

BARTLETT CITY BOARD OF EDUCATION BUSINESS MEETING

**Virtual Meeting
5705 STAGE ROAD
BARTLETT, TN 38134**

**June 25, 2020
5:00 PM**

- I. INVOCATION
- II. PLEDGE OF ALLEGIANCE
- III. CALL TO ORDER & ROLL CALL
 - A. Official Business of the Day
- IV. SPECIAL PRESENTATIONS
 - A. Superintendent Evaluation 2019-2020
- V. APPROVAL OF AGENDA
- VI. APPROVAL OF MINUTES OF PREVIOUS MEETINGS
 - A. May 28, 2020 Business Meeting Minutes
- VII. REPORTS
 - A. Chairman's Report
 - B. Superintendent's Report
 - C. General Counsel's Report
 - D. Tennessee Legislative Network (TLN) Representative Report
 - E. Financial Report
- VIII. UNFINISHED BOARD BUSINESS
- IX. BOARD ACTION ITEMS
 - A. New Board Business
 - 1. Election of Chairman
 - 2. Election of Vice-Chairman
 - 3. Election of Tennessee Legislative Network Representative (TLN)
 - 4. FY2021 Consolidated Application for IDEA/ESEA Funding for 2020-2021
 - 5. 2020-2021 BCS Differentiated Pay Plan
 - 6. 2020-2021 BCS Teacher Pay Scales
 - 7. Policy 5036: Social Media NEW ONE READING
 - 8. Memorandum of Understanding (MOU) between Southwest Tennessee Community College and Bartlett City Board of Education
 - 9. Memorandum of Understanding (MOU) between Archon Academy and Bartlett City Board of Education
 - 10. Memorandum of Understanding (MOU) between Youth Villages and Bartlett City Board of Education
 - 11. Memorandum of Understanding (MOU) between Lakeside and Bartlett City Board of Education
 - 12. [Second Renewal of the Clinical Affiliation Agreement with UTHSC](#)
 - 13. Resolution 7-9 General Fund, Federal Fund, and Discretionary Fund Budget Amendment

X. ADJOURNMENT

**BARTLETT CITY BOARD OF EDUCATION
BUSINESS MEETING MINUTES**

**Virtual Meeting
5705 STAGE ROAD
BARTLETT, TN 38134**

**May 28, 2020
5:00 PM**

INVOCATION AND PLEDGE OF ALLEGIANCE

Mr. Bryan Woodruff said a prayer. Chairman Cook recited the Pledge of Allegiance.

CALL TO ORDER & ROLL CALL

Official Business of the Day

Chairman Cook called the meeting to order at 5:00 p.m. via Zoom. The following Board Members were present:

Ms. Erin Berry
Mr. David Cook
Mrs. Shirley Jackson
Mrs. Portia Tate
Mr. Bryan Woodruff

SPECIAL PRESENTATIONS

No Special Presentations.

PUBLIC COMMENT

No public comments.

APPROVAL OF AGENDA

Mr. Bryan Woodruff made the motion to approve the agenda. Mrs. Shirley Jackson seconded the motion. With all ayes, the agenda was approved.

APPROVAL OF MINUTES OF PREVIOUS MEETINGS

April 23, 2020 Business Meeting Minutes

The approval of the April 23, 2020 Business Meeting Minutes passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry. With all ayes, the Minutes were approved.

REPORTS

Chairman's Report

Chairman David Cook noted that though not as many as last month, he still had many conversations with Dr. Stephen regarding all the special planning required for the COVID-19 crisis. He provided the following updates:

- April 30: Recorded a short speech for the Teacher of the Year video.
- May 11: Recorded a short speech for Graduation.
- May 13: Watched graduation for about 2 hours.

