRAND TOTALS				\$500.00

2.T. Approval of Budget Amendment 143-Food Service Program

Amend the 2023-24 143 Food Service School Budget by debiting line items expenditures.
Amendments are to include:

DEBIT EXPENDITURES	73100	Food Service		
	710	Food Service Equipment		1,600.00

GRAND TOTALS				\$1,600.00
Amend the 2023-24 143 Food Service School Budget by crediting line item Expenditures. Amendments are to include:				
CREDIT EXPENDITURES	73100	School Food Service Program		
	701	Administrative Equipment		1,600.00
GRAND TOTALS				\$1,600.00

2.U. Approval of Director of School Annual Evaluation 2023-24 – Attachment L

2.V. Approval of PTO Fundraiser - Basketball Half-time Contest – Attachment M

2.W. Approval of Middle School Baseball Fundraiser - Calendar Donations– Attachment N

2.X. Annual Review of School Board Policies - Fiscal Management 2.100- 2.900

3. SCHOOL DISTRICT HIGHLIGHTS: Dr. Satterfield informed the board that the most recent Annual Financial Report by the Tennessee Comptroller of the Treasury reported a clean audit with no findings for the 2022-23 fiscal year. Dr. Satterfield noted that this is the thirteenth consecutive audit report with no findings dating back to 2011. Dr. Satterfield praised the efforts of Angie Williams, the Chief Financial Officer, and all administrators in following and abiding by general accounting and purchasing protocols.

4. PRINCIPALS' REPORTS:

4.A. Trousdale County Elementary School – Ms. Badru provided present student enrollment noting that the school has netted (11) students since December. She stated that the school is averaging (50) student absences per day, which are typically caused by stomach viruses, flu, and upper respiratory infections. She stated that the school had recently completed the winter universal reading screener and would soon be providing parents with results and information about their student's most recent results. Ms. Badru noted that the school will be using the originally scheduled Power Friday (January 26) as a full day for instruction in order to make up for lost instructional time due to being out of school for six days from the most recent snow storm. She stated that the time out for snow definitely helped the school recover from the many illness that students were experiencing.

4.B. Jim Satterfield Middle School – Mr. McCall was absent due to a middle school basketball game.

4.C. Trousdale County High School – Dr. Kuhn stated that current school enrollment is (382) students including (90) seniors. He stated that, presently, in spite of the most recent six-day closure for inclement weather, instructional pacing at the high school is still on pace within their curriculum. To accelerate learning, the school will begin high-dose tutoring next week. Dr. Kuhn explained how the school has cross-referenced the highest need 25% and the students' most recent benchmark data to determine tutoring groups. He stated that, presently, benchmark results are higher than TVAAS projections which is very optimistic going into

TCAP assessments. In the absence of Kallie Cornwell, Dr. Kuhn reported that the boys' basketball team is presently 3-9 and the girls' are 8-6. The wrestling match has been moved to January 30 due to the cancellation because of the winter storm. Dr. Kuhn concluded by stating that the school building did not acquire any damage from the most recent winter storm.

4.D. Student School Board Representative - Absent

5. DIRECTOR'S REPORT:

5.A. Employment Notifications

Banks, Nariah	LEAPS AfterSchool Student Mentor Substitute
Smitley, Gilda	Cook - Elementary School
Veteto, Eric	Non-faculty Baseball Coach - Middle School
Harper, Dominique	Non-faculty Baseball Coach - Middle School
Day, Lenny	Volunteer Baseball Coach - High School
Hawkins, Macey	Volunteer Softball Coach - Middle School
Marr, Dustin	Volunteer Baseball Coach - Middle School

5.B. Academic and Goal Updates - Dr. Satterfield reported that the school district continues to grow, reporting (26) more students than in January of 2023. He noted that although the high school and middle school are showing fewer students, the elementary school has (39) more students than in the prior year. He informed the Board that the district has (4) stockpile days remaining for inclement weather since the most recent winter storm. He praised the efforts of the principals and maintenance staff in overseeing the school facilities during the winter storm, reporting no facility damage during this time. Dr. Satterfield stated that although the district missed (6) instructional days, schools were able to complete second quarter benchmark and universal reading screener assessments before the storm came. He stated that in order to make up instructional time, the Power Friday early release originally scheduled for January 26 would be used as a full instructional day. Dr. Satterfield discussed three key assessments that would be forthcoming that include the PreACT for both 8th and 10th grade and the National Assessment for Educational Progress (NAEP) that will be administered to selected 8th graders on March 6. He concluded by welcoming Patty Scruggs back as a bus driver noting that buses #16 and #18 no longer consist of double routes.

