

**Public Comment Period**

**There shall be a public comment period for each meeting with actionable items on the agenda, with the exception of teacher disciplinary hearings. Comments shall be limited to topics listed on the agenda. The total public comment period shall be for no more than three (3) minutes. If an individual wishes to address the Board, he/she shall sign up on the form provided before the beginning of the board meeting to request time to speak. Each speaker shall be given no more than (3) minutes. Delegations must select only one individual to speak on their behalf unless otherwise determined by the Board. *Board Policy 1.609 Appeals to and Appearances Before the Board***

**WASHINGTON COUNTY  
BOARD OF EDUCATION**

**December 5, 2024**

**5:00 PM**

**Central Office**

- I. CALL TO ORDER**
- II. PUBLIC COMMENT**
- III. CONSIDERATION OF MEETING AGENDA**
- IV. REVIEW/DISCUSS ANNUAL EVALUATION AND CONTRACT OF DIRECTOR OF SCHOOLS (Superintendent) with possible consideration of action to modify current contract.**
- V. APPROVAL OF MEETING MINUTES**
  - A. October 29, 2024 -- Regular Meeting**
  - B. November 26, 2024 -- Workshop**
- VI. ANNOUNCEMENTS**
  - A. December 4, 2024; 1:00 p.m.**  
**County Commission HEW Committee Meeting**
  - B. December 5, 2024; 9:00 a.m.**  
**County Commission Budget Committee Meeting**
  - C. December 6, 2024; 8:30 a.m.; District Office**  
**Legislative Meeting**  
**Washington County Board of Education and State Representatives**
  - D. December 16, 2024; 6:00 p.m.**  
**County Commission Meeting**
  - E. December 20, 2024 (Abbreviated Day)**  
**December 23, 2024 - January 6, 2025 (Winter Break)**  
**January 3, 2025: Administrative Day (Admin Only)**  
**January 6, 2025: Teachers Return (Professional Development Day; No Students)**

**January 7, 2025: All Students and School Staff return to being Spring 2025 Semester**

- F. January 9, 2025; 5:30 p.m.  
Board Meeting  
(No Board Workshop in December 2024)**
- G. January 28, 2025; 5:00 p.m.  
Workshop and Board Retreat (Strategic Plan)**
- H. March 4, 2025; 5:30 PM  
Change of March 2025 Regular Meeting Date  
Previous Date: Thursday, March 6, 2025  
Change due to conflict with AASA**

**VII. SUPERINTENDENT'S REPORT**

- A. Student Board Member Report -- Emory Zuehlke, DBHS**
- B. Enrollment Update**
- C. Monthly Financials**
- D. Field Trips Report**
- E. Maintenance Report**
- F. Personnel Report November**
- G. Grants Report**
- H. Other**

**VIII. CONSIDERATION OF CONSENT AGENDA**

- A. Overnight/Out of State Field Trips**
  - 1. Gray Elementary School  
Overnight and Out-of-State  
8th Grade Class  
Charleston, SC  
Departure Date: May 14th, 2025  
Return Date: May 16th, 2025  
Duration: 3 Days**
  - 2. Ridgeview Elementary  
Overnight and Out-of-State  
8th Grade Trip  
Washington, DC  
Departure Date: May 14th, 2025  
Return Date: May 16th, 2025  
Duration: 3 Days**
  - 3. DBHS Overnight  
Overnight and Out-of-State  
Civil War/AP History Class  
Charleston, SC  
Departure Date: April 2nd, 2025  
Return Date: April 4th, 2025  
Duration: 3 Days**

4. **DCHS Overnight  
Overnight and Out-of-State  
NJROTC 9-12th Grade  
Patriots Point, Citadel  
Mt. Pleasant, SC  
Departure Date: March 3rd, 2025  
Return Date: March 22nd, 2025  
Duration: 2.5 Days**

**B. Approval of Purchase Orders**

1. **Purchase Order 3737; Smith Garage Equipment; Lexington, Kentucky, Automotive Alignment System (DCHS); CTE-ISM Grant; \$32,020.78; Line Item 141E 71300-730-002**
2. **Purchase Order 4087; Scholarus-Education Elements; Livonia, Michigan; Professional Services -- District-Wide; \$142,907.00; Line Item 141E 72210-524**
3. **Purchase Order 4266; Inspire Business Interiors; Johnson City, Tennessee; DCHS Bookstore Renovations Furniture; DCHS; CTE-ISM; \$18,030.42; Line Item 141E 71100-722-002**
4. **Purchase Order 4268; Smith Garage Equipment; Lexington, Kentucky; Automotive Alignment Scissor Lift; DCHS; CTE-ISM Grant; \$35,926.05; Line Item 141E 71300-730-002**
5. **Purchase Order 4283; Valley Trailer; Jonesborough, Tennessee; Lift Gate for Van, Including Intallation (WCS School Nutrition Department); \$10,251.00; Line Item 141E 72710-729**

