

**CALLED MEETING**

**WASHINGTON COUNTY  
BOARD OF EDUCATION**

**February 11, 2021**

**4:30 PM**

**Central Office**

- I. CALL TO ORDER**
- II. Review and Consideration of Interview Questions for Director of Schools Candidates**
- III. Consideration of Options for 2% Bonus**
- IV. FFCRA Benefits Proposals**
- V. ESSER 2.0**
- VI. ADJOURNMENT**

## **EXTENDED FFCER BENEFITS PROPOSAL A**

Given the ongoing health crises caused by the continuing COVID-19 pandemic, and consistent with the Consolidated Appropriations Act of 2021, the Washington County Board of Education does hereby adopt this Extended COVID-19 Sick Leave Policy to continue certain paid sick leave benefits that were available under the Families First COVID-19 Response Act (FFCRA) through the end of the 2020-2021 school year.

To be eligible for this paid sick leave, an employee must satisfy all the following criteria:

1. The employee must have been employed by the Board of Education prior to December 31, 2020;
2. The employee must have used less than the 10 days of paid sick leave available under the FFCRA for quarantining, caring for someone in quarantine, or caring for a child whose school or child care provider was closed or unavailable for reasons related to COVID-19;
- 3. The employee must test positive for COVID-19; and**
4. The employee must be unable to work remotely, whether because of illness or the nature of the employee's work.

If an employee is eligible for paid sick leave under the terms of this Policy, then he or she will not have to draw against accrued sick leave otherwise available unless or until extended COVID-19 paid sick leave is exhausted.

The total amount of extended COVID-19 sick leave available to an employee during this school year is 10 days less whatever FFCRA sick leave the employee has already taken for a qualifying reason. Once an employee has used the 10 days of extended COVID-19 sick leave, the employee may draw against any other available sick leave if necessary.

The Administration is authorized and required to verify that any employee who applies for leave under the terms of this Policy has in fact tested positive for COVID-19. The Administration is further authorized and required to determine whether the employee is able to perform duties remotely instead of taking paid leave.

Nothing within the terms of this Policy shall be interpreted or applied to conflict with any provisions of state or federal law, including, but not limited to, the Tennessee Human Rights Act, the Americans with Disabilities Act, or the Family and Medical Leave Act.

This Policy shall expire on the last day of the 2020-2021 school year or earlier in the event that state or federal governments enact legislation or policies that establish greater leave options for the Board's employees.

Proposal A

## **EXTENDED FCCER BENEFITS PROPOSAL B**

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2. The employee must have used less than the 10 days of paid sick leave available under the FFCRA for quarantining, caring for someone in quarantine, or caring for a child whose school or childcare provider was closed or unavailable for reasons related to COVID-19;
- 3. The employee must be under a mandatory quarantine for COVID-19, either for a positive case or awaiting test results; and**
4. The employee must be unable to work remotely, whether because of illness or the nature of the employee's work.

If an employee is eligible for paid sick leave under the terms of this Policy, then he or she will not have to draw against accrued sick leave otherwise available unless or until extended COVID-19 paid sick leave is exhausted.