5.C. Project Updates – Dr. Satterfield informed the Board that the greenhouse project has been completed except that it had been discovered that the automatic climate system has a remote feature that requires a Wi-Fi connection. He stated that Ms. Cothron is presently obtaining a company to provide Wi-Fi service so that the greenhouse can be monitored and controlled remotely. He stated that the existing head house, for which the greenhouse electrical and fire alarm systems are installed, obtained a lot of moisture during the most recent rain and fog. He stated that the heater was off and that Mr. Mabry had stored some potting soil in the building which apparently caused the buildup of moisture. He concluded by stating that running the heater and removing the soil has seemed to alleviate the moisture buildup in the head house.

Dr. Satterfield stated that according to the architect, the fire marshal had approved the elementary roof plans and a bid timeline had been established with the Pre-Bid meeting set for

February 27, the bid opening for March 21, and Board approval on March 28. He concluded by stating that the football field house project would follow the elementary roof project.

6. NEW BUSINESS:

6.A. 2023-24 Strategic Compensation Plan – Attachment O

2023-24 Strategic Compensation Plan passed with a motion by Robert Atwood and a second by Barbara Towns.

Barbara Towns: Yea

Deanna Bode: Yea

John Kerr: Yea

Racheal Petty: Nay

Robert Atwood: Yea

6.B. School-wide Performance Goals and Bonus Rubric – Attachment P

The 2023-24 School-wide Performance Goals and Bonus Rubric omitting the chronic absenteeism indicator for bonus payments passed with a motion by Robert Atwood and a second by Racheal Petty.

Barbara Towns: Yea

Deanna Bode: Nay

John Kerr: Nay

Racheal Petty: Yea

Robert Atwood: Yea

6.C. Resolution - Educational Savings Account – Attachment Q

Resolution opposing the Governor's Education Freedom Act passed with a motion by Robert Atwood and a second by Deanna Bode.

Barbara Towns: Yea

Deanna Bode: Yea

John Kerr: Yea

Racheal Petty: Nay

Robert Atwood: Yea

7. ACCOUNT ANALYSIS:

8. VENDOR CHECKS:

9. EXPENDITURES & ENCUMBRANCES:


10. ADJOURN:

Motion to Adjourn passed with a motion by Racheal Petty and a second by Robert Atwood.

Barbara Towns: Yea
Deanna Bode: Yea
John Kerr: Yea
Racheal Petty: Yea
Robert Atwood: Yea



Chairperson



Director of Schools



Yearbook Agreement

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

Customer Name	TROUSDALE COUNTY HIGH SCHOOL	Customer Phone	(615)374-2201
Customer Address	262 MCMURRAY BLVD W, HARTSVILLE, TN, 37074-1413		
Contact Name	Leah Davidson	Contact Phone	(615)374-2201
Contact Role	Yearbook Adviser	Email	leahdavidson@tcschools.org

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

- ① Jostens and the Customer will work together to establish all yearbook specifications (including things such as size, copies and pages), completion deadlines, price, and delivery schedules for each year during the Term and subject to the terms and conditions found at:

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

- ② After this Agreement is signed, as the Customer's exclusive yearbook provider Jostens will invest in and allocate resources to provide training and assistance to the Customer to help with the creation, production and marketing of the Customer's yearbook, including without limitation the planning, content, theme, layout, and merchandising.