**IX. DISCUSSIONS/PRESENTATIONS**

- A. **Operations - Merit Construction**
- B. **High School Stadium Upgrades Project; Application and Certification of Payment No. 10; Payment to Burwil Construction Co.; \$503,511.68; Purchase Order 2499 (Board approved 08/08/2024) not to exceed \$4,887,000.00; Line Item 141E 76100-799**
- C. **Change Order #004: WCS Stadium Upgrades DBHS/DCHS; \$7225.18**
- D. **Request to donate scoreboards at Old JMS to Carver Rec**
- E. **Fencing quotes for South Central Elementary, Gray Elementary and Fall Branch Elementary-Camous Security**
- F. **Crossroads Church Parking Lot**
- G. **Sale of Jonesborough MS Building/ Old JES/JMS Property**
- H. **Purchase Order 28069 (DBHS School Fund); Bass Pro Shop; Bristol, Tennessee; All Terrain Vehicle -- Campus Management; DBHS; Not to exceed \$19,500.00; Line Item 145 E 00000-003-000-15000-010 (DBHS School Funds)**

**X. Additional Items for Board Approval**

- A. **High School Improvement Supports**
- B. **2024 Local Education Agency Compliance Report**
- C. **Overnight and Out-of-State Field Trip Request (Received 12/2/2024)  
David Crockett High School  
DCHS Boys Basketball Team**

**Basketball Tournament**  
**Daytona Beach, Florida**  
**Departure Date: December 26, 2024**  
**Return Date: December 31, 2024**  
**Duration: 6 Days**

XI. **ADJOURNMENT**

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**CONTRACT OF EMPLOYMENT**

**BETWEEN**

**JERRY S. BOYD**

**AND THE**

**WASHINGTON COUNTY BOARD OF EDUCATION**

\*\*\*\*\*

This Contract is entered into this 1<sup>st</sup> day of December, 2022, by and between the Washington County Board of Education, hereinafter called the "BOARD," and Jerry Boyd, hereinafter called the "DIRECTOR."

The BOARD and the DIRECTOR, for the consideration herein specified, agree as follows:

1. **TERM OF CONTRACT.** The BOARD hereby employs the DIRECTOR as DIRECTOR of the WASHINGTON COUNTY SCHOOLS for a period commencing on the 1<sup>st</sup> day of January 2023 and ending on the 30<sup>th</sup> day of June 2026. If either the BOARD or the DIRECTOR elect not to renew this Contract, they shall give notice not later than 90 days prior to the expiration date.
2. **PROFESSIONAL CERTIFICATION.** Throughout the term of this Contract, the DIRECTOR shall keep and maintain any and all necessary certification required by the State of Tennessee for directors of schools and shall file any such certification with the BOARD chairman.
3. **DUTIES.**
  - a) The DIRECTOR shall perform those duties specified in the *Tennessee Code Annotated* as well as those duties listed in the DIRECTOR'S job description as adopted by the BOARD and as may be amended from time to time during the term of this Contract. These duties are adopted by reference as if fully stated herein.
  - b) The DIRECTOR shall devote full-time attention, knowledge, skills and energies to the business and interests of the BOARD and the WASHINGTON COUNTY SCHOOLS as are necessary to perform the above-referenced job duties. 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 time other than normal business hours and may, from time to time, require travel in and out of the County.

c) STRATEGIC PLANNING.

- i. Not later than August 1, 2023, the DIRECTOR shall develop a proposed strategic plan for the upcoming school year for the BOARD'S review and consideration. By September 1, 2023, the BOARD shall review the DIRECTOR'S proposal and shall develop and adopt a Strategic Plan for the WASHINGTON COUNTY SCHOOLS containing specific goals and objectives that the DIRECTOR will pursue with all diligence.
- ii. Not later than January 1 of each calendar year of this Contract, the DIRECTOR will propose revisions to the BOARD'S Strategic Plan based upon the performance of the WASHINGTON COUNTY SCHOOLS in state assessments and the BOARD'S evaluation of the DIRECTOR'S own performance. Not later than February 1 of each calendar year of this Contract, the BOARD will consider any revisions to the Strategic Plan.

4. COMPENSATION.

- a) BASE ANNUAL SALARY. The BOARD shall pay the DIRECTOR a base annual salary in the amount of One Hundred Fifty-Five Thousand Dollars (\$155,000) in twelve (12) equal monthly installments in accordance with BOARD policy. In no event shall the DIRECTOR be paid less than the starting annual salary set forth in this section of the Contract.
  - b) PERFORMANCE BONUSES. As part of the Strategic Plan developed pursuant to Section 3.c.i), above, the BOARD will establish four objectively measurable benchmarks tied to the academic improvement of the WASHINGTON COUNTY SCHOOLS that, if met, will entitle the DIRECTOR to performance-based bonuses of Two Thousand, Five Hundred Dollars (\$2,500) apiece, for a total possible performance bonus of Ten Thousand Dollars (\$10,000) over the term of this Contract.
  - c) OTHER COMPENSATION. Nothing in this Section limits the discretion of the BOARD to award to the DIRECTOR additional raises or bonuses that the BOARD, in its sole discretion, may deem appropriate.
  - d) WITHHOLDING. All compensation due the DIRECTOR will be subject to required withholdings and routine applicable deductions.
5. BENEFITS. Except as provided in this Contract, the BOARD will provide the DIRECTOR with the same benefits granted to other WASHINGTON COUNTY SCHOOLS licensed employees, including holidays, medical, life, and disability insurance.
6. PROFESSIONAL LIABILITY. The BOARD shall maintain liability insurance covering alleged wrongful acts and omissions of the DIRECTOR in the scope of his

employment with the BOARD. The BOARD shall, to the extent permitted by law, directly or through 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 his 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, intentional torts, improper personal gain, or willful misconduct, and in no event will individual BOARD members be considered liable for indemnifying the DIRECTOR against such demands, claims, suits, and legal proceeding.