Superintendent's Report

Superintendent David Stephens provided the following updates:

- Starting the week of June 1st, BCS Central Office will be open Monday through Thursday from 7:30 a.m. until 4:30 p.m. and will close each Friday for our Summer Schedule. The Central Office front desk will be open from 10:00 a.m. until 2:00 p.m. for visitors by appointment only. Employees will be working both remotely and in the office as the work requires.
- BCS Reopening Working Group is meeting to plan for the summer activities and next school year. The group is made of a mix of central office staff and school based administration at this time. We will be adding additional stakeholders as the work progresses.
- We have clearance from the health department to resume the summer off season athletic workouts. These will start next week and will follow all health department guidelines including: limited to 90 minutes in duration, temperature checks, limiting number of participants to 10 indoors and 50 outdoors with proper social distancing.
- BHS construction is going well. I sent pictures earlier and they are making great progress.
- Cares ACT grant - we are working on a plan to submit to the State for use of these dollars. We are waiting for final amount that we will be able to apply for. This can be used for expenses due to COVID - 19 and for additional programs or expenses
- It was an interesting end to the 19-20 school year. I appreciate everyone's patience and flexibility as we have worked to close out the school year.
- BHS graduation was a great success and will be streamed tonight starting at 7:00 and you can access via our website.
- As we move through these challenging times, things will move extremely fast between now and August, please know you can reach out to me anytime for information or to ask any questions.

General Counsel's Report

No report.

Tennessee Legislative Network (TLN) Representative

TLN Representative Mrs. Shirley Jackson updated the Board that the voucher bill was on hold.

Financial Report

The April 2019-2020 Financial Reports were accepted by the Board. It is a non-voting item.

UNFINISHED BOARD BUSINESS

No unfinished Board Business items.

BOARD ACTION ITEMS

New Board Business

Carrier of Student Insurance

The naming of K & K Insurance the Carrier of Student Insurance for the 2020-2021 school year passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Student Affiliation Agreement Between University of Tennessee at Martin and the Bartlett City Board of Education

The Student Affiliation Agreement Between University of Tennessee at Martin and the Bartlett City Board of Education passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Portia Tate.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Memorandum of Agreement Between Shelby County Government and Bartlett City Schools for Public Health School - Based Dental Prevention Program for Children

The Memorandum of Agreement Between Shelby County Government and Bartlett City Schools for Public Health School - Based Dental Prevention Program for Children passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Interlocal Agreement (ILA) for Planning Services

The Interlocal Agreement (ILA) for Planning Services passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

HVAC Installation at Bon Lin Elementary Bid #FY20017

Award Damon-Marcus Bid #FY20017 in the amount of \$101,569.00 for HVAC Installation at Bon Lin Elementary passed with a motion by Mrs. Shirley Jackson and a second by Mrs. Portia Tate.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Secure Walkway from Gym to Main at Ninth Grade Academy Bid #FY20018

Award Wagoner General Contractors Bid #FY20018 Secure Walkway from Gym to Main at Ninth Grade Academy in the amount of \$122,200.00 passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Shirley Jackson.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Re-Roof at Bartlett High School Bid #FY20019

Award B Four Plied, Inc. Bid #FY20019 Re-Roof at Bartlett High School in the amount of \$308,973.00 passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Portia Tate.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Freezer/Cooler at Altruria Elementary Bid #FY20020

Award B & B Specialty Bid #FY20020 Freezer/Cooler at Altruria Elementary in the amount of \$125,500.00 passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Security Enhancements at Bartlett Elementary, Appling Middle and Rivercrest Elementary Bid #FY20030

Award B & B Specialty Bid #FY20030 Security Enhancements at Bartlett Elementary, Appling Middle and Rivercrest Elementary in the amount of \$127,454.00 passed with a motion by Mrs. Shirley Jackson and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

Resolution 7-8 General Fund Balance and Education Capital Projects Budget Amendment

Resolution 7-8 General Fund Balance and Education Capital Projects Budget Amendment passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

5 Year Capital Improvement Plan

5 Year Capital Improvement Plan passed with a motion by Mrs. Portia Tate and a second by Mr. Bryan Woodruff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

2020 Bartlett City Schools Tenure Recommendations

Tenure Recommendations were shown via Zoom and noted that names will be entered into the minutes.