- ③ The Term of this Agreement is for the following years: ☒ 2025 ☐ 2026 ☐ 2027 ☐ 2028 ☐ 2029

Additional Notes/Specifications Agreed Upon:

- Specifications based on 2024 but can be altered as needed
- Jostens Consumer Marketing Program
- Jostens Yearbook Ads Services (if desired)
- Experienced local service
- Guaranteed Balanced Budget

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

X Leah Davidson
SIGNATURE OF CUSTOMER AUTHORIZED REPRESENTATIVE

Leah Davidson
PRINTED NAME DATE

X Clint A. Satterfield
SIGNATURE OF 2ND CUSTOMER AUTHORIZED REPRESENTATIVE (IF REQUIRED)

Clint A. Satterfield
PRINTED NAME DATE 1/26/24

X Jay Hall
SIGNATURE OF JOSTENS AUTHORIZED REPRESENTATIVE

Jay Hall
PRINTED NAME DATE

REP # 5446 JOB # 41191



Trousdale County Schools Request for Fundraising Activity

Attachment B

School: ☐TCES ☐JSMS ☒TCHS BEAUTY PAGEANT MARCH 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$1,500.00

Specific Purpose of the Fundraiser:

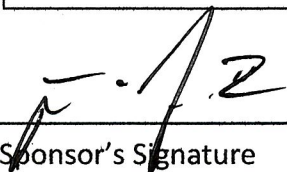
ANNUAL FUNDRAISER THAT HELPS KEEP MISS TROUSDALE ELEMENTARY TRADITION ALIVE WHILE RAISING DESPERATELY NEEDED FUNDS FOR THE BAND

Specific Use of the Funds Acquired:

BUS TRANSPORTATION COSTS, COMPETITION FEES, AND ASSOCIATED COSTS FOR THE INSTRUMENTAL MUSIC PROGRAM

Describe how students will be involved in the fundraising activity:


SET UP STAGE, HELP BACKSTAGE AND IN CONCESSIONS. IT IS MAINLY ADULTS WHO RUN THIS.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment C

School: ☐TCES ☐JSMS ☒TCHS ☐COOKOUT JUNE 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$500.00

Specific Purpose of the Fundraiser:


OPPORTUNITY TO MAKE A LITTLE MONEY IN JUNE OUTSIDE FOODLAND. THEY INVITED US TO DO THIS LAST YEAR.

Specific Use of the Funds Acquired:

BUS TRANSPORTATION COSTS, COMPETITION FEES, AND ASSOCIATED COSTS FOR THE INSTRUMENTAL MUSIC PROGRAM

Describe how students will be involved in the fundraising activity:

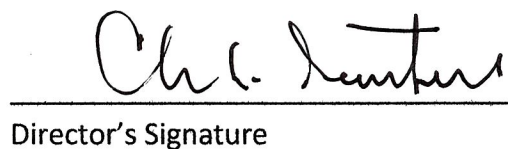
SET UP THE COOKOUT AREA. IT IS MAINLY ADULTS WHO RUN THIS.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment D

School: ☐TCES ☐JSMS ☒TCHS LEADERSHIP CAMP JUNE 28, 2024

Student Group/Activity: TCHS BAND

Net Amount Expected/Goal: NO MORE THAN \$500.00

Specific Purpose of the Fundraiser:

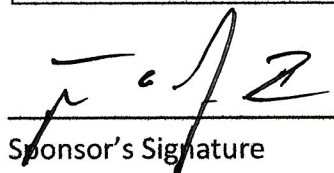
THIS IS A LEADERSHIP CAMP FOR OUR KIDS. WE OPEN IT UP TO OUTSIDE STUDENTS AND DIRECTORS TO OFFSET THE COST FOR OUR KIDS, SO THAT OUR KIDS WILL NOT HAVE TO PAY ANY MONEY! WE RARELY MAKE ANY MONEY, BUT IT IS TECHNICALLY POSSIBLE THAT WE WILL.

Specific Use of the Funds Acquired:

FEES USED TO PAY ANY SPEAKERS OR INSTRUCTORS FOR THE LEADERSHIP CAMP

Describe how students will be involved in the fundraising activity:


THE STUDENTS ARE ONLY HERE TO LEARN LEADERSHIP. IT IS ADULTS WHO RUN THIS.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousedale County Schools Request for Fundraising Activity

Attachment E

School: ☐TCES ☐JSMS ☒TCHS MUSIC IN THE PARK JULY 4, 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$1,000.00

Specific Purpose of the Fundraiser:

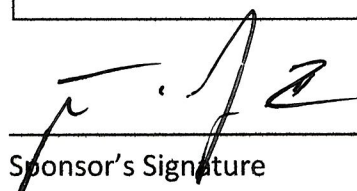
THIS IS THE ANNUAL INDEPENDENCE DAY CELEBRATION FOR TROUSDALE COUNTY. IN CONJUNCTION WITH THE COUNTY GOVERNMENT, THE BOOSTERS PROVIDE FOOD AND MUSIC, AND THE COUNTY PROVIDES FIREWORKS.