7. PROFESSIONAL GROWTH. The DIRECTOR is encouraged and expected to participate in professional growth and development activities, including maintaining membership in professional organizations, including but not limited to the Tennessee Organization of School Superintendents and the American Association of School Administrators, and attending professional conferences at the local, state, and national levels. As a result, the BOARD shall pay the membership dues for such professional organizations and shall pay for the DIRECTOR to attend the professional meetings approved by the BOARD, including the actual and necessary expenses of said attendance (not paid by the State Department of Education) in accordance with BOARD policy.

8. WORK YEAR AND LEAVE.

- a) Pursuant to Section 3.b) above, it is understood and agreed that the DIRECTOR will devote however much time may be necessary to accomplish his duties. The BOARD expects the DIRECTOR to maintain appropriate office hours during the two hundred sixty (260) day work year and to be accessible and responsive at all other times.
- b) The DIRECTOR shall earn 15 vacation days per year. Vacation shall not accrue from year to year. Vacation time should be avoided at the beginning and end of the school year.
- c) The DIRECTOR may accumulate and use personal leave days in accordance with state law and the BOARD'S policy.
- d) The DIRECTOR shall be granted one (1) day of sick leave for each month of employment. The DIRECTOR may accumulate unused sick leave days, and any unused sick leave days may be used for retirement credit in accordance with the policies of the Tennessee Consolidated Retirement System. The DIRECTOR may carryover any accumulated sick leave from his previous district as well as accumulated sick leave earned at the Tennessee Department of Education pursuant to state law.

9. EXPENSES.

- a) The BOARD will provide the DIRECTOR the technology necessary to carry out the duties of the Director, including a laptop, home printer/fax/scanner, a smart phone, tablet or similar device.
- b) The BOARD recognizes that it is critical to the WASHINGTON COUNTY SCHOOLS for the DIRECTOR to be involved in civic organizations. As a result, the BOARD will pay the DIRECTOR'S membership fees in up to two (2) civic organizations of his choice.
- c) Subject to the terms of BOARD policy, the BOARD shall reimburse the DIRECTOR for reasonable and necessary expenses actually incurred by the DIRECTOR in the course of WASHINGTON COUNTY SCHOOLS' business including, but not limited to, travel outside of Washington County.

#### 10. PERFORMANCE EVALUATION.

- a) Annually, and no later than the 15<sup>th</sup> day of December each calendar year during the term of this Contract, the BOARD shall evaluate the DIRECTOR'S performance as DIRECTOR of the WASHINGTON COUNTY SCHOOLS.
  - i. In conducting this evaluation, the BOARD shall use the evaluation format pursuant to section 10.b) below and shall include: a review of the DIRECTOR'S progress toward goals established by the BOARD pursuant to sections 3.c) above; the working relationships between the DIRECTOR and the BOARD, the staff, the students and the community at large; and any other matter relative to the duties of the DIRECTOR pursuant to section 3.a) of this Contract.
  - ii. Prior to this evaluation, the DIRECTOR shall provide the BOARD a written self-appraisal using the evaluation format pursuant to section 10.b) below and the BOARD shall consider the DIRECTOR'S self-appraisal in conducting the review of the DIRECTOR.
  - iii. The BOARD shall provide the DIRECTOR with a written copy of its evaluation. The DIRECTOR shall have the right to make a written response to the evaluation, which shall be attached to the BOARD'S written evaluation.
- b) The BOARD and the DIRECTOR will endeavor to agree upon the evaluation format no later than February 1 of the preceding year in view of any updates to the BOARD'S Strategic Plan. In the event that the BOARD and the DIRECTOR cannot agree, the BOARD may develop the format and inform the DIRECTOR.

#### 11. BOARD/DIRECTOR RELATIONSHIPS/COMMUNICATIONS.

- a) The BOARD and the DIRECTOR agree that they shall work with each other in the spirit of cooperation and teamwork and shall provide each other periodic opportunity to discuss BOARD/DIRECTOR relationships and communications.
- b) The DIRECTOR acknowledges the BOARD'S role to govern the WASHINGTON COUNTY SCHOOLS as the elected representatives of the citizens of Washington County. Accordingly, the DIRECTOR agrees to discuss any significant changes in the operation or structure of the administration of the WASHINGTON COUNTY SCHOOLS with the BOARD prior to implementing any such changes.
- c) The BOARD agrees that individual BOARD members will not give direction to the DIRECTOR or any employee of the WASHINGTON COUNTY SCHOOLS regarding the management of the WASHINGTON COUNTY SCHOOLS or the solution of specific problems and that they shall refer all personnel complaints or other communications concerning the administration of the WASHINGTON COUNTY SCHOOLS to the DIRECTOR for investigation and report to the BOARD.
- d) The BOARD, collectively or by its individual members, shall promptly refer to the DIRECTOR all criticisms, complaints and suggestions called to their attention relative to DIRECTOR'S performance of his duties of the operation of the WASHINGTON COUNTY SCHOOLS for the DIRECTOR'S study and recommendation.

12. PROFESSIONAL ACTIVITIES. The DIRECTOR may engage in professional activities, including speaking and writing, with or without compensation, provided that doing so does not detract from the duties of his employment.

