



Special Called Board Meeting

June 29, 2026 5:00 PM

Support Services Building - Professional Development Room

1. Call To Order

- a. Record Attendance

2. Approval of Agenda

3. Items of Particular Interest (Public Comment)

4. New Business

- a. Termination of Superintendent's Contract by Mutual Agreement
- b. Appointment of Interim Superintendent and Approval of Interim Superintendent Contract
- c. Authorization to appoint a Superintendent Search Advisory Committee
- d. 2026-2027 School Board Budget
 - I. Approval of the 2026-27 School Board Budget Amendment corresponding to the County Commission reduction of the General Purpose School Fund
 - II. Approval of the 2026-27 Pay Charts
 - III. Approval of the 2026-27 School Board Budget Amendment corresponding to the County Commission reduction of the Central Cafeteria Fund
 - IV. Approval of the 2026-27 School Board Budget Amendment corresponding to the County Commission reduction of the Extended School Fund

5. Adjournment

CONTRACT OF EMPLOYMENT
Between
Leigh Webb, Ed.D.
and the
Williamson County Board of Education

This Employment Contract is entered into this ___ day of _____, 2026, by and between, the Williamson County Board of Education, hereinafter called the "Board", and Leigh Webb, Ed.D., hereinafter called the "Director". The Board and the Director, for the consideration herein specified, agree as follows:

TERM OF CONTRACT

The Board, in accordance with its action as found in the minutes of its meeting held on the 29th day of June, 2026, hereby employs, and the Director hereby accepts employment as Interim Director of the Williamson County School System for a period of 83 days commencing on the 15th day of July, 2026, and ending on the 5th day of October, 2026. The Director shall assume responsibilities of the position effective on the 15th day of July, 2026.

DUTIES

The Director shall perform the duties and have all such authority as specified in the Tennessee Code Annotated, as well as those listed in the policies of the Board as adopted by the Board, which may be amended from time to time during the term of this contract. Such job description, as so amended, is hereby incorporated in this contract by reference as if fully restated herein. Further, the Director shall perform all duties incident to the office of the Director and such other duties as may be prescribed by the Board from time to time.

The Director shall devote such time and energies as are necessary to perform the duties specified in the job description. These duties will generally be performed during normal business hours, but it is expressly agreed that the duties of this position will require the Director to work during times other than normal business hours.

The Director agrees to conduct himself/herself in an ethical and professional manner at all times in the execution of her duties and shall be responsible for establishing a culture of ethical and professional conduct within the Williamson County School District.

In the event the Director is arrested or charged with any crime, or subpoenaed by any court or grand jury, the Director shall immediately notify the Board, through the Board Chair.

REFERRALS TO DIRECTOR

The Board, collectively or individually, shall promptly refer to the Director for study and recommendation all criticisms, complaints, and suggestions called to their attention relative to the Director or the school district. The Director shall share with the Board, wherever and

whenever possible and as appropriate, criticisms, complaints, and suggestions concerning the school district that come to the attention of the Director.

LOYALTY

The Director shall devote full time, attention, knowledge, and skills, solely and exclusively, to the business and interests of the Board and the Williamson County School District. The Director may, however, undertake consulting work, speaking engagements, writing, lecturing, or other activities which do not interfere with the discharge of the Director's duties and responsibilities. Any such activities undertaken by the Director shall be reported to the Board. The determination of the Board as to whether such other work interferes with the discharge of the Director's duties and responsibilities shall be conclusive.

COMPENSATION

The annual salary of the Director for the term of this contract shall be \$275,000.00 ("salary"). The salary of the Director shall be paid in accordance with the Board payroll policy and prorated if this contract is initiated on a date other than July 1. In no event shall the Director's salary be reduced, except as provided by law.

Any adjustments to the salary during the term of this contract shall be in writing and shall be in the form of an amendment or addendum to this contract. If an adjustment in salary is made during the term of this contract, it shall not be deemed by either party that a new contract has been formed or that the termination date for the existing contract has been extended.

AUTOMOBILE EXPENSES

The Board shall provide the Director with an automobile and all expenses involved in use of said automobile, including but not limited to insurance, for the Director to carry out her official duties.

TECHNOLOGY EXPENSES

The Board shall provide the Director with a monthly technology allowance of \$60 to cover the cost of any cell phone needed by the Director.

INSURANCE BENEFITS

The Director shall maintain her current insurance benefits through Williamson County Schools. Should the Director elect no coverage under the school system insurance plan, no other benefit or salary shall be paid in lieu thereof.

MEMBERSHIP DUES

The Board shall pay all dues for the Tennessee Organization of School Superintendents. The Board shall reimburse the Director for expenses in attending related functions provided, however, that the Board must first approve membership except for those organizations listed by name in this paragraph.