Specific Use of the Funds Acquired:

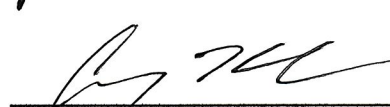
ANY MONEY MADE WILL GO TOWARDS THE MARCHING BAND SHOW

Describe how students will be involved in the fundraising activity:

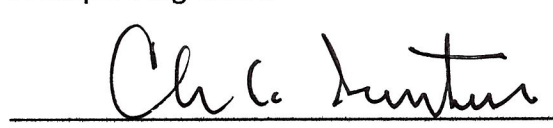
THE KIDS HELP SET UP AND BREAK DOWN THE STAGE AND TENTS. THEY ALSO PERFORM DURING THE DAY. IT IS MAINLY ADULTS WHO RUN THIS.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment F

School: ☐TCES ☐JSMS ☒TCHS CALENDARS AUGUST, 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$2000.00

Specific Purpose of the Fundraiser:


EACH BAND STUDENT RECEIVES A CALENDAR. THEY ASK FOR A DONATION TO MATCH THE DATE ON THE CALENDAR i.e. THE 9th=\$9 AND THE 23rd = \$23.

Specific Use of the Funds Acquired:

ANY MONEY MADE WILL GO TOWARDS THE MARCHING BAND SHOW

Describe how students will be involved in the fundraising activity:


THE KIDS GO TO FRIENDS AND FAMILY AND HAVE THEM CHOOSE WHICH DAY TO SPONSOR AND DONATE MONEY.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment G

School: ☐TCES ☐JSMS ☒XTCHS ROAD BLOCK AUGUST, 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$1,000.00

Specific Purpose of the Fundraiser:

THE BAND BOOSTERS ASK FOR DONATIONS FROM THE COMMUNITY TO OFFSET LARGE COSTS OF THE PERPARATIONS FOR THE FALL MARCHING SHOW.

Specific Use of the Funds Acquired:

ANY MONEY MADE WILL GO TOWARDS THE MARCHING BAND SHOW

Describe how students will be involved in the fundraising activity:

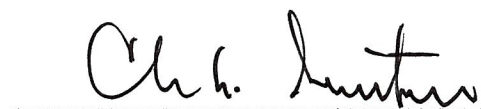
THE KIDS DO NOT PARTICIPATE IN THIS. THEY ARE NOT ALLOWED PER BOARD POLICY AND COUNTY GOVERNMENT POLICY.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment H

School: ☐TCES ☐JSMS ☒XTCHS ☐CAR WASH ☐AUGUST, 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$500.00

Specific Purpose of the Fundraiser:

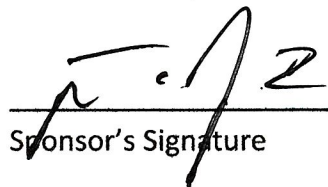
THE BAND KIDS WASH CARS FOR FREE AND THEN ASK FOR DONATIONS.

Specific Use of the Funds Acquired:

ANY MONEY MADE WILL GO TOWARDS THE MARCHING BAND SHOW

Describe how students will be involved in the fundraising activity:

THE KIDS WASH THE CARS AND ADVERTISE WITH SIGNS IN THE GRASS NEXT TO THE CAR WASH.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment I

School: ☐TCES ☐JSMS ☒TCHS COMPETITION SEPTEMBER 28, 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$4000.00

Specific Purpose of the Fundraiser:

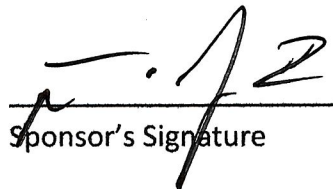
THIS IS THE 20th ANNUAL MARCHING YELLOW JACKET INVITATIONAL. IT HAS BECOME ONE OF THE OLDEST COMPETITIONS IN THE STATE, AND THE SECOND LONGEST CONSECUTIVE COMPETITION IN THE STATE OF TENNESSEE!