Timothy Allen-Bartlett High School
Elizabeth Arrison-Altruria Elementary
Jose Arroyo-Bartlett High School
Christen Atkinson-Ellendale Elementary
Sara Black-Elmore-Park Middle
Nelly Bolender-Bon Lin Middle
Sheryl Bruce-Bon Lin Middle
Shannon Burdick-Bartlett High School
Lara Burdick-Rivercrest Elementary
Mallory Byrd-Applying Middle
Martin Chapman-Rivercrest Elementary
Daniel Cook-Bartlett High School
Mark Craddock-Bartlett High School
Jessica Craig-Elmore Park Middle
Kimberly Cupples-Oak Elementary
Jennifer Dunleavy-Bartlett High School
Emilee Escue-Bon Lin Elementary
Demetri Faulkner-Central Office
Jeffrey Forbes-Bartlett Elementary
Rebecca Gaia-Bon Lin Elementary
Brant Gast-Bartlett High School
Kelly Geer-Bartlett Academy
Stephanie Gorham-Bon Lin Middle
Sylvia Hancock-Bartlett High School
Jenna Harper-Bartlett High School
Emily Houston-Altruria Elementary
Lori Johnson-Rivercrest Elementary
Amy Jurkovic-Bartlett Academy
Amy Koshenina-Central Office
Seth Kuhl-Bartlett High School
Mary Land-Rivercrest Elementary

Leslye Lane-Altruria Elementary
Justin Lemmons-Bartlett Elementary
Elizabeth Lockhart-Central Office
Elise Maharrey-Ellendale Elementary
Jenise McGee-Ellendale Elementary
Deanna Metz-Applying Middle
Rachel Mogy-Bon Lin Middle
Brittney Nesbit-Applying Middle
Erin Ozment-Bartlett High School
Amy Pembleton-Bon Lin Elementary
Tiffany Ragland-Ellendale Elementary
Torie Randall-Altruria Elementary
Christy Ransom-Altruria Elementary
Kacee Real-Bartlett Academy
Richard Real-Bartlett High School
Christy Reasons-Bon Lin Middle
Caitlin Riding-Bartlett High School
Christina Robinson-Altruria Elementary
Leonard Rovey-Bartlett High School
Chandra Smith-Bon Lin Middle
Courtney Smith-Applying Middle
Sydney Smith-Bon Lin Middle
Amber Stanley-Bartlett Elementary
Pamela Tate-Bartlett Academy
Emily Underwood-Elmore Park Middle
Frankie Wade-Bartlett High School
Tobey Wallace-Bartlett High School
Kirsten Walz-Bartlett High School
Mary Weincken-Oak Elementary
Christ Wilson-Altruria Elementary
Ann Wroblewski-Bartlett Academy

The 2020 Tenure Recommendations passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Portia Tate.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

2019-2020 Superintendent Evaluation Instrument

The 2019-2020 Superintendent Evaluation Instrument passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Mrs. Portia Tate: Aye, Mr. Bryan Woodruff: Aye

ADJOURNMENT

The meeting adjourned at 5:30 p.m.

David M. Cook II, Chairman

Dr. David A. Stephens, Superintendent

Bartlett City Schools
FY 2021 Every Student Succeeds Act (ESSA) Programs Summary

	<u>Title I</u>	<u>Title I N</u>	<u>Title ID</u>	<u>Title IIA</u>	<u>Title III</u>	<u>Title IV</u>
FY20	\$2,565,483	\$923,732	\$41,395	\$209,117	\$17,217	\$258,618
FY21	\$2,348,595	\$791,824	\$56,936	\$283,399	\$15,711	\$266,087

Title IA, Title IN, & Title ID-For the 2020-2021 school year the Bartlett City Schools Title I program will provide instructional services to all students in every BCS school, two facilities for neglected children (Lakeside Behavioral and Youth Villages), and one facility for delinquent children (Archon Academy). These services will supplement instructional services provided by state and local funds.

Title I funds will be utilized for Instructional Facilitators, teachers (RTI), tutors, technology support, accounting support, administrative support, N & D Supervisor, and Federal Programs Supervisor; extended learning including before/after school; parent training; family engagement; and PD.