PROFESSIONAL LIABILITY

The Board shall maintain liability insurance covering alleged wrongful acts and omissions of the Board and of the Director in the scope of her employment with the Board. The Board shall, to the extent permitted by law, directly or through her insurance, defend the Director, bear defense costs, and indemnify and hold the Director harmless on demands, claims, suits, and legal proceedings brought by third parties against the Director in her official capacity as agent and employee of the Board, except that this obligation of the Board shall not exist with respect to violations of criminal law, improper personal gain, or willful misconduct. In no event will individual Board members be considered liable for indemnifying the Director against such demands, claims, suits, and legal proceedings.

PROFESSIONAL GROWTH

The Board encourages and expects the Director to participate in professional growth and development activities including attendance at professional conferences at the local, state, and national levels. The necessary expenses of said attendance shall be paid by the Board in accordance with Board policy. Written approval of the Chair of the Board, which shall not be unreasonably withheld, shall constitute Board approval for leave to attend such activities.

ANNUAL LEAVE

The Director shall receive annual leave in accordance with Board policy for district administrators.

SICK LEAVE

The Director shall receive sick leave in accordance with Board policy for district administrators.

WORK YEAR

The office of the Director is a full-time, twelve (12) month position. Days upon which the Director shall not be required to be in attendance at work include the regular school system holidays provided for in statute and any day for which the school system and the central office are closed in accordance with the school calendar and/or policies established by the Board (e.g.,

inclement weather, dangerous conditions, safety concerns, etc.), as well as annual leave or sick leave as described above.

EXPENSES

The Board shall reimburse the Director for all actual and necessary travel and other expenses required in the performance of the official duties during employment under this contract, subject to such limitations as provided by law and by Board policy.

RETURN TO PREVIOUS POSITION

Upon termination of this contract by mutual agreement or upon expiration of the term, the Director shall return to her previous position within the school system without loss of status or benefits that would have been due or accrued by the Director in said previous position and guaranteed to remain in this position through the 27-28 school year with the option of continuing in this position thereafter if agreeable with her and the current Director.

ANY OTHER CONTRACT SUPERSEDED

This contract sets forth the terms of employment of the Director by the Board during the stated term and supersedes any other contract that the Board may have previously negotiated with the Director.

CONTRACT TERMINATION

Mutual Agreement. This contract may be terminated by mutual agreement, which may include, but is not limited to, retirement, disability, or death of the Director. If this Contract is terminated by mutual agreement, the Director shall be entitled to no further benefits or compensation under the terms of this Contract. In the event of such termination, the Board shall reassign the Director to her previous position within the school district.

For Cause. This contract may be terminated by the Board for cause upon proof of improper or unprofessional conduct or misconduct, any act of moral turpitude, dishonesty, fraud, inefficiency, incompetence, insubordination, or neglect of duty as defined in Title 49, Chapter 5 of the Tennessee Code Annotated as enacted or hereafter amended, material breach of this contract, failure to follow Board policies or directives, violation of local, state, or federal law, or for any reason established by state law. If the Board terminates this contract for cause, the Director shall be entitled to no further benefits or compensation under this contract nor shall the Director retain any right of reinstatement to her former position.

Removal from Office. This contract shall be terminated if the State Board of Education, in accordance with the provisions of Title 49, Chapter 1 of Tennessee Code Annotated as enacted or hereafter amended, orders the removal of the Director. If such removal is ordered, the Director shall be entitled to no further benefits or compensation under the terms of this contract nor shall the Director retain any right of reinstatement to her former position.

Resignation. The Director may resign by providing written notice of at least fifteen (15) days to the Chairman of the Board. This requirement may be waived at the discretion of the Board.

Unilateral Termination. The Board may, at any time, unilaterally terminate this contract after giving fifteen (15) days' notice. In the event of such termination, the Board shall reassign the Director to her previous position within the school district.

DIRECTOR OF SCHOOLS SEARCH

The Director understands and acknowledges that he/she is service in a temporary interim basis, and there is no expectation of employment as Director beyond the term of this contract. The Director agrees that the Board is entitled to take any action it deems appropriate in furtherance of its search for a permanent Director. If, during the term of this contract, the Board desires to conduct a Director of Schools search or otherwise takes steps in furtherance of its goal of appointing a permanent Director, the Board shall not be deemed to have breached, terminated, and/or anticipatorily breached or terminated this contract nor shall the Board be deemed to have created or declared a vacancy in the position of Interim Director of Schools. Additionally, the Director agrees that if the Board decides to conduct a Director of Schools Search during the term of this contract, said action shall not be deemed to trigger any entitlement by the Director to any payment or other remedy under this contract.

AMENDMENTS

Any modification to this contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this contract.