Specific Use of the Funds Acquired:

ANY MONEY MADE WILL GO TOWARDS THE INSTRUMENTAL MUSIC PROGRAM

Describe how students will be involved in the fundraising activity:

KIDS WILL WORK CONCESSIONS, ESCORT BANDS TO WARMUP AREAS AND COMPETITION FIELD, AND OTHERWISE ASSIST IN RUNNING THE OPERATIONS OF THE DAY.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment J

School: ☐TCES

☐JSMS

☒TCHS

POINSETTIAS NOVEMBER 2024

Student Group/Activity: TCHS BAND BOOSTERS

Net Amount Expected/Goal: \$1,000.00

Specific Purpose of the Fundraiser:


BAND BOOSTERS SELL POINSETTIAS FROM LOCAL GREENHOUSE TO AREA CHURCHES AND THE COMMUNITY

Specific Use of the Funds Acquired:

ANY MONEY MADE WILL GO TOWARDS THE INSTRUMENTAL MUSIC PROGRAM

Describe how students will be involved in the fundraising activity:

ADULTS MAINLY DO THIS ONE.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment K

School: ☐ TCES

☐ JSMS

☒ TCHS

POPCORN/GIFTS NOVEMBER 2024

Student Group/Activity: TCHS BAND/JOINES

Net Amount Expected/Goal: \$1,000.00

Specific Purpose of the Fundraiser:

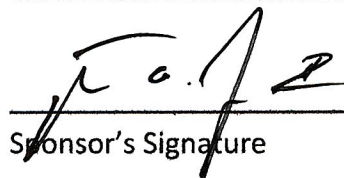
THIS IS THE ANNUAL SALE THAT MR. JOINES DOES. BAND KIDS TAKE CATALOG AND SELL POPCORN AND OTHER ITEMS TO FRIENDS AND FAMILY, AND ALSO ENGAGE IN ONLINE SALES.

Specific Use of the Funds Acquired:


ANY MONEY MADE WILL GO TOWARDS TCHS BAND ACCOUNT AND USED FOR THE INSTRUMENTAL MUSIC PROGRAM INCIDENTALS

Describe how students will be involved in the fundraising activity:

KIDS WILL TAKE CATALOGS TO FRIENDS AND FAMILY, AND USE AN ONLINE CATALOG THROUGH SOCIAL MEDIA, TO RAISE FUNDS.


Sponsor's Signature

1-5-24
Date


Principal's Signature

1/5/24
Date


Director's Signature

2/26/24
Date

Board Approved: 2/25/24

2023-24 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					
0	1	2	1	1				1	3.4
Q2. Supports board policy and actions to the public and staff.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	1	0	4	0				0	3.6
Q3. Has a harmonious relationship with the board.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	3	2	0					3.4
Q4. Upon request, provides clear explanations of alternatives for recommendations.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	4	1	0				0	3.2
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					
0	1	4	0	0				0	2.8
Q6. Advises the board on need for new or revised policies.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	1	3	1				1	4
Q7. Refrains from criticizing the board or members of the board.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	2	1	2				2	4
Q8. Exercises good judgment and objectivity in making recommendations.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	3	2	0					3.4
Q9. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.									
Answer Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
1	0	1	3	0				0	3.4
Q10. Understands and executes the intent of board policy.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	3	1	1				1	3.6
Q11. Seeks and accepts constructive criticism of his work.									
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations					
0	0	4	1	0				0	3.2

					Weighted Average				
					3.4				
					3.6				
					3.4				
					3.6				
					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	Weighted Average	
0	0	1	2	2	2	4.2
Q13. Is an effective spokesman for the school system.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	2	1	2	2	4
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	Weighted Average	
0	0	5	0	0	0	3
Q15. Builds public support for the school district.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	3	1	1	1	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	Weighted Average	
0	0	1	2	2	2	4.2
Q17. Develops cooperative relationships with the news media.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	2	2	1	1	3.8
Q18. Participates actively in community life and events.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	3	2	0	0	3.4
Q19. Achieves status as a community leader in public education.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	2	1	2	2	4
Q20. Works effectively with public and private agencies.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	1	3	0	1	1	3.2
Q21. Establishes strong relationships with public and private agencies.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	1	3	0	1	1	3.2
Q22. Develops good staff morale and loyalty to the school system.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
1	2	1	1	0	0	2.4
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	Weighted Average	
0	2	3	0	0	0	2.6