13. CONTRACT TERMINATION.

- a) Mutual Agreement, Retirement or Death. This Contract may be terminated by the mutual agreement of the parties or by the retirement or death of the DIRECTOR.
- b) For Cause. This Contract may be terminated by the BOARD for cause in accordance with the provisions of Title 49, Chapter 2, Part 2 or Chapter 5, Part 5 of the *Tennessee Code Annotated*. If the BOARD terminates this Contract for cause, the DIRECTOR will be entitled to no further benefits or compensation except any accrued and unpaid benefits and expenses at the time of termination of this Contract.
- c) 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 the *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 except any accrued and unpaid benefits and expenses at the time of termination of this Contract.

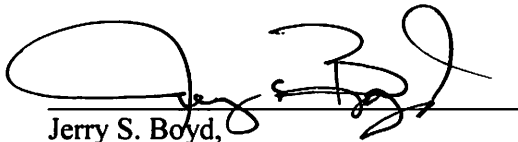
d) Disability. The BOARD may terminate this Contract for disability of the DIRECTOR. Disability shall mean that the DIRECTOR is unable to perform the essential functions of his position because of disability, as defined by the Americans with Disability Act, with or without reasonable accommodations for an aggregate of one hundred twenty (120) days within any one hundred eighty (180) consecutive days during the term of this Contract. If this Contract is terminated for disability, the Board shall pay the DIRECTOR any accrued and unpaid benefits as of the date of the termination of this Contract.

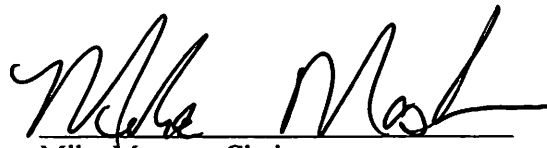
14. AMENDMENTS. Any modifications to this contract shall be made by mutual agreement of both parties and only in writing. Neither party shall be bound by any oral representation concerning modification of this contract.

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

16. NEPOTISM. The DIRECTOR will not hire immediate family members in administrative roles.

IN WITNESS WHEREOF WE HAVE SET OUR HANDS:

  
\_\_\_\_\_  
Jerry S. Boyd,  
Director of Washington County Schools

  
\_\_\_\_\_  
Mike Masters, Chairman,  
Washington County Board of Education

12-1-2022  
\_\_\_\_\_  
Date

12/1/22  
\_\_\_\_\_  
Date

The Washington County Department of Education met in regular session on October 29, 2024 at 5:30 PM in the Central Office. Attendance is as follows: **Present:** Eric Barnes, Annette Buchanan, Keith Ervin, Chad Fleenor, David Hammond, Gregg Huddlestone, Mike Masters, Whitney Riddle, Vince Walters. Chairman Annette Buchanan called the meeting to order. Student Board member Kendall Hodge led the pledge of allegiance. .

Annette Buchanan Chairman called the meeting to order  
Student Board Member Kendall Hodge let us in the Pledge of Allegiance

Fall Branch Student council presented a presentation. See attached.

Mr. Boyd introduced Dr. David Little to highlight Mrs. Diane O'Neal. Mrs. O'Neal is a wonderful leader and servant. Receiving state wide recognition for Science teacher of the Year. Video showing many congratulations to Mrs. O'Neal. See attached video presentation.

### **Congratulations and Thank You from Doug Harris**

- Welcome to Mr. Barnes on joining the School Board.
- Congratulations to Mrs. Buchanan and Mr. Hammond on their roles as Chair and Co-Chair.
- The MOU for professional employees in the counties has been adopted—thank you for your support!

I want to extend huge shout-outs to everyone who assisted during the recent flood. Your efforts in opening schools during this time of need were invaluable. Special thanks to Mr. Merriman and Mr. McKinney for going above and beyond for our families and communities in crisis.

I am incredibly grateful to our community. Washington County is truly a special place, and I am super proud of all that we accomplish together. Thank you!

No Public comment

Mr. Fleenor proposed an amendment to the agenda by removing item 8A, stating that he prefers to discuss it during the workshop in November instead.

Gregg Huddlestone didn't want item 8A removed from the agenda.

Chad Fleenor moved for approval of the CONSIDERATION OF MEETING AGENDA with 8A removed. Mike Masters seconded the motion which carried on roll call vote:

Eric Barnes: no, Annette Buchanan: no, Keith Ervin: no, Gregg Huddlestone: no, Chad Fleenor: yes, David Hammond: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Chad Fleenor Approval of Meeting Minutes. David Hammond seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddlestone: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Reminder there will be items added to the HEW committee agenda

TSBA Conference November 7-10th, 2024

Kendall Hodge, our student board member, delivered an impressive presentation on DCHS, which can be viewed in the included video slide.

Mr. Walters commended Ms. Hodge for her excellent presentation, highlighting her leadership at DCHS.

Ms. Hodge shared that she works with fellow students every other Wednesday on a group project focused on bullying prevention. When Mr. Walters inquired whether her classmates have noticed any changes in bullying due to the program, Ms. Hodge responded that she believes it has been helpful. She noted that the meetings have been very insightful, and students seem to respond positively to the initiative.

Click the link in report to view jobs completed.

Vince Walters Consideration of consent agenda. Gregg Huddlestone seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

See attachments

Recommend Approval of Committee Membership as Submitted Chad Fleenor Recommend Approval of Committee Membership as Submitted. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Jeff Esser from Merit Construction updates on DBHS/DCHS projects; see attached slide.