ENTIRE AGREEMENT

This contract constitutes the entire agreement among the parties. The parties acknowledge that neither has relied upon any oral representation or any agreements by the other; that no such oral representations or agreements shall in any way affect the terms of this contract; and that this contract may not be modified or changed except by written instrument executed by the parties.

CONTROLLING LAW AND JURISDICTION

This contract shall be interpreted according to the laws of the State of Tennessee. In the event of litigation arising from the breach or enforcement of this contract, the parties agree that the proper jurisdiction and venue shall rest with the trial courts of Williamson County, Tennessee.

SEVERABILITY

The Board and the Director agree that, in the event any part or clause of this contract is made invalid, unenforceable, or illegal under federal or state law or held to be invalid, unenforceable, or illegal by any court of competent jurisdiction, the remainder of this contract shall not be affected by such ruling, finding, enactment, or holding. The remainder of this contract shall continue in full force and effect with such part or clause stricken to the extent of its invalidity, unenforceability, or illegality.

HEADINGS

The headings used throughout this contract are for the convenience of the parties and are not intended to be used to interpret any term or condition hereof.

NO ASSIGNMENT

This contract is personal to the parties, being a contract for personal services, and shall not be subject to assignment or transfer in any manner.

Made and executed by the parties this the ____ day of _____, 2026.

Leigh Webb, Ed.D.
Director of Schools

Williamson County Board of Education
By: _____
Josh Brown, Chairman

To: Board of Education
From: Rachel Farmer, Assistant Superintendent/CFO *rf*
RE: Proposed Budget Amendments for the 2026-2027 Budget for GP,
Cafeteria and Extended School Program
Date: June 29, 2026



The following budget amendments require your approval only.

GENERAL PURPOSE SCHOOL FUND:

Amendment:

Budget Amendment to reduce Board approved 26-27 General Purpose Fund Budget to **\$566,790,932** from the originally approved balance of \$571,684,432. **A total reduction of \$4,893,500** due to medical insurance cost decrease of \$500 per employee totaling \$2,693,500 and reduction to overall budget of \$2,200,000.

CENTRAL CAFETERIA FUND:

Amendment:

Budget Amendment to reduce Board approved 26-27 Cafeteria Fund Budget to **\$21,537,317** from the originally approved balance of \$21,615,317. **A total reduction of \$78,000** due to medical insurance cost decrease of \$500 per employee.

EXTENDED SCHOOL PROGRAM FUND:

Amendment:

Budget Amendment to reduce Board approved 26-27 Extended School Program Budget to **\$8,226,127** from the originally approved balance of \$8,257,627. **A total reduction of \$31,500** due to medical insurance cost decrease of \$500 per employee.

Staff recommend approval of the above-mentioned budget amendments.