Q24. Delegates authority to supervisors appropriate to the position each holds.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	2	1	2	0	2
Q25. Recruits and assigns the best available personnel.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	0	3	2	3.4
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	Weighted Average
	0	0	5	0	3
Q27. Solicits input from staff in planning.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	1	0	4	0	2.6
Q28. Maintains up-to-date job descriptions of all personnel.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	0	4	0	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	Weighted Average
	0	0	2	1	2
Q30. Develops and empowers supervisors, resulting in an effective educational team.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	1	3	0	3.2
Q31. Possesses a vision and communicates a mission for the school system.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	0	2	1	2
Q32. Understands and keeps informed regarding all aspects of the instructional program.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	0	1	1	3
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	Weighted Average
	0	0	1	3	1
Q34. Organizes a planned program of staff evaluation and improvement.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	0	2	2	1
Q35. Models the highest professional standards to staff and community.					
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average
	0	0	4	0	1
					3.4

Q36. Is an effective advocate of lifelong learning.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	0	0	2	3	4.6
Q37. Creates an environment which encourages staff to constantly strive for improvement.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	0	3	2	0	3.4
Q38. Incorporates technology as a teaching-learning strategy.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	0	4	1	0	3.2
Q39. Encourages staff to be innovative in problem-solving.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	0	5	0	0	3
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	Weighted Average	
0	0	0	2	1	2	4
Q41. Supervises operations, insisting on competent and efficient performance.						
Significantly Below Expectations	Below Expectations	At Expectations	Above Expectations	Significantly Above Expectations	Weighted Average	
0	0	0	2	1	2	4
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	Weighted Average	
0	0	0	2	1	2	4
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	Weighted Average	
0	0	0	4	0	1	3.4
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	Weighted Average	
0	0	0	4	0	1	3.4
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	Weighted Average	
0	0	0	2	2	1	3.8
Weighted Average						
						3.50

Trousdale County Schools

Request for Fundraising Activity

School: ☐ TCES ☐ JSMS ☒ TCHS

Student Group/Activity:

Basketball Halftime Contest at
the high school home game

Net Amount Expected/Goal:

\$500.00

Specific Purpose of the Fundraiser:

To spotlight the TC PD w/ the high school
& allow the audience to have fun during
halftime w/ the chance to start multiple
snacks as a chance to win.

Specific Use of the Funds Acquired:

future initiatives in support of TCHS,
and TCES & JSMS faculty & staff.

Describe how students will be involved in the fundraising activity:

W/A - unless they purchase a ticket &
are selected to attempt the halftime
snack.

Sponsor's Signature

1/16/2024
Date

Principal's Signature

1/22/24
Date

Director's Signature

2/26/24
Date

Board Approved:

2/25/24



Trousdale County Schools Request for Fundraising Activity

Attachment N

School: ☐TCES ☐JSMS ☐TCHS

Student Group/Activity: JSMS Baseball Calendar Fundraiser

Net Amount Expected/Goal: \$496 per kid 15-18 kids = 7,000 – 9,000

Specific Purpose of the Fundraiser:

Purpose of the fundraiser is to buy player packs that include (2 pair of pants, 2 jerseys, Hoodie, sweat pants, bat bag, hat, practice T-shirt, practice shorts. This package is a total of \$325 per player that they get to keep after season. The remaining money will be used for basic baseball necessities.

Specific Use of the Funds Acquired:

Player packs and basic baseball necessities.

Describe how students will be involved in the fundraising activity:

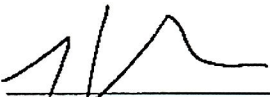
Student will receive a monthly calendar of March which has 31 days in it. Each player will look for a sponsor for each day. If the student completes the calendar it will raise \$496. Example, if you sponsor them for march 19th then that person will give them \$19.