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Proposal B

Item	Cost	Supervisor providing oversight
HVAC upgrades	\$1,448,195.91	Patrick
HVAC controls, all buildings excluding BCE replacing air handles, fan units, DCHS		
Ionization Units	\$600,000.00	Patrick
CASE Benchmark assessments and student reporting service	\$378,890.50	Hayes, Keys
Science manipulative - Middle School (Twana/Cindy)	\$350,200.70	Hayes, McKinney
interactive panels for tested subjects for all high school teachers (100 teachers)	\$350,000.00	Fullbright
reimbursement claims from March to present	\$307,589.16	Hale
behavior health specialist (Contract Services)	\$240,000.00	Wagner
Math Textbook Resources (Go Math K-5 and HMH 6-8th) Amount does not include shipping	\$220,000.00	Hayes/Adams
salary for SPED teachers/bus drivers/IAs for summer school (k-12)	\$200,000.00	Myers
continue existing connectivity per 343 Kajeets we already have in service	\$186,890.41	McKinney
Installation of BCE playground equipment already on inventory	\$150,000.00	Patrick
HS Summer School program, both high schools	\$150,000.00	Keys
nurse for summer school programs, all sites	\$122,000.00	Wagner
Math & Reading IXL 5 - 8 th Grade	\$110,000.00	Hayes
RTI - Success Maker Math (3 years) 1,325 seats	\$94,075.00	Combs
Social Studies and Science IXL 5-8 Grade	\$83,000.00	Hayes
RTI - 95% Group	\$79,298.00	Combs
viewsonic panels for SPED	\$52,000.00	Myers
Water filling stations, various schools	\$51,475.00	Wagner
connectivity devices for students, 80 Kajeets	\$34,319.20	McKinney
Social Studies 6 - 8 Resource (Gallopade Workbooks)	\$27,000.00	Hayes
iPads, w/keyboards for University School	\$23,000.00	Fullbright
Focused Fitness (Welnet)	\$13,400.00	Wagner
Reading K-5 Benchmark online ORR (1-year subscription)	\$11,700.00	Hayes
AP training for high school teachers	\$10,000.00	Keys
Second Step Middle School Curriculum	\$8,799.00	Wagner
RTI - Success Maker Middle School ELA (500 seats)	\$8,000.00	Combs
RTI - Book Kits	\$6,586.80	Combs
RTI - Orton Gillingham Training (4 instructors)	\$5,100.00	Combs
Water Bottle for presentations	\$2,415.00	Wagner
Goggle sanitizing cabinet for University School	\$1,637.50	McKinney
EasyCBM one yr subscription, 345 seats University School	\$1,207.50	Combs, Partin
<b>Totals</b>	<b>\$5,326,779.68</b>	Flanary

\$5,326,779.68 Allocation

\$0.00 (+/-)

**Rationale for 80 Kajeets SmartSpot purchase:**

Across the school district a new continual request for hotspots are occurring after two Kajeet SmartSpot distributions that was supported by two previous grants.

The total number of families requesting connectivity support is 80.

QTY	SKU	PRODUCT	DESCRIPTION	UNIT PRICE	ANNUAL TOTAL
80	DLBUNL1YQ4	Distance Learning Bundle - UNL 1YR Q1	SmartSpot V400/O55, fully kitted; Complete Unlimited, 12MO, Q121 Promo	\$428.99	\$34,319.20

Please note: the promotion ends on March 31<sup>st</sup>, this quote was established with the expectation for ePlan submission in February and being able to purchase immediately upon approval. This will provide shipment time, inventory, and distribute of the SmartSpots for the families in need during the spring semester and help students to continue the blended learning process and assist if individual schools or classrooms are put on virtual mode of learning. Supporting families who are newly not connected will reduce any further learning loss that will occur if a student cannot communicate directly with a teacher.

**Rationale for reconnection of 343 Kajeet SmartSpots for upcoming school year 2021-2022:**

QTY	SKU	PRODUCT	DESCRIPTION	UNIT PRICE	ANNUAL TOTAL
343	KCUNL12M	Complete Unlimited 1YR	Unlimited, Kajeet Sentinel, pre-set policies, Kajeet Mgt Service, 1YR	\$544.87	\$186,890.41

The purpose for the reconnection is in preparation of the potential unknown with course of the Pandemic in the next school year. The already funded devices connectivity contracts end in November of 2021. If we are still under the pandemic guidelines the reconnection of the devices will provide a non-disruption of any remote learning support that is unforeseen in next year’s educational progress. This will also assist in blended learning that may be utilized when addressing learning loss and the additional learning support that may be required to accomplish beyond the regular brick and mortar school day.

**Rationale for Middle School grades 5-8 Science resources:**

The current science standards has been revised and implemented to focus on integrating three dimensions: Practices, Crosscutting Concepts, and Core Ideas.

Science Literacy has continued for students during virtual learning but Practices of doing science and making a hands-on attempt to witness crosscutting concepts has been lacking. Yes students can watch videos but doing science is part of their state standards that had to stop during this pandemic. In evaluation across the district grades 5 – 8 science teachers are not on the same platform when it comes to resources for supporting these current science standards. Teachers have been creating their own curriculum and purchasing supplies usually from they own pocket are when a small amount of funds from the district comes available for specific grade-levels. There is not equity across the district to support grades 5-8 science curriculum that would provide an equal basis to support the science standards. By providing equal support across the district addressing science learning loss will be approached evenly. Teachers can now have a large Professional Learning Community to discuss the use

of the resources this grant will provide. Also, discuss how they are using these resources to combat the learning loss that has occurred. The holistic approach to support middle school science learning loss and current educational support includes:

1. Manipulatives that will help with the Practices dimension of the science standards.
  - *Carolina Biologicals Smithsonian* grades 6-8. These materials support a large portion of their science standards that require hands-on experience and investigations.