Next step, we can get a design and bid it out. Requesting authorization to take the next step to obtain a mechanical engineering estimate. Chad Fleenor To find a Mechanical Engineer and move forward with Heating and Cooling system designs. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Using contingency funds regarding insulation issues at DBHS Vince Walters Using contingency funds regarding insulation DBHS Asbestos. Chad Fleenor seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Mr. Fleenor wishes to move forward with Demo Chad Fleenor Approve moving forward with Demolition of house of DBHS property. Whitney Riddle seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

Reimbursement of \$25,000 to Nutrition Department David Hammond Authorize for reimbursement of expenses for adult meals served during disaster relief effort out of general fund to dietary. Vince Walters seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

DCHS Overnight Trip to Doyle, TN Vince Walters FFA overnight Trip to approve. Chad Fleenor seconded the motion which carried on roll call vote:

Eric Barnes: yes, Annette Buchanan: yes, Keith Ervin: yes, Chad Fleenor: yes, David Hammond: yes, Gregg Huddleston: yes, Mike Masters: yes, Whitney Riddle: yes, Vince Walters: yes

We miss Jennifer and hope she gets back soon.

The Washington County Department of Education met in regular session on November 26, 2024 at 5:00 PM in the Central Office. Attendance is as follows: **Present:** Eric Barnes, Annette Buchanan, Keith Ervin, Chad Fleenor, David Hammond, Gregg Huddleston, Mike Masters, Whitney Riddle, **Absent:** Vince Walters. **Absent:** David Hammond..

Chairman Annette Buchanan called the meeting to order.

See announcements as noted on the agenda.

### **WC EMS Substation Proposal Discussion**

WC EMS presented a proposal to consider utilizing a portion of the LES property for a new substation. Currently, 911 response times are 10-12 minutes due to route changes caused by flooding. Establishing this substation would significantly reduce response times.

Key points discussed include:

- **Property Agreement:** The board and county would need to draft an agreement ensuring the Highway Department maintains the property.
- **EMS Proposal:** EMS shared a drawing outlining the substation layout, noting the rescue truck would perform dual roles. The substation would be owned by Washington County.
- **Space Requirements:** The proposed area would extend 65 feet back from the property/pavement. No fencing is planned at this time.
- **Future Considerations:** Board members emphasized the potential need for fencing later for safety.
- **Reversion Clause:** If the substation is no longer required, the property would revert to county ownership.
- Mr. Riddle requested a valuation of the property, suggesting it could support ongoing needs at Lamar.
- Mr. Fleenor expressed agreement with the project.
- Mr. Boyd will present the proposal to the HEW Committee on December 4th.

The board recommended adding this project to the agenda for the next board meeting on December 5th for further discussion and consideration.

**Rep. Tim Hicks:** In a recovery process, things change daily. One thing we can all agree on is that it has been a challenging couple of months.

**Proposal:**

- **JMS Usage:** The facility could serve as a central hub for organizing relief efforts, storing furniture and supplies (e.g., washers/dryers, plumbing fixtures), and accommodating up to 25-30 volunteers at a time.
- **Amenities:** The gym could house furniture and supplies, and cots for sleeping may be an option.
- **Additional Use:** The Ag Extension Office might temporarily set up there due to damage from a fallen tree on their building.
- **Current Setup:** Burluson Construction has a trailer at Lamar Ruritan.
- **Importance of Organization:** Effective coordination of volunteers and resources is critical for recovery efforts.
- **Operational Costs:**
  - Mr. Fleenor appreciates the efforts but expressed concerns about the \$10,000 monthly operational costs.
  - Mr. Ervin asked who would be responsible for paying the electrical bill.
  - Mr. Hale provided estimated monthly operational costs: \$4,000 for JMS and \$5,000 for the elementary school.
- **Rep. Hicks' Response:** He emphasized the need to assess the overhead costs and reach an agreement. He also requested a walkthrough of the building to evaluate its suitability.
- Mr. Boyd suggested that Rep. Hicks inspect the old JES elementary school as a potential alternative site.

**Rep. Hicks' Timeline:** He stated it is difficult to estimate the duration of use, but significant progress could be made even within 18 months.

- Mr. Riddle expressed full support for the initiative.
- Mr. Boyd reminded the board that WCS is contracted to sell the property.

Rep. Hicks concluded by reiterating the importance of evaluating the building and gathering more information to make an informed decision. Mr. Boyd and Mr. Hicks will do walk through next week to determine which building will accommodate his needs.

Request March 2025 Date Change

Due to ASA Superintendent Conference is March 6-8th.

Mr. Boyd is requesting meeting be moved to Tuesday, March 4th

All agreed

See overnight trips in attachments.

Ridgeview Elementary  
Overnight and Out-of-State  
8th Grade Trip

Washington, DC  
Departure Date: May 14th, 2025  
Return Date: May 16th, 2025  
Duration: 3 Days

**Mr. Boyd:** High schools need additional support as academic performance is not where it should be. Principals are fully committed to addressing these challenges.

- **Program Cost:** The proposed program costs \$60,000 per school per year, but we are securing the service for \$47,750 annually.
- **Focus Areas:** Principals have identified specific areas for improvement and have significant strengths to build upon. Supporting them in this process is crucial.
- **Implementation Timeline:** The program would begin on January 1, 2025.
- **Mr. Fleenor:** Asked if there are referrals for the group providing these services.
- **Mr. Boyd:** Confirmed familiarity with the organization, citing quick and effective outcomes from their work with other schools.
- **Mr. Barnes:** Applauded Mr. Boyd for introducing this initiative, highlighting the importance of making impactful decisions. He noted that funds are available to support the program.
- **Mr. Ervin:** Requested a clear scope of the program, detailing current efforts and expected results after a year of implementation, given the \$100,000 investment.