Sponsor's Signature

1-11-24

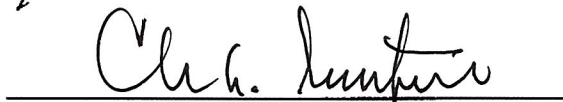
Date



Principal's Signature

1-12-27

Date



Director's Signature

2/26/24

Date

Board Approved: 2/25/24

Trousdale County Schools

Strategic Compensation Plan

2023-24 School Year

Approved 1-25-2024



A. ENTRY LEVEL Baseline pay

	New State Baseline	Local Supplement	Total Salary
BACHELOR			
0 years	\$41,928	\$3,072	\$45,000
1-5 years	\$42,573	\$3,072	\$45,645
6-10 years	\$45,298	\$3,072	\$48,370
11+ years	\$48,828	\$3,072	\$51,900

Advanced Degree

0-5 years	\$45,533	\$3,072	\$48,605
6-10 years	\$49,293	\$3,072	\$52,365
11+ years	\$53,308	\$3,072	\$56,380

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

B. SCHOOL-WIDE BONUS:

Each teacher may receive a school-wide bonus not to exceed \$3,500

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

Elementary \$3,500

10	\$3,500
9	\$3,150
8	\$2,800
7	\$2,450
6	\$2,100
5	\$1,750
4	\$1,400
3	\$1,050
2	\$700
1	\$350

Middle School \$3,500

13	\$3,500
12	\$3,231
11	\$2,962
10	\$2,692
9	\$2,423
8	\$2,154
7	\$1,885
6	\$1,615
5	\$1,346
4	\$1,077
3	\$808
2	\$538
1	\$269

High School \$3,500

12	\$3,500
11	\$3,208
10	\$2,917
9	\$2,625
8	\$2,333
7	\$2,042
6	\$1,750
5	\$1,458
4	\$1,167
3	\$875
2	\$583
1	\$292

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

PreKindergarten & 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

D. HARD TO STAFF POSITIONS:

Special Education (Moderate Needs)	\$4,000
Special Education (Cognitive Needs)	\$5,000
High School Math	\$5,000
High School Chemistry/Physics	\$5,000
High School Foreign Language	\$5,000
High School Language Arts	\$4,000

E. TEACHER LEADERS:

Elementary School Grade K-2 Chairperson (3)	\$2,000
Elementary School Grade 3-5 ELA Department Chairperson (3)	\$1,000
Elementary School Grade 3-5 Math Department Chairperson (3)	\$1,000
Elementary School Grade K-5 ILP-D Developer(s)	\$125 per ILP-D
ESL K-12 ILP Developer (1)	\$125 per ESL ILP
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

F. 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

G EFFECTIVE PRINCIPALS & ASSISTANTS:

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

	Bonus	Indicators
Elementary Principal & Sch Inst Coord	\$9,000	Determined from the (10) Elementary School School-wide indicators
Middle School Principal & Sch Inst Coord	\$9,000	Determined from the (13) Middle School School-wide indicators.
High School Principal & Sch Inst Coord.	\$9,000	Determined from the (12) 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 \$9,000

	Bonus	Indicators
ELA/CTE/Truancy Supervisor of Instruction	\$9,000	Based off indicators assigned
Math Supervisor of Instruction	\$9,000	Based off indicators assigned
PreK/Intervention Supervisor	\$9,000	Based off indicators assigned
Special Education Supervisor	\$9,000	Based off indicators assigned
Coord of Teacher Talent/Development	\$9,000	Based off indicators assigned

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

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, Shelley Cook, Jessica Cunningham, Ashlea Evitts, Bridget Gregory, Allison Linville, Marilyn Morton, 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, are 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).*

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.

Trousdale County School Wide Benchmarks

Indicators (10)	Chronic Absent Rate	Highest Need Students TVAAS Growth	2nd grade Reading Achievement	2nd grade Math Achievement	3rd grade Reading	3rd grade Math	4th grade Reading	4th grade Math	5th grade Reading	5th grade Math	5th grade Science	\$3,500
ELEMENTARY SCHOOL	≤ 8.0%	Level 4	45% or < 10% Below	45% or < 10% Below	Level 4 or ≥ 49.5 E/M	Level 4 or ≥ 49.5 E/M	Level 4 or ≥ 49.5 E/M	Level 4 or ≥ 49.5 E/M	Level 4 or ≥ 49.5 E/M	Level 4 or ≥ 49.5 E/M	Level 4 or ≥ 49.5 E/M	
2023-24	A											
	N/A											

*May achieve either TVAAS Growth or established Achievement Success Rate. Staff are NOT compensated on the Chronic Absenteeism Indicator.