Title IIA-Professional development activities for core academic subjects that are high quality, sustained, intensive, and classroom focused will be provided for instructional staff in all BCS schools and the participating non-public school (St. Ann Bartlett).

Title IIA funds will be utilized for a Central Office level position (LA Lead Instructional Coach) and off-site professional development opportunities, the position of a part-time RTI Coach, and supplies/materials. These items support school administrative initiatives and goals by providing PD to teachers through Instructional Coaches.

Title IIIA- Supplemental scientifically-based language instruction to increase English proficiency and student academic achievement in support of English as a Second Language (ESL) services to English Learners will be provided to eligible BCS students, as well as eligible students attending participating non-public schools (St. Ann Bartlett and Youth Villages).

Funds will be utilized for instructional materials/supplies, equipment, parent outreach, and PD.

Title IV- Providing students with a well-rounded education (e.g. STEM, arts, civics, IB/AP, health and physical education). Supporting safe and healthy students (e.g. school mental health, drug/violence prevention, training on trauma-informed practices). Supporting the effective use of technology (e.g. professional development, blended learning, technology devices).

Funds will be used for two social workers, a safety manager, supplies/materials, STEM materials, and PD for BCS and the participating non-public school (St. Ann Bartlett).

Summary presented by:

James Aldinger, Director of Human Resources, Federal Projects, and Accountability, Bartlett City Schools
 james.aldinger@bartlettschools.org

Bartlett City Schools

FY 2020-2021 IDEA Programs Summary

Preliminary Allocations:

IDEA, Part B

\$ 1,949,820.00

IDEA Preschool

\$ 40,400.00

Bartlett City Schools maintains compliance on 2,010 Individualized Education Plans.

IDEA, Part B

BCS currently serves 1,315 students ages 6-21 (not including the 532 gifted students) in our eleven public schools. Services vary and include consultation, co-teaching, resource, and functional skills. Related services provided include speech-language therapy, nursing, occupational therapy, physical therapy, transportation, and behavioral support.

Supplemental IDEA funds will be utilized to support all students with disabilities, ages 3-21, with the following personnel:

- one Special Education Supervisor
- one Special Education Academic Consultant,
- one Transition Consultant,
- two Behavior Interventionists,
- three Speech Language Pathologists,
- four Special Education nurses,
- one Restorative Practices Coordinator,
- two Behavioral Support Paraprofessionals,
- 15 classroom paraprofessionals
- .5 FTE for Grants Accountant

A portion of the supplemental funds are allocated for professional development and include coverage for registration fees, mileage, and hotel expenses.

IDEA, Preschool

BCS currently serves 163 students with disabilities ages 3-5 and will continue to provide preschool services in eight preschool classrooms located within five elementary schools.

- Altruria Elementary - 1 class
- Bartlett Elementary -1 Class
- Bon Lin Elementary – 2 classes
- Oak Elementary – 2 classes
- Rivercrest Elementary – 2 classes

IDEA funds have been set aside for instructional materials, maintaining certification of personnel in the program, special education equipment, and professional development.