June Special Called

Row Labels	24-25 LY Actual	25-26 CY Original Budget	25-26 CY Revised Budget	26-27 As Amended
141 - GENERAL PURPOSE SCHOOL				
Revenue	\$ (519,979,963)	\$ (514,299,994)	\$ (543,801,702)	\$ (540,254,721)
40000 - REVENUES	\$ (519,979,963)	\$ (514,299,994)	\$ (543,801,702)	\$ (540,254,721)
Expense	\$ 536,038,091	\$ 562,612,797	\$ 592,117,572	\$ 566,790,932
71100 - REGULAR INSTRUCTION	\$ 238,645,424	\$ 240,081,265	\$ 252,377,845	\$ 247,861,111
71150 - ALTERNATIVE INSTRUCTION	\$ 717,989	\$ 743,522	\$ 779,424	\$ 809,655
71200 - SPECIAL EDUCATION INSTRUCTION	\$ 78,557,879	\$ 81,073,153	\$ 85,342,934	\$ 82,817,897
71300 - CAREER AND TECHNICAL EDUCATION	\$ 10,509,085	\$ 11,261,451	\$ 12,622,830	\$ 11,801,936
71400 - STUDENT BODY EDUC PRGM	\$ 1,846,276	\$ 2,032,000	\$ 2,032,000	\$ 2,017,000
72110 - ATTENDANCE	\$ 826,710	\$ 859,084	\$ 879,829	\$ 877,242
72120 - HEALTH SERVICES	\$ 9,675,365	\$ 9,904,747	\$ 10,346,144	\$ 10,128,302
72130 - OTHER STUDENT SUPPORT	\$ 20,094,403	\$ 21,143,970	\$ 22,354,315	\$ 20,984,078
72210 - INSTRUCTION SUPPORT	\$ 24,838,635	\$ 27,406,308	\$ 28,234,799	\$ 27,748,172
72215 - ALTERNATIVE SUPPORT	\$ 388,022	\$ 403,325	\$ 410,515	\$ 412,037
72220 - SPECIAL EDUCATION SUPPORT	\$ 13,238,398	\$ 13,526,309	\$ 14,862,720	\$ 14,052,417
72230 - CAREER/TECH EDUC SUPPORT	\$ 584,382	\$ 756,171	\$ 806,714	\$ 842,698
72250 - TECHNOLOGY	\$ 14,563,546	\$ 21,686,609	\$ 21,767,430	\$ 14,465,508
72310 - BOARD OF EDUCATION	\$ 9,131,485	\$ 22,120,572	\$ 11,959,994	\$ 22,581,341
72320 - OFFICE OF SUPERINTENDENT	\$ 2,296,615	\$ 2,638,693	\$ 2,672,962	\$ 2,430,945
72410 - OFFICE OF PRINCIPAL	\$ 33,796,858	\$ 34,659,134	\$ 35,231,387	\$ 34,947,946
72510 - FISCAL SERVICES	\$ 2,896,058	\$ 2,953,386	\$ 2,999,908	\$ 2,900,011
72520 - HUMAN SERVICES/PERSONNEL	\$ 2,862,525	\$ 3,245,753	\$ 3,294,075	\$ 3,180,944
72610 - OPERATION OF PLANT	\$ 22,114,460	\$ 23,195,102	\$ 23,648,385	\$ 23,573,449
72620 - MAINTENANCE OF PLANT	\$ 13,622,636	\$ 13,869,806	\$ 14,795,932	\$ 13,687,800
72710 - TRANSPORTATION	\$ 27,181,479	\$ 26,433,295	\$ 32,185,961	\$ 26,212,809
73100 - FOOD SERVICE	\$ 102,372	\$ -	\$ 380,449	\$ -
73300 - COMMUNITY SERVICES	\$ 1,547,635	\$ 1,665,962	\$ 1,690,751	\$ 1,502,330
73400 - EARLY CHILDHOOD/PRE K	\$ 934,342	\$ 953,180	\$ 983,426	\$ 955,305
76100 - REGULAR CAPITAL OUTLAY	\$ 5,065,511	\$ -	\$ 9,456,844	\$ -

141 - GENERAL PURPOSE SCHOOL Total

Grand Total	\$ 16,058,128	\$ 48,312,803	\$ 48,315,870	\$ 26,536,211
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\$ (540,254,721)	PROJECTED REVENUE**	
\$ (45,245,935)	EST FUND BALANCE	6/19/2026
\$ (585,500,656)	TOTAL RESOURCES	
\$ 566,790,932	EXPENSES	
\$ 17,003,728	3%	
\$ 583,794,660	TOTAL EXP AND 3%	
\$ (1,705,996)	NO GAP	



MEMORANDUM

TO: Williamson County School Board

FROM: Jason Golden, Superintendent

DATE: June 25, 2026

RE: Salary Recommendations 2026-2027

On June 19, 2026, the Williamson County Commission approved the 2026-2027 budget requests for Williamson County Schools, which includes 4% toward pay increases for faculty and staff. This approval, along with the initial data review and preliminary recommendations from the ongoing salary study, has led to the following salary increase recommendations for the 2026-2027 fiscal year. These recommendations include a focus on our hourly staff as described below. Proposed pay charts are attached.

Proposed Salary Adjustments

1. Hourly Classified Staff
Includes paraprofessionals (general and special education), secretaries, hourly maintenance staff, bookkeepers, hourly central office staff, bus drivers, bus attendants, food service workers, SACC workers, and other hourly school support staff.
 - 5% increase
2. Salaried Classified Staff
Includes salaried central office staff, school nurses, health services staff, department supervisors, and other staff, not in paragraph 4, below.
 - 4% increase
3. Teachers and School Psychologists
Includes teachers, counselors and school services personnel
 - 4% increase
4. Assistant Superintendents, Executive Directors, Directors, Principals, Assistant Principals, Curriculum Specialists. These roles include salaries that exceed \$115,000.
 - 2% increase. This reduced raise for leadership provides funds to give a 5% increase to hourly classified staff described in paragraph 1, above.

Staff recommends approval.



**2026-2027 Teacher Salary Schedule
200 Day Contract
PROPOSED**

Gray columns for employees hired on or after July 1, 2014.