Indicators (13)	Chronic Absent Rate	Highest Need Students TVAAS Growth	6th grade Reading	6th grade Math	6th grade Science	6th grade Social Studies	7th grade Reading	7th grade Math	7th grade Science	7th grade Social Studies	8th grade Reading	8th grade Math	8th grade Science	8th grade Social Studies	\$3,500
MIDDLE SCHOOL	≤ 8.0%	Level 4	Level 4 or ≥ 45.4 E/M	Level 4 or ≥ 45.4 E/M	Level 4 or ≥ 55.0 E/M	Level 4 or ≥ 55.0 E/M	Level 4 or ≥ 46.4 E/M	Level 4 or ≥ 46.4 E/M	Level 4 or ≥ 55.0 E/M	Level 4 or ≥ 55.0 E/M	Level 4 or ≥ 45.4 E/M	Level 4 or ≥ 45.4 E/M	Level 4 or ≥ 55.0 E/M	Level 4 or ≥ 55.0 E/M	
2023-24	A														
	N/A														

*May achieve either TVAAS Growth or established Achievement Success Rate. Staff are NOT compensated on the Chronic Absenteeism Indicator.

Indicators (12)	Chronic Absent Rate	Highest Need Students TVAAS Growth	Graduation Rate (State)	Ready Graduate	TISA Outcomes	FAFSA Completion	Algebra 1	Algebra 2	Geometry	English 1	English 2	Biology	US History	\$3,500
HIGH SCHOOL	≤ 8.0%	Level 4	≥ 95%	85.0%	50.0%	≥ 90%	Level 4 or ≥ 40.1% E/M	Level 4 or ≥ 40.1% E/M	Level 4 or ≥ 40.1% E/M	Level 4 or ≥ 45.4% E/M	Level 4 or ≥ 45.4% E/M	Level 4 or ≥ 55.0 E/M	Level 4 or ≥ 55.0 E/M	
2023-24	A													
	N/A													

*May achieve either TVAAS Growth or established Achievement Success Rate. Staff are NOT compensated on the Chronic Absenteeism Indicator.

RESOLUTION OPPOSING GOVERNOR LEE'S EDUCATION FREEDOM ACT

WHEREAS, the Constitution of the State of Tennessee, in Article XI, Section 12, states that the Tennessee legislature "shall provide for the maintenance, support, and eligibility standards of a system of free public schools;" and

WHEREAS, the fulfillment of this constitutional guarantee is heavily reliant upon adequate state funding, which is vital for equipping schools with the necessary resources to serve the various needs of Tennessee's students; and

WHEREAS, the Trousdale County Board of Education is charged with governing the school district so that all students, regardless of background, needs, or ability, receive the best possible educational opportunities in order to graduate prepared to enter a postsecondary institution or the workforce; and

WHEREAS, Trousdale County Schools is an educational community that serves a student population of 1,300 students, with 36% of those coming from economically disadvantaged backgrounds; and

WHEREAS, Trousdale County Schools offers an array of specialized programs including special education services, career and technical education training aligned with local workforce needs which are invaluable for meeting both individual student needs and the Tennessee Constitution's requirement of a free and public education; and

WHEREAS, Trousdale County Schools is a cornerstone of the local community, not only providing education services to all students regardless of background, need, or ability, but also employing 175 staff members;

WHEREAS, Trousdale County Schools is committed to maintaining local control over its schools, ensuring that they are reflective of the community's needs and values; and

WHEREAS, Education Savings Accounts (ESAs) threaten the district's ability to maintain the quality of its educational offerings as ESAs would divert state funds to private actors and disrupt local control of education.

NOW, THEREFORE, BE IT RESOLVED, that the Trousdale County Board of Education hereby expresses its opposition to the Governor's "Education Freedom Act" as well as any other voucher or Education Savings Account legislation due to the detrimental impacts these programs will have on our students, schools, and community, and

BE IT FURTHER RESOLVED, that the Trousdale County Board of Education urges the Tennessee General Assembly to consider the effects that Education Savings Accounts will have on local school districts and to instead seek out ways to support and strengthen public schools throughout the state.

THIS RESOLUTION is adopted as of this 25th day of January, 2024 by the Trousdale County Board of Education.

John Kerr

John Kerr, Chairman

Barbara W Towns

Barbara Towns, Vice Chairman

Robert F Atwood

Robert Atwood

Deanna Bode

Deanna Bode

Racheal Petty

Racheal Petty