**Mr. Boyd's Response:**

- Emphasized caution regarding claims of drastic improvements but shared examples of significant progress achieved by the group in a short time.
- The program will establish clear, measurable goals, with schools being monitored throughout the year.
- The commitment is for one year, with the ultimate goal being academic improvement, particularly in math, and increasing "Ready Graduate" numbers.
- **Student Engagement:** High school engagement levels need improvement.
- **Support for Principals:** Younger principals, in particular, require additional support to drive change.
- **Mr. Fleenor:** Stressed the urgency of addressing these issues, as high school students only have four years to benefit from improvements. Both high schools have tremendous potential, but the current performance gap is too large to ignore.

The proposal was requested to be placed on the December agenda for further consideration.

See attached

See attached

All purchase orders were approved except for PO #28069. It will be sent back to Dr. Gray for further discussion.

Send back for clarification for explanation of this ATV

### **Lewis Group Project Updates**

Final updates on ongoing projects are provided in the attached documents.

- **DBHS House:** Demolition has been completed, and the site has been cleaned up.
- **Security Upgrades:** Significant progress has been made on high school security enhancements, with both sites on track and moving forward successfully.
- **Elementary School Security:**
  - Mr. Fleenor requested that discussions on revising security measures at elementary schools be added to the January meeting agenda.
  - He suggested revisiting the initial drawings provided for the elementary school security upgrades.

Request for the Board to approve the last dollar amount. Request for budget amendment for up to \$200,000

### **Request to Donate Old Scoreboards**

Mr. Barnes proposed donating the old scoreboards to Carver Recreation to support their programs and facilities. He expressed a strong desire to assist Carver Rec in this way.

Add this to December 5th agenda for board consideration.

## Fencing Quotes Discussion

Review and accept the attached quotes to proceed with completing the fencing project. Board to take action on accepting the quotes.

Mr. Ervin inquired about the possibility of reusing fencing previously removed from Gray as part of the project. to save the board cost.

Attached documents include quotes and specifications for the project.

Mr. Masters noted that the area is used daily by DBHS.

Mr. Fleenor suggested putting the project out for bid with specifications set for a 120-day timeframe.

Mr. Fleenor emphasized that the project should involve only the board and Crossroads Christian Church.

Dr. Adams presented a quote from Bracken Paving as an example of the potential cost for paving the Crossroads parking lot, clarifying it was for reference purposes only. This item will be added to the December agenda for further discussion.

**Mr. Ervin:** Suggested holding off on further action until Rep. Hicks determines his specific needs.

**Mr. Boyd:** Expressed hope that the round area at JES could meet Rep. Hicks' requirements.

**Property Considerations:** A boundary survey is needed for the property.

**Mrs. Buchanan:** Advocated for moving forward with the process.

Add to the December agenda to: Obtain a boundary survey of the property, Locate utilities, check alley

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- Dr. Wolfe is requesting approval to contract a Registered Behavior Technician (RBT) to provide one-on-one support for a student.
- The duration of the need is uncertain, potentially ranging from one to six months.
  - Pay rate: \$15-\$18 per hour.
  - Schedule: 4 hours daily, 5 days a week, from 10:00 AM to 2:00 PM
  - **Mr. Boyd:** Expressed the intent to move forward, stating that it is the district's responsibility to serve students within reason.
    - **Mr. Barnes:** Voiced full support for the request.
    - Allocated funds are available for these types of services.

Chairman Annette Buchanan adjourned the meeting.