	BSNH	BS	BS10	BS20	MA	MA10	MA20	MA30	EDS	PHD/EDD
0	52,124				57,968			58,558	62,644	63,233
1	53,146				59,104			59,706	63,873	64,473
2	54,188				60,264			60,876	65,125	65,736
3	55,276				60,805			61,417	65,666	66,331
4	55,792				61,378			61,991	66,292	66,961
5	56,346				61,985			62,605	67,006	67,625
6	56,904				62,600			63,226	67,669	68,296
7	57,469				63,221			63,853	68,337	68,973
8	58,037				63,847			64,485	69,016	69,655
9	58,612				64,479			65,125	69,701	70,346
10	59,194				65,116			65,770	70,390	71,042
11	59,781				65,763			66,422	71,081	71,767
12	60,379	60,379	60,379	60,379	66,476	66,476	66,476	67,632	71,811	73,086
13	61,587	61,587	61,587	61,587	67,453	67,453	67,453	68,988	73,014	74,547
14	62,817	62,817	62,817	62,817	68,801	68,801	68,801	70,367	74,473	76,039
15	64,075	64,075	64,075	64,075	70,178	70,178	70,178	71,772	75,962	77,559
16	65,355	65,355	65,355	65,355	71,581	71,581	71,581	73,210	77,482	79,111
17	66,663	66,663	66,663	66,663	73,014	73,014	73,014	74,674	79,032	80,694
18	67,995	67,995	67,995	67,995	74,473	74,473	74,473	76,169	80,614	82,307
19	69,358	69,358	69,358	69,358	75,962	75,962	75,962	77,691	82,224	83,953
20	70,743	71,058	71,058	71,058	77,482	77,482	77,482	79,245	83,871	85,632
21	76,578	77,698	79,364	81,172	84,222	84,222	84,222	89,276	91,460	93,510

Teachers above step 21 will receive the approved percentage agreed to during the budget process.

Annual Supplement Eligibility

Full-time teachers and other professional personnel, including counselors, who hold National Board Certification (NBC) or National Board for Certified Counselors (NBCC) will receive a \$2,500 annual supplement. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. The NBC must be reflected on educator's Tennessee teaching license to be considered eligible.

Speech Language Pathologists who hold Certification of Clinical Competencies (CCC) Licensure, and Orientation/Mobility Specialists serving visually impaired students who hold ACVREP certification, will receive a \$2,500 annual supplement. These supplements will be distributed evenly throughout eligible pay periods and are prorated based on contracted hours worked within the active certification period. CEU's earned to renew CCC licensure must be presented every three (3) years and units must have been earned in therapies/practices directly related to students ages 0-22.

Administrators and supervisory personnel are not eligible for this supplement.



**2026-2027 School Psychologist Salary Schedule
10 or 11 Month Employment**

PROPOSED

	10 Month		11 Month	
	MA/MA+30/EDS	EDD/PhD	MA/MA+30/EDS	EDD/PhD
0	68,909	69,556	75,800	76,512
1	70,260	70,920	77,286	78,012
2	71,637	72,310	78,801	79,541
3	72,232	72,964	79,455	80,261
4	72,921	73,658	80,213	81,023
5	73,707	74,387	81,077	81,826
6	74,436	75,125	81,879	82,638
7	75,171	75,870	82,688	83,457
8	75,918	76,621	83,510	84,283
9	76,671	77,380	84,338	85,118
10	77,429	78,147	85,172	85,961
11	78,189	78,944	86,008	86,838
12	78,992	80,395	86,891	88,434
13	80,316	82,002	88,347	90,202
14	81,921	83,642	90,113	92,007
15	83,558	85,315	91,914	93,846
16	85,230	87,022	93,753	95,724
17	86,935	88,763	95,628	97,639
18	88,675	90,537	97,542	99,591
19	90,447	92,348	99,492	101,583
20	92,258	94,195	101,484	103,614
21	100,606	102,860	110,666	113,147

School Psychologists above step 21 will receive the approved percentage agreed to during the budget process.

Annual Supplement Eligibility

School Psychologists are eligible for a \$2,500 annual supplement for holding the Nationally Certified School Psychologist (NCSP) credential. This supplement will be distributed evenly throughout eligible pay periods and is prorated based on contracted hours worked within the active certification period. Administrators and supervisory personnel are not eligible for this supplement.



2026-2027 Curriculum/Professional Development Specialist Salary Schedule
12 Month Employment
PROPOSED

Years of Experience*	
0	\$110,512
1	\$114,180
2	\$114,180
3	\$114,180
4	\$114,180
5	\$114,180
6	\$116,979
7	\$116,979
8	\$116,979
9	\$116,979
10	\$116,979
11	\$119,779
12	\$119,779
13	\$119,779
14	\$119,779
15	\$122,576

Degree Supplement	
EDS	\$1,500
EDD/PHD	\$2,500

*Years of experience will be determined by relevant experience as deemed appropriate by the Assistant Superintendent of Teaching, Learning, and Assessment.