Bartlett City Schools 2020-2021 Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p>Describe how the district will differentiate for this element.</p> <p>Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).</p>	<p>Will the compensation be given as a bonus or a base pay increase?</p> <p>How much will qualifying teachers receive?</p>	<p>Eligibility: How many teachers are eligible for this type of compensation?</p> <p>Forecasted participation: How many teachers do you estimate will receive the award?</p>	<p>How much does the district estimate it will pay out for this differentiated pay element?</p>	<p>What percentage of salary expenditures (excluding benefit costs) does this element cover?</p>
<p>Hard-to-Staff (School, Subject, or Placement)</p>	<p>Teachers and other certificated positions that are hard-to-staff positions such as Math, Science, Special Education, SLPs, Foreign Language or any other teaching vacancy deemed difficult to staff area or has a high programmatic impact as determined by the superintendent, will be placed on the current BCS salary schedule that recognizes experience parity and education lanes. This strategy will not only assist in securing teachers and other certificated staff in hard-to-staff areas and will also assist BCS in recruiting and retaining teachers for our district. Our data reflecting hiring trends and applicant pool deem that elementary, fine arts, English, and Social Studies teachers are readily available. The hiring trends and limited applicant pool for science, math, special education, and foreign language and SLPs make these areas high need.</p> <p>Instructional Coaches are full time classroom teachers. These teacher leaders are compensated for time worked outside of their contracted time with stipends. These educators coach the most effective teachers in the building, teachers new to the district, and any teacher assigned by the school or district. Instructional Coaches facilitate peer-to-peer informal observations with feedback focusing on the TEAM rubric. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, be respected by peers and administrators, and have an LOE 4/5.</p>	<p>Compensation will be paid as the base salary for qualifying teachers and other certificated personnel. The amount that teachers receive will be contingent upon experience and education for the critical shortage areas identified.</p> <p>Selected teachers will receive a \$2,500 stipend based on completion of 75 documented teacher support hours.</p>	<p>ten to fifteen</p> <p>Twelve teachers will be selected to receive the position. Based on current data in TNCompass, over 400 in our district teachers would be eligible to apply for this position.</p>	<p>(\$2,000-\$10,000 difference between the two salary schedules).</p> <p>The total district pay out is \$30,000 for the stipend.</p>	<p>This will comprise less than 1% of the district salary expenditures</p> <p>The total district pay out is \$30,000 for the stipend. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject and then selected to complete extra hours outside of the contracted time covered by the stipend.</p>

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Additional Instructional Roles or Responsibilities	Flex Professional Learning Leaders are full time classroom teachers. These educators have already satisfied the base district requirement for 24 hours of Flex Credit and are facilitating additional learning for the district's educators. These teachers must have met their baseline Flex Day requirements of 24 hours and have a skill/knowledge that needs to be shared with other educators in the district.	Selected teachers will receive an hourly rate of \$23.88 per hour.	Based on current data in TNCompass, over four teachers in BCS would meet the effectiveness requirements to earn additional money as part of the Flex Professional Learning program.	The district's max pay out is \$23,880 for all possible hours earned for Flex Professional Learning Leaders.	The district's max pay out is \$23,880 for all possible hours earned for Flex Professional Learning Leaders. The base salary of these positions is covered in the general budget since these are full time teachers already hired to teach a grade/subject.
Additional Instructional Roles or Responsibilities	High School Instructional Program Assistant is a full time classroom teacher with stipend to serve the high schools to facilitate the PLC process, assessment support including ACT, and facilitate RTI implementation. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores.	Selected teacher will receive a teacher base salary with stipend.	One teacher will be selected to receive the position. Based on current data in TNCompass, 413 teachers would be eligible to apply for this position.	The district pay out for the stipend is \$3,000.	The total district pay out is \$73,137 for base salary and \$3,000 for stipend. This brings the district total pay out to approximately \$76,137. The base salary will have a final determination based on the years of experience and education of the hired teacher.
Additional Instructional Roles or Responsibilities	Instructional Technology Coach is a full release teacher to focus coaching on the implementation of technology into regular classroom instruction through professional development and informal observations focusing on the SAMR model. Selected teachers must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators, Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of technology in the classroom with experience integrating technology and experience diagnosing and resolving technical issues.	Selected teacher will receive a teacher base salary.	Eight teachers will be selected to receive the position. Based on current data in TNCompass, over four hundred teachers district-wide would be eligible to apply for this position.	These salaries are covered in the general budget.	The total district pay out is \$495,097 for base salary. The base salary will have a final determination based on the years of experience and education of the hired teacher.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Additional Instructional Roles or Responsibilities	Instructional Facilitator is a full release teacher at a Title 1 school who oversees the Title 1 budget, parent trainings, and focuses on instructional programming to facilitate student growth. Selected teacher must demonstrate strong leadership skills, have 3 or more years of effective teaching experience, are respected by peers and administrators. Master's Degree is preferred with current ILLB and have a level 4 or 5 rating as measured by Overall TEAM observation scores. Selected teachers should also have extensive use of the School Improvement Plan and the budgeting process.	Selected teacher will receive a teacher base salary with stipend.	Eight teachers will be selected to receive the position. Based on current data in TNCompass, over four hundred teachers district-wide would be eligible to apply for this position.	The district pay out for the stipend is \$6,000.	The total district pay out is \$542,787 for base salaries and \$6,000 for stipend. This brings the district total pay out to approximately \$590,787. The base salary will have a final determination based on the years of experience and education of the hired teacher.
Education*					
Experience*					
Other	Teachers who are hired to also fill major extracurricular and/or sponsorships are deemed to have a high programmatic impact as determined by the superintendent will be placed on the current BCS salary schedule that recognizes experience parity and educational lanes. This strategy will assist BCS in recruiting and retaining employees in these very crucial programmatic impact areas.	Compensation will be paid as the base salary for qualifying teachers. The amount that teachers will receive will be contingent upon experience and education for the high programmatic impact areas related to extracurricular and/or sponsorships identified. (\$2,000-\$10,000 difference between the two salary schedules.)	three to six	\$20,000-\$40,000	This will comprise less than 1% of the district salary expenditures.