Field Trips

11/4/2024 9:11:54	stjohnr@wcde.org	DCHS	11/25/2024	8:15:00 AM	2:15:00 PM	6 hours	ETSU Digital Media Labs	Robert StJohn   A/V Production   10-12
11/4/2024 9:24:22	fleenort@wcde.org	WVES	12/18/2024	8:30:00 AM	2:00:00 PM	5 1/2 hours	Marquee Cinemas Bristol TN	Trisha Fleenor 7th
11/6/2024 9:42:03	flanaryc@wcde.org	LES	11/21/2024	8:30:00 AM	1:45:00 PM	5 hours	TCAT Elizabethton, Sycamore Shoals Historic Tour, Pizza Inn	Robin Sturgill, 7th Grade
11/6/2024 13:03:12	zuehlkej@wcde.org	DCHS	11/15/2024	8:00:00 AM	2:00:00 PM	6 hours	Milligan University	Jan Zuehlke/ESL/9th- 12th
11/6/2024 13:05:31	zuehlkej@wcde.org	DBHS	11/15/2024	8:30:00 AM	1:30:00 AM	5 hours	Milligan University	Zuehlke/ESL/9th-12th
11/6/2024 14:45:28	ihlers@wcde.org	BCES	11/22/2024	10:30:00 AM	2:00:00 PM	3hr 30 min	Bright Zoo, 3425 HWY 11E, Limestone, TN 37681	Shelly Ihler - 2nd
11/7/2024 9:58:46	fordj2@wcde.org	DCHS	11/18/2024	11:20:00 PM	1:20:00 PM	2 hours	Local Elementary Schools	Ford
11/7/2024 10:07:34	fordj2@wcde.org	DCHS	11/26/2024	3:00:00 PM	8:00:00 PM	5 hours	Daniel Boone High School - District Conduct of Chapter Meetings	Ford
11/7/2024 10:47:55	fordj2@wcde.org	DCHS	12/10/2024	3:00:00 PM	10:00:00 PM	7 hours	Regional Conduct of Chapter Meetings Contest - Walters State Community College	Ford
11/7/2024 13:31:11	fordj2@wcde.org	DCHS	12/18/2024	8:00:00 AM	3:00:00 PM	7 hours	Northeast State Community College - District Speaking Contests	Ford
11/7/2024 13:09:20	schmidth@wcde.org	LES	11/25/2024	10:00:00 AM	1:00:00 PM	3 hrs	Wal-Mart on Market Street and Pizza Plus Jonesborough	Schmidt
11/8/2024 10:17:40	robertsc@wcde.org	FBES	12/13/2024	8:30:00 AM	2:00:00 PM	5.5	Paramount Theater Bristol TN, & McDonald's Blountville, TN	Charity Roberts, Grades 7 & 8
11/8/2024 10:23:55	selhorstk@wcde.org	DCHS	12/14/2024	6:00:00 AM	3:00:00 PM	9 hours	Clyde Austin 4-H Center, 214 4-H Lane, Greeneville, TN	Warrant Selhorst
11/8/2024 10:48:08	baileya@wcde.org	DBHS	12/2/2024	8:00:00 AM	2:00:00 PM	7	To Central Office and lunch.	Ashley Bailey
11/8/2024 14:04:31	oneald@wcde.org	SSES	11/15/2024	8:30:00 AM	1:00:00 PM	4.5 hours	Northeast State Community College Day of Programs focused on electromechanical, entertainment technology, and computer science	Diana O'Neal/ CTE/STEM/ 6th, 7th, & 8th
11/11/2024 16:08:47	dayj@wcde.org	DCHS	12/26/2024	10:00:00 AM	9:00:00 PM	8hours	Greeneville Lady Classic	na
11/11/2024 16:12:10	dayj@wcde.org	DCHS	12/28/2024	8:00:00 AM	10:00:00 PM	10hours	Greeneville Lady Classic	na
11/12/2024 8:00:53	flanaryc@wcde.org	LES	12/12/2024	8:30:00 AM	1:45:00 PM	5 hours	TCAT Elizabethton, Sycamore Shoals, and Pizza Inn	Jeff Sulick

Field Trips

11/12/2024 8:28:55	whitsonc@wcde.org	JES	12/11/2024	8:35:00 AM	1:00:00 PM	4.5 hour	Shoe Carnival & Tiebreakers Johnson City, TN	Various k-8 students
11/12/2024 10:11:59	fleenort@wcde.org	WVES	5/21/2025	6:00:00 AM	11:00:00 AM	17 hours	Chattanooga, Lost Sea, TopGolf, Lookout Mountain, Escape Room and Mellow Mushroom	Tammy Fleenor 6th
11/12/2024 10:50:38	littlet@wcde.org	DBHS	11/20/2024	7:45:00 AM	11:20:00 AM	1/2 an Instructional Day	Washington County elementary schools for Farm Bureau Ag Literacy Week	Leann Turner
11/12/2024 14:04:59	whitea1@wcde.org	DCHS	12/12/2024	8:00:00 AM	2:00:00 PM	6 Hours	Walmart 2915 W Market St, Johnson City, TN 37604	Miriam Robinson, School Counselor
11/13/2024 7:34:49	priceb@wcde.org	RVES	12/11/2024	8:30:00 AM	1:00:00 PM	4.5 hrs	TieBreakers and Shoe Carnvial (CSH Shoe Trip)	Brooke Price - School Counselor
11/13/2024 14:25:14	barkleym@wcde.org	GVES	12/17/2024	8:45:00 AM	11:45:00 AM	3 hours	Johnson City Public Library and Founders Park	Melanie Barkley - First Grade
11/13/2024 11:56:37	storyj@wcde.org	GVES	12/11/2024	10:00:00 AM	2:15:00 PM	4 hrs	Shoe Carnival and Tie Breakers	Joe Story, School Counselor (4th-8th)
11/14/2024 10:09:08	leonards@wcde.org	DCHS	11/25/2024	7:45:00 AM	10:30:00 AM	3 hours	Crumley House	Sabra Leonard, cosmetology, 12th
11/14/2024 14:09:43	depewm@wcde.org	FBES	12/11/2024	9:15:00 AM	1:30:00 PM	5.25 hours	Shoe Carnival in JC & Tie Breakers	Lisa Goslar Social Worker
11/14/2024 23:44:17	winsteadd@wcde.org	BCES	11/22/2024	10:30:00 AM	2:00:00 PM	3 hours and 30 minutes	Brights Zoo 3425 Hwy 11E Limestone, TN 37681	Shelley Ihler 2nd Grade
11/15/2024 8:21:28	shipleyd@wcde.org	DBHS	12/6/2024	7:45:00 AM	2:30:00 PM	7 hours and 45 min	Northeast State Community College	Donnie Shipley Networking CTE courses High School
11/15/2024 8:42:34	hartmanc@wcde.org	JES	12/18/2024	9:30:00 AM	2:00:00 PM	4.5 hours	Holiday Lanes and The Mall at Johnson City both located in Johnson City	Corintha Hartman/6
11/15/2024 12:07:35	whitea1@wcde.org	DCHS	12/11/2024	9:30:00 AM	1:30:00 AM	4 Hours	Shoe Carnival (3211 Peoples St, Johnson City, TN 37604) and TieBreakers (1805 N Roan St, Johnson City, TN 37601)	Amanda White, School Social Worker
11/15/2024 12:52:33	bishopa@wcde.org	DBHS	11/26/2024	8:00:00 AM	2:00:00 PM	One school day	ETSU	Blshop
11/15/2024 14:42:29	sheltonh@wcde.org	GVES	12/18/2024	8:15:00 AM	11:45:00 AM	3 hours and 30 min	David Crockett High School	Shelton- CTE 7th/8th
11/18/2024 8:41:36	gourleyj@wcde.org	DCHS	12/2/2024	7:45:00 AM	2:15:00 PM	6:30	Career Quest for Hospitality & Tourism Meadowview Convention Center	J. Gourley/Culinary/9-12
11/18/2024 9:13:33	oglej@wcde.org	JES	12/17/2024	8:15:00 AM	2:00:00 PM	6 hours	David Crockett High School - Combined Jr. Pioneer Bands Rehearsal	Ogle Band 6-8
11/18/2024 9:13:56	holleyp@wcde.org	LES	12/17/2024	8:00:00 AM	2:00:00 PM	5 / 6 hours	David Crockett High School	Preston Holley / Band 6-8
11/18/2024 9:17:03	oglej@wcde.org	GVES	12/17/2024	8:15:00 AM	2:00:00 PM	6 hours	DCHS for Combined Rehearsal with other schools. Concert that night.	Garst Band 6-8