CATALOG NUMBER	DESCRIPTION	UNIT	QUANTITY	UNIT PRICE	EXTENDED PRICE
513101	MS-KIT, WEATHER&CLM SYS, 1CL	EA	10	2,883.95	28,839.50
513301	MS-KIT, GENES & MACHINES, 1CL	EA	10	2,465.95	24,659.50
513501	MS-KIT, EARTH'S DYN SYS, 1CL	EA	10	3,295.95	32,959.50
512821	MS-KIT, EWIT, 1CL, NEW	EA	10	3,322.95	33,229.50
512921	MS-KIT, SSE, 1CL, NEW	EA	10	1,929.95	19,299.50
513401	MS-KIT, STRCT&FUNCTION, 1CL	EA	10	2,358.95	23,589.50
513601	MS-KIT, ECOSYS&INTERACT, 1CL	EA	10	2,358.95	23,589.50
513001	MS-KIT, ENERGY FRC&MTN, 1CL	EA	10	1,886.95	18,869.50
513201	MS-KIT, MATTER&INTERACT, 1CL	EA	10	1,853.95	18,539.50
FREIGHT	FREIGHT AND HANDLING	EA	1	11,000.00	11,000.00

<b>SUB TOTAL</b>	<b>\$</b>	<b>234,575.50</b>
	<b>TAX</b>	<b>EXEMPT</b>
<b>TOTAL</b>	<b>\$</b>	<b>234,575.50</b>

- To Support Grade 5 Science *Foss Kits* supported many of the Practices dimension of the science standards.

10	EA	1465618	1465618	KIT FOSS MS GRAVITY+KINETIC ENERGY NG	875.00	875.00	8,750.00
10	EA	1465620	1465620	KIT FOSS MS HEREDITY+ADAPTATION NG	1,030.00	1,030.00	10,300.00
10	EA	1537300	1537300	KIT FOSS MIXTURES+SOLUTIONS ALL DGTL NG	1,255.00	1,255.00	12,550.00
10	EA	1325211	1325211	KIT FOSS BALANCE + MOTION 3RD ED	767.00	767.00	7,670.00
10	EA	1537223	1537223	KIT FOSS EARTH+SUN ALL DGTL NG	1,219.00	1,219.00	12,190.00
						<b>Taxes:</b>	<b>\$0.00</b>
						<b>Shipping/Handling:</b>	<b>\$6,175.20</b>
						<b>Total:</b>	<b>\$57,635.20</b>

2. *Kesler Science* is a 3 year contract that has downloadable resource that will be updated and reflect updated resources to connect to the Crosscutting Concepts and Disciplinary Core Ideas of the three dimensions. It also provides mini activities to enhance the Practices dimension in conjunction with the resources provided by Carolina Biologicals Smithsonian and Foss Kits materials. The downloadable documents can be utilized for continual support beyond the 3 year contract and help with students' current grade-level standards as well as review lessons in connection with learning loss.

ACTIVITY	QTY	RATE	AMOUNT
<b>Kesler Science Membership</b> Kesler Science Membership - 3 Year Contract	30	837.00	25,110.00

3. *Generation Genius* is a 3 year contract that provide 10 schools grades K- 8 because their quote are school licenses not individual teachers. Another addition that will occur is mathematical

support that will be available next year and will fall under the contact. The product cover 93% of academic standards in Tennessee. The product supports Disciplinary Core Ideas the third dimension of the science standards. From Generation Genius website, “Generation Genius is a K-8 teaching resource that brings school science standards to life through fun and educational videos paired with lesson plans, activities, quizzes, reading material and more. Our videos are produced in partnership with the National Science Teaching Association.” Generation Genius will support a blended learning environment of Brick and Mortar learning base as well as virtual learning. In connection will tackling learning loss, teachers can provide assessments to identify loss of learning in particular standards of the previous year and close the gap from one grade level to the next. Differentiated lessons can be utilized during time periods students are working during independent mode or assigned for homework and remote learning.