Bartlett City Schools
10 MONTH TEACHER - ELEM/MID COUNSELOR SALARY SCHEDULE
2020-2021
ALL TEACHERS HIRED ON OR AFTER AUGUST 2, 2013 FOLLOW THIS SCHEDULE

STEP	B.A.		M.A.		ED.D	
	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO
0	44,270	1,844.58	47,861	1,994.21	48,907	2,037.77
1	45,172	1,882.17	48,977	2,040.71	50,022	2,084.25
2	46,272	1,928.00	50,051	2,085.46	51,096	2,129.00
3	47,300	1,970.83	51,083	2,128.46	52,128	2,172.00
4	48,260	2,010.83	52,132	2,172.17	53,177	2,215.71
5	49,113	2,046.38	53,024	2,209.33	54,070	2,252.90
6	50,317	2,096.54	54,303	2,262.63	55,349	2,306.19
7	50,933	2,122.21	54,957	2,289.88	56,003	2,333.44
8	51,938	2,164.08	56,052	2,335.50	57,098	2,379.06
9	52,414	2,183.92	56,573	2,357.21	57,618	2,400.75
10	53,464	2,227.67	57,715	2,404.79	58,760	2,448.33
11	54,917	2,288.21	59,258	2,469.08	60,304	2,512.65
12	56,239	2,343.29	60,575	2,523.96	61,621	2,567.52
13	57,579	2,399.13	61,875	2,578.13	62,921	2,621.69
14	58,832	2,451.33	63,265	2,636.04	64,311	2,679.60
15	60,178	2,507.42	64,539	2,689.13	65,585	2,732.69
16	60,778	2,532.42	65,140	2,714.17	66,185	2,757.71
17	61,380	2,557.50	65,742	2,739.25	66,788	2,782.81
18	62,225	2,592.71	66,677	2,778.21	67,723	2,821.77
19	63,469	2,644.54	68,011	2,833.79	69,077	2,878.21

Bartlett City Schools
10 Month TEACHER - ELEM/MID-COUNSELOR SALARY SCHEDULE
 2020-2021