**2026-2027 Assistant Principal Salary Schedule
11 Month Employment**

PROPOSED

Years of Experience*	Elementary School	Middle School	High School
0	\$106,128	\$114,083	\$122,037
1	\$112,069	\$120,468	\$128,867
2	\$112,069	\$120,468	\$128,867
3	\$112,069	\$120,468	\$128,867
4	\$112,069	\$120,468	\$128,867
5	\$112,069	\$120,468	\$128,867
6	\$114,955	\$123,354	\$131,744
7	\$114,955	\$123,354	\$131,744
8	\$114,955	\$123,354	\$131,744
9	\$114,955	\$123,354	\$131,744
10	\$114,955	\$123,354	\$131,744
11	\$117,844	\$126,239	\$134,632
12	\$117,844	\$126,239	\$134,632
13	\$117,844	\$126,239	\$134,632
14	\$117,844	\$126,239	\$134,632
15	\$120,721	\$129,121	\$137,518

Degree Supplement	Elementary School	Middle School	High School
EDS	\$1,500	\$1,500	\$1,500
EDD/PHD	\$2,500	\$2,500	\$2,500

*Experience is based on actual experience as an Assistant Principal inside or outside the system, or Director (Senior Staff level) inside the system.



2026-2027 Principal Salary Schedule
12 Month Employment
PROPOSED

Years of Experience*	Elementary School	Middle School	High School
0	\$129,431	\$139,130	\$148,827
1	\$136,668	\$146,768	\$157,154
2	\$136,668	\$146,768	\$157,154
3	\$136,668	\$146,768	\$157,154
4	\$136,668	\$146,768	\$157,154
5	\$136,668	\$146,768	\$157,154
6	\$140,189	\$150,432	\$160,670
7	\$140,189	\$150,432	\$160,670
8	\$140,189	\$150,432	\$160,670
9	\$140,189	\$150,432	\$160,670
10	\$140,189	\$150,432	\$160,670
11	\$143,546	\$153,968	\$164,184
12	\$143,546	\$153,968	\$164,184
13	\$143,546	\$153,968	\$164,184
14	\$143,546	\$153,968	\$164,184
15	\$147,227	\$157,465	\$167,701

Staff Size Supplement (Professional Staff Only)	Elementary School	Middle School	High School
20 or less	\$1,000		
21-40	\$3,000		
Greater than 40	\$5,000		
30 or less		\$1,000	
31-50		\$3,000	
Greater than 50		\$5,000	
50 or less			\$1,000
51-70			\$3,000
Greater than 70			\$5,000

Degree Supplement	Elementary School	Middle School	High School
EDS	\$1,500	\$1,500	\$1,500
EDD/PHD	\$2,500	\$2,500	\$2,500

*Experience is based on actual experience as a Principal inside or outside the system, or Director (Senior Staff level) inside the system.



2026-2027 Classified Pay Scale PROPOSED

NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE
Grades-Positions

Level 0 **Level 1** **Level 2** **Level 3** **Level 4**
< 1 year **1-5 yrs.** **6-10 yrs.** **11-15 yrs.** **16+ yrs.**

Grade 2H						
A	Bus Attendant; Paraprofessional (CTE, ESL, Gen Ed, Pre-K, Technology); Library Media Assistant; Front Office Assistant; Secretary (Department, Guidance, Registrar, School); Custodial Associate - High	18.41	19.04	19.68	21.05	22.44
Grade 3H						
A	General Maintenance Worker; Warehouse Technician	19.23	19.68	21.14	22.64	24.10
B	Paraprofessional (SPED)	20.03	20.69	21.35	22.85	24.34
Grade 4H						
A	Skilled Trades I (Painter, Equipment Operator, HVAC Apprentice); School Bookkeeper (Elementary School); Workplace Readiness Coordinator; EC Autism/Behavior Intervention Assistant; Science Center Assistant; RBT - Registered Behavior Technician	20.67	21.65	23.12	24.95	26.79
Grade 5H						
A	Skilled Trades II (Plumber, Locksmith, Carpenter, Playground Inspector/Maintainer); School Bookkeeper (Middle and High School, Departmental); Department Assistant (CO, Departmental, Transportation); Instructional Materials Specialist	21.30	23.26	25.21	27.16	29.12
B	Skilled Trades III (Fire Alarm Technician, Electrician, HVAC Technician)	21.71	23.69	25.69	27.69	29.67
Grade 6H						
A	Department Specialist (HR Specialist, Planning and Zoning Specialist, Software Application Specialist I, Family Involvement Specialist, SIS Specialist; Instructional Materials; CTE/EIC); Accounting Clerk III (CO, Payroll, A/P Technician, Purchasing Assistant, Junior Accountant); Science Center Lead; Paralegal	23.71	25.91	28.14	30.35	32.56
B	Waste Water Operator	25.33	27.70	30.05	32.47	34.81