DESCRIPTION	YEARS	RATE	AMOUNT
<b>10 School Licenses</b> for educational streaming video subscription to Generation Genius. Includes videos, lesson plans, teacher guides, discussion questions, vocabulary, quizzes, and English / Spanish subtitles.	3	\$995.00	\$29,850.00
District Volume Discount – 20%			(\$5,970.00)
		<b>Total</b>	<b>\$23,880.00</b>

4. \$9000.00 is to support 30 science teachers’ grades 5-8 in purchasing consumables that connect with the manipulatives and *Kesler Science* mini activities. The funding will provide individual flexibility in addressing individualized learning loss and support differentiated instruction. This support is for 30 teachers at \$300.00 each totaling \$9000.00.

	Grade 6-8 Labs Carolina Bio Smithsonian 1-class kits for 10 schools	\$234,575.50 quote
	Grade 5 Foss Kits 10 schools 1- Class kit	\$57,635.20
This program supports Science and Math with Lesson resources, GG videos, careers, and assoc. assessments	Generation Genius (GG) 3- year subscription: 10 schools: ALL Elem. teachers	\$23,880.00
Downloadable 5-E lessons and lab activities with videos links	Kesler 30 teachers 3-years	\$25,110.00
		Individual teachers will receive \$300 x 30 = \$9,000.00 (next year)
<b>Total =</b>		<b>\$350,200.70</b>

## Elementary Programs ESSER 2.0 Funding Request

### 1. Math Textbook Resources

- a. Go Math K-5 and HMH 6-8 Textbook Resources \$220,000 (includes 2-years)

i. Includes:

1. Print & Digital Consumable Student Editions
2. Consumable Student Testing Materials
3. Set of Math Boards
4. Digital Access to Think Central (K-8)

***b. Rational for this request***

- i. Our current contract ends June 30, 2021
- ii. Because of COVID the state math adoption has been delayed for two years, this leaves us with a gap of two years without any print resources for students.
- iii. “Data suggests that Tennessee third graders are facing an estimated 50% drop in reading proficiency and a projected 65% drop in math proficiency ...” Gov. Lee
- iv. Teachers need the resources for support in closing this gap with their students.
- v. Supports learning loss goals.

### 2. IXL Subscriptions

- a. 5<sup>th</sup> – 8<sup>th</sup> Grade - Math & Reading \$110,000
- b. 5<sup>th</sup> – 8<sup>th</sup> Grade – Social Studies and Science \$83,000

***c. Rational for this request***

- i. Provides an additional resource that can be utilized at home or at school to support the state standards to prepare students to be successful and meet grade level expectations. IXL is a personalized learning program that supports all levels of students.
- ii. Currently, there are no district-wide textbooks for science and social studies students/teachers grades 5 – 8.
- iii. Supports learning loss goals.

### 3. Social Studies 6<sup>th</sup> – 8<sup>th</sup> Grade Gallopade Workbooks \$27,000

***a. Rational for this request***

- i. The state social studies adoption has been delayed; this leaves us with a gap without any print resources for students.
- ii. Currently, there are no district-wide textbook for social studies for middle school students.
- iii. Provides students/teachers with resources to support instruction

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**4. Reading K-5 Benchmark online ORR \$11,700**

***a. Rational for this request***

- i. This resource will help support the state’s goal that at least 75% of 3<sup>rd</sup> graders will be proficient readers by 2025.
  - ii. Benchmark Digital ORR gives teachers the ability to record, track, and report on students’ reading levels and behaviors. It provides accurate and immediate results to assess student reading performance.
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**5. RTI2**

<i>RTI – 95% Group</i>	<i>\$79,298</i>
<i>RTI – Success Maker Math Middle</i>	<i>\$94,075</i>
<i>RIT – Success Maker ELA Middle</i>	<i>\$8,000</i>
<i>RTI – Orton Gillingham Training</i>	<i>\$5,100</i>
<i>RTI – Book Kits</i>	<i>\$6,586.80</i>

*(All programs/resources supports improving reading instructional practices for struggling readers)*

***a. Rational for this request***

- i. Response to Instruction and Intervention (RTI2) is a state mandated program that was implemented by the state since 2013. The mission is to ensure that all students receive the instruction and focused time necessary to be successful in and beyond K-12. This supports the state goals of ensuring at least 75 percent of students are reading on grade level at the end of third grade by 2025 and that the majority of our students are going to postsecondary and earning college and career credentials.
- ii. All purchases support this goal and are the necessary tools/resources to meet the increased demand of learning loss gaps.