ALL TEACHERS HIRED PRIOR TO AUGUST 2, 2013 FOLLOW THIS SCHEDULE

STEP	B.A.		M.A.		M.A. + 45		EDS		EDD	
	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO	ANNUAL	SEMI-MO
0	44,270	1,844.58	47,861	1,994.21	51,573	2,148.88	52,299	2,179.13	54,221	2,259.21
1	45,172	1,882.17	48,977	2,040.71	52,868	2,202.83	53,605	2,233.54	55,460	2,310.83
2	46,272	1,928.00	50,051	2,085.46	56,632	2,359.67	54,836	2,284.83	56,691	2,362.13
3	47,300	1,970.83	51,083	2,128.46	55,310	2,304.58	56,047	2,335.29	57,897	2,412.38
4	48,260	2,010.83	52,132	2,172.17	56,633	2,359.71	57,373	2,390.54	59,282	2,470.08
5	49,113	2,046.38	53,024	2,209.33	57,678	2,403.25	58,384	2,432.67	60,321	2,513.38
6	50,317	2,096.54	54,303	2,262.63	59,159	2,464.96	59,872	2,494.67	61,806	2,575.25
7	50,933	2,122.21	54,957	2,289.88	60,150	2,506.25	60,897	2,537.38	62,754	2,614.75
8	51,938	2,164.08	56,052	2,335.50	61,334	2,555.58	62,103	2,587.63	63,935	2,663.96
9	52,414	2,183.92	56,573	2,357.21	62,079	2,586.63	62,835	2,618.13	65,127	2,713.63
10	53,464	2,227.67	57,715	2,404.79	63,353	2,639.71	64,081	2,670.04	65,973	2,748.88
11	54,917	2,288.21	59,258	2,469.08	65,257	2,719.04	65,950	2,747.92	67,890	2,828.75
12	56,239	2,343.29	60,575	2,523.96	66,690	2,778.75	67,454	2,810.58	69,297	2,887.38
13	57,579	2,399.13	61,875	2,578.13	68,274	2,844.75	68,998	2,874.92	70,939	2,955.79
14	58,832	2,451.33	63,265	2,636.04	69,689	2,903.71	70,455	2,935.63	72,286	3,011.92
15	60,178	2,507.42	64,539	2,689.13	71,230	2,967.92	71,985	2,999.38	73,860	3,077.50
16	60,778	2,532.42	65,140	2,714.17	71,831	2,992.96	72,586	3,024.42	74,462	3,102.58
17	61,380	2,557.50	65,742	2,739.25	72,433	3,018.04	73,187	3,049.46	75,063	3,127.63
18	62,225	2,592.71	66,677	2,778.21	73,503	3,062.63	74,274	3,094.75	76,185	3,174.38
19	63,469	2,644.54	68,011	2,833.79	74,973	3,123.88	75,759	3,156.63	77,709	3,237.88

Policy 5036: Social Media NEW

The purpose of this policy is to establish guidelines and provide direction for District employees when participating in online social media activities. The Superintendent or his/her designee shall establish procedures to ensure effective administration of this policy.

Definitions

Social media: Includes any and all forms of online publication where individuals engage in conversation or exchange of written information or images (such as blogs, micro-blogs, wikis, podcasts, virtual worlds, user rating services, messaging sites, and social networks). Social media tools include online sites such as Twitter, Facebook, YouTube, Wikipedia, Instagram, Pinterest, Snapchat, and LinkedIn. These examples are included by way of illustration and not limitation; new social media platforms are continually emerging, and the named tools shall not constitute an exhaustive list of social media governed by this Policy.

Professional Use: Refers to an employee's personalized presence on social media to advance a program or function of the Bartlett City Board of Education as part of the employee's job responsibilities.

Personal Use: Refers to an employee's personalized presence on social media, initiated at will by the employee, to advance a personal objective.

Disruption to the school environment: Includes any interference with the school environment or violation of Board policy. Interference includes, but is not limited to, violations of Policy 5024: Ethics, affected job responsibilities, compromised or disharmonious professional working relationships, student or parent complaints, student reassignment, student withdrawal, or a threatened or actual negative impact on the learning environment.

Social Media Guidelines

BCS employees shall refrain from using social media for school-related messaging unless otherwise approved by a school or department administrator. The primary method of school communications shall be District-provided communication tools, such as a school email, the learning management system, voicemail account, webpage, Seesaw, Remind, or related professional platforms.

Professionalism should be maintained in all interactions with students, staff, their families, and the community whether engaging in-person or electronically via social media. Failure to do so may place an employee in violation of Board policy and at risk of discipline.

By accessing, creating, or contributing to any professional or personal use of social media, BCS employees agree to abide by the expectations incorporated in Policy 5036: Social Media.

District employees remain personally responsible for content published by, attributable to, or connected with their presence on social media. Online behavior should reflect the same standards of honesty, respect, responsibility, and consideration required of BCS employees engaged in in-person communications, and social media use should always remain within the bounds of professional discretion. Online conduct resulting in a disruption to the school environment, whether resulting from professional or personal use of social media, may be subject to disciplinary action up to and including dismissal.