2026-2027 Classified Pay Scale PROPOSED

NOTE: HIRING CHART MAY BE ADJUSTED EACH YEAR WITH COUNTY RAISE

Grades-Positions

**Level 0
< 1 year**

**Level 1
1-5 yrs.**

**Level 2
6-10 yrs.**

**Level 3
11-15 yrs.**

**Level 4
16+ yrs.**

Grade 1E						
A	Digital Content; Video Producer; Applications Manager; SIS Data Manager; Textbook Coordinator; Assistant Webmaster/Graphic Designer; Software Application Specialist II	\$63,007	\$68,518	\$74,033	\$79,544	\$85,058
B	Accountant I (A/P, Payroll, School Fund); Retirement Manager; Internal Auditor; Purchasing Agent; Recruiter; Attendance Officer; Employee Relations Coordinator; Substitute Coordinator; HR Coordinator; HR Manager/Investigator; HR Data & Reporting Manager;	\$64,267	\$69,891	\$75,514	\$81,069	\$86,762
Grade 2E-Bachelor's degree (Exempt)						
A	Executive Assistant; Recruitment Manager; Communications Manager; Fire and Emergency Manager	\$69,878	\$76,465	\$83,051	\$89,603	\$96,223
B	District Webmaster; Energy Resources Coordinator; Compensation and Reporting Manager; Department Supervisor (HR, Payroll); Accountant II (General Ledger, Federal Projects and Grants Manager); State Reporting Supervisor; Title IX Coordinator	\$75,487	\$83,037	\$90,587	\$98,135	\$105,684
Grade 3E-Midlevel Management - Bachelor's degree (Exempt)						
A	Assistant Director (Maintenance, Employee Relations, Community Engagement, Facilities & Construction, Transportation, Safety and Security, Payroll, Human Resources, Purchasing, School Health); Capital Projects Manager; Planning and Zoning Manager;	\$83,460	\$91,537	\$99,615	\$107,691	\$115,769
Student Workers						
		Year 1	Year 2	Year 3		
		12.50	13.00	13.50		



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6-10 yrs.

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11-15 yrs.

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16+ yrs.

SACC					
Grade 1S					
SACC Group Associate**; SACC Seasonal Worker	17.19	18.22	19.31	20.46	21.69
**SACC Group Associates working the morning shift receive a \$2/hour shift premium during the SY.					
SACC Lead	17.35	18.76	20.18	21.59	23.00
SACC Assistant Site Leader	18.93	20.38	21.84	23.29	24.73
SACC Site Leader	20.20	22.09	24.00	25.87	28.08
SACC Software Assistant	21.29	23.26	25.21	27.15	29.12
SACC Trainer; SACC Enrichment Specialist	21.70	23.69	25.69	27.69	29.67
Grade 2S					
SACC Field Manager	\$51,295	\$56,083	\$60,872	\$65,660	\$70,448
SACC Assistant Program Manager	\$63,007	\$68,518	\$74,033	\$79,544	\$85,058
SACC Program Supervisor	\$75,487	\$83,037	\$90,587	\$98,135	\$105,684
FOOD SERVICE					
Grade 1F					
Food Service Associate**	17.19	18.22	19.31	20.46	21.69
**Food Service Workers employed as a Rover receive an additional \$1.50/hr in lieu of mileage reimbursement.					
Café Lead	17.69	18.93	20.23	21.55	22.90
Cafeteria Manager I (Supervises staff 1-6)	18.20	19.68	21.14	22.64	24.10
Cafeteria Manager II (Supervises staff 7+)	19.85	21.70	23.58	25.42	27.28
Food Service Maintenance Technician	21.70	23.69	25.69	27.69	29.67
Grade 2F					
Food Service Field Coordinator; Registered Dietician	\$63,007	\$68,518	\$74,033	\$79,544	\$85,058
Food Service Assistant Director	\$83,460	\$91,537	\$99,615	\$107,691	\$115,769



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6-10 yrs.

Level 3
11-15 yrs.

Level 4
16+ yrs.

TRANSPORTATION					
Grade 1T					
Parts Coordinator	17.86	19.31	20.77	22.22	23.66
Payroll Clerk	21.29	23.26	25.21	27.15	29.12
General Mechanic	21.70	23.69	25.69	27.69	29.67
Dispatch Technician; Senior Mechanic	25.33	27.70	30.05	32.46	34.81
Bus Driver; Transition Bus Driver, Trainer - Bus Driver FT	25.33	27.70	30.05	32.46	34.81
Senior Fleet Technician	30.80	33.11	35.41	37.72	40.02
Grade 2T					
Transportation Supervisor (Driving, Training)	\$62,561	\$65,718	\$68,873	\$72,175	\$75,642
Transportation Technology Specialist	\$62,561	\$65,718	\$68,873	\$72,175	\$75,642
IT					
Grade 1IT					
Network Technician	29.82	31.62	33.51	35.51	37.64
Information Technology Specialist	\$70,638	\$75,273	\$79,908	\$84,544	\$89,178
Network Supervisor/Technician Area Supervisor	\$85,202	\$90,314	\$95,732	\$101,476	\$107,565
Network Engineer/Data Base Administrator	\$91,287	\$96,765	\$102,570	\$108,725	\$115,250
OPERATIONS					
Grade 1O					
Facilities Use Coordinator; *Janitorial Contract Coordinator	\$47,250	\$49,141	\$51,107	\$53,148	\$55,276
Foreman (Maintenance, Paint, Food Service Repair, Area Lead; Lead Playground Inspector/Maintainer; Access Control; Support Services)	\$56,114	\$61,628	\$67,144	\$72,693	\$78,938

*hired after 7/1/2018



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16+ yrs.

HEALTH SERVICES					
Grade 1HS					
Sign Support Staff	20.67	21.30	23.12	24.95	26.79
Interpreter - Non-licensed; Braille Transcriber	23.72	25.91	28.13	30.35	32.55
Grade 3HS Bachelor's degree (Non-exempt)					
Certified Occupational Therapy Assistant (COTA); Physical Therapist Assistant (PTA); Speech-Language Pathology Assistant (SPLA); School LPN	26.75	29.33	31.87	34.43	36.96
Grade 4HS Bachelor's degree (Exempt)					
BS/RN School Nurse	\$53,470	\$56,679	\$60,081	\$63,685	\$67,506
MS School Nurse; Clinical Nursing Supervisor; District Health Educator; Behavior Consultant	\$56,360	\$59,741	\$63,326	\$67,126	\$71,152
Grade 5HS Master's degree (Exempt)					
Occupational Therapist; Physical Therapist	\$71,692	\$77,965	\$84,239	\$90,512	\$96,786
Board Certified Behavior Analyst	\$72,653	\$78,704	\$85,037	\$91,087	\$97,701

**WILLIAMSON COUNTY BOARD OF EDUCATION
SUMMARY OF OPERATIONS - CENTRAL CAFETERIA
JULY 1, 2026 THROUGH JUNE 30, 2027**

Row Labels	24-25 LY Actual	25-26 CY Original Budget	25-26 CY Revised Budget	26-27 Detail Level 04
143 - CENTRAL CAFETERIA				
Revenue	\$ (19,412,916)	\$ (19,461,718)	\$ (19,714,614)	\$ (20,773,718)
40000 - REVENUES	\$ (19,412,916)	\$ (19,461,718)	\$ (19,714,614)	\$ (20,773,718)
Expense	\$ 20,869,681	\$ 20,749,302	\$ 21,002,198	\$ 21,537,317
73100 - FOOD SERVICE	\$ 20,869,681	\$ 20,749,302	\$ 21,002,198	\$ 21,537,317
143 - CENTRAL CAFETERIA Total				
Grand Total	\$ 1,456,765	\$ 1,287,584	\$ 1,287,584	\$ 763,599

\$ (20,773,718) PROJECTED REVENUE
\$ (5,264,703) EST FUND BALANCE 06/19/2026
\$ (26,038,421) TOTAL RESOURCES
\$ 21,537,317 EXPENSES
\$ (4,501,104) NO GAP

WILLIAMSON COUNTY BOARD OF EDUCATION
 SUMMARY OF OPERATIONS - EXTENDED SCHOOL PROGRAM
 JULY 1, 2026 THROUGH JUNE 30, 2027

Row Labels	24-25 LY Actual	25-26 CY Original Budget	25-26 CY Revised Budget	26-27 As Amended
146 - EXTENDED SCHOOL PROGRAM				
Revenue	\$ (6,496,552)	\$ (7,574,600)	\$ (7,574,600)	\$ (7,574,600)
40000 - REVENUES	\$ (6,496,552)	\$ (7,574,600)	\$ (7,574,600)	\$ (7,574,600)
73300 - COMMUNITY SERVICES	\$ -	\$ -	\$ -	\$ -
Expense	\$ 6,662,806	\$ 8,045,674	\$ 8,045,674	\$ 8,226,127
73300 - COMMUNITY SERVICES	\$ 6,662,806	\$ 8,045,674	\$ 8,045,674	\$ 8,226,127
146 - EXTENDED SCHOOL PROGRAM Total				
Grand Total	\$ 166,253	\$ 471,074	\$ 471,074	\$ 651,527

\$ (7,574,600) PROJECTED REVENUE
\$ (2,416,288) EST FUND BALANCE 06-19-26
\$ (9,990,888) TOTAL RESOURCES
\$ 8,226,127 EXPENSES
\$ (1,764,761) NO GAP