Professional Use of Social Media

District employees are prohibited from using personal social media accounts for official school purposes. If a BCS employee wishes to incorporate social media into the curriculum or educational program, he or she must first inform and receive approval from his/her school or department administrator and receive express parental informed consent for third party social media platforms. Social media use in the classroom should be incorporated only in cases where the educational benefit outweighs the potential risks of participation. Upon approval by an administrator, District employees may establish a classroom social media account or page using District contact information, including school email account, address, and voicemail extension.

Professional use of social media shall be considered an extension of the classroom, and all content associated with such use shall adhere to classroom and professional expectations. Copyright and fair use guidelines should be maintained, and the school and/or District name, logos, and images may not be used without receiving prior permission pursuant to Board Policy 1028. District employees incorporating social media into the classroom shall maintain the primary responsibility for monitoring such use, and what is inappropriate in the classroom should be deemed inappropriate online. Social media interactions with students should demonstrate the highest levels of professionalism and should adhere to all District policies regarding student records, safety, privacy, codes of conduct, and ethics.

Any student information communicated through social media platforms must comply with all District policies on student privacy and student records. In addition to the privacy requirements set forth in Board policy and in the Family Educational Rights and Privacy Act (FERPA), a student's participation in third party social media sites as part of a District activity shall require express parent informed consent. As part of such consent, parents must be made aware, in writing, that the District is unable to control such third party sites, that the activity is optional, and that, should the parent decline to consent, a suitable and educationally-equivalent alternative activity or assignment will be made available.

The District recognizes that student or community groups may create social media accounts representing students or groups associated with the District. If and when District employees join or engage with these social networking groups, they do so as representatives of the District and are encouraged to use a professional social media account. In this capacity, whether on or off duty, all employees are responsible for maintaining appropriate employee-student relationships and have further responsibility for reporting and/or addressing inappropriate behavior or activity on these networks. This responsibility includes maintaining student

confidentiality, acting to protect the safety of minors online, reporting abuse, bullying, or harassment, and adhering to the Teacher Code of Ethics. Failure to do so could put an employee in violation of existing District policies and at risk of disciplinary action.

Personal Use of Social Media

District employees remain personally responsible for content published by, attributable to, or connected with their social media accounts. Online behavior should always reflect the same standards of honesty, respect, responsibility, and consideration required of BCS employees, and even personal use of social media should remain within the bounds of professional discretion. A BCS employee may be identified as an employee or may otherwise associate themselves with the District through self-identification, display of their name and likeness, school contacts, “follows”, or “likes” and thus must ensure that any associated content is compatible with the mission of the District.

District employees are prohibited from using personal social media accounts for official school purposes. Online fraternization between BCS employees and BCS students is strictly prohibited. Employees may not use personal social media to solicit or accept “friend” requests or other social media connections from BCS enrolled students or former students who continue to be minors.

District employees are encouraged to remember that intentional messaging and privacy protections help distinguish personal comments from those communicated on behalf of Bartlett City Schools. Consistent with Policy 5029, employees must make clear that the view expressed on his/her social media is not the official view of the Board or BCS. Employees shall never use personal social media in any way purporting to be or speaking for Bartlett City Schools.

Even when incorporating the most restrictive privacy settings, employees should assume that all postings are in the public domain. Employees should understand that comments made using certain social media platforms are not protected by privacy settings, and employees must refrain from publishing content that could be deemed unprofessional. Online conduct resulting in a disruption to the school environment, whether resulting from professional or personal use of social media, may be subject to disciplinary action up to and including dismissal.

Reporting Notification, and Training

Improper uses of social media shall be referred to the building administrator and/or BCS Department of Human Resources for investigation. This Policy shall be disseminated annually to District staff, students, and volunteers via the Acceptable Use of Technology form and the BCS website. All District employees and volunteers shall be educated on this Policy, acceptable use of social media platforms, and related administrative procedures.