Field Trips

11/18/2024 9:17:04	holleyp@wcde.org	WVES	12/17/2024	8:00:00 AM	2:00:00 AM	5 / 6 hours	David Crockett High School	Preston Holley Band 6/8
11/18/2024 9:19:33	oglej@wcde.org	SCES	12/17/2024	8:15:00 AM	2:00:00 PM	6 hours	DCHS - Jr. Pioneer Band Rehearsal	Garst Band 6-8
11/18/2024 11:42:29	churcha@wcde.org	SSES	12/5/2024	10:00:00 AM	12:00:00 PM	2 hrs	Quantum Leap	K-8 Students
11/19/2024 9:43:22	murrayk@wcde.org	FBES	12/5/2024	8:15:00 AM	2:00:00 PM	5.5 Hours	ETSU	Tonya Hobbs   Self Contained   5
11/19/2024 9:48:44	adamss@wcde.org	SSES	12/17/2024	8:30:00 AM	12:00:00 AM	3.5 hours	Wallabies 3102 Hanover Rd. Johnson City, TN 37604	Lisa Greene K
11/19/2024 9:50:21	selhorstk@wcde.org	DCHS	12/14/2024	11:00:00 AM	2:00:00 AM	3 hours	Mountain Home VA Cemetery, Wreaths across America	Frank
11/19/2024 9:53:06	selhorstk@wcde.org	DCHS	12/14/2024	5:00:00 PM	8:00:00 PM	3 hrs	Foster Signs is the walkers start of the parade	Warrant Selhorst
11/19/2024 9:55:34	adamss@wcde.org	SSES	1/10/2025	8:30:00 AM	11:30:00 AM	3 hours	Holiday Lanes 117 Broyles Dr Johnson City, TN 37601	Leann Reed 3rd
11/19/2024 9:59:11	selhorstk@wcde.org	DCHS	12/1/2024	1:30:00 PM	3:30:00 PM	2 hours	American Legion "Kings Mountain" Post 24 Location: 409 East Market St, Johnson City, TN	Warrant Selhorst
11/19/2024 10:05:37	adamss@wcde.org	SSES	1/17/2025	8:30:00 AM	11:30:00 AM	3 hours	Holiday Lanes 117 Broyles Dr Johnson City, TN 37601	Eric Cambell 6th
11/19/2024 10:10:31	ihlers@wcde.org	BCES	11/22/2024	10:30:00 AM	2:00:00 PM	3.5 hours	AMC Theaters Johnson City	2nd Grade Teachers (6 total)
11/19/2024 14:07:40	reynoldsc@wcde.org	DBHS	12/13/2024	9:00:00 AM	2:00:00 AM	5 hours	Boones Creek Christian Church	Reynolds FCCLA
11/20/2024 11:26:10	flanaryc@wcde.org	LES	12/12/2024	8:30:00 AM	1:45:00 PM	5 hours	Shoe Carnival & Tie Breakers	Chelsa Flanary
11/20/2024 12:10:12	gardnera@wcde.org	DCHS	12/6/2024	8:00:00 AM	2:00:00 PM	6	Northeast State Welding Test	Gardner Welding
11/20/2024 13:08:58	pharrisc@wcde.org	BCES	12/17/2024	8:45:00 AM	11:45:00 AM	3 hours	NCG Cinema 2101 Fort Henry Dr. Kingsport, TN	Nikki Arnold 3rd grade
11/20/2024 14:27:52	schweikerr@wcde.org	SSES	12/18/2024	8:15:00 AM	12:00:00 PM	3 hours 45 minutes	AMC Theater-1805 N Roan St H1, Johnson City, TN 37601	Schweiker-1st
11/21/2024 9:45:37	foxj2@wcde.org	SSES	12/18/2024	9:00:00 AM	1:00:00 PM	4 hours	Niswonger's Children's Hospital and Tiebreakers	Jill Fox/Beta Club/ 7th-8th
11/21/2024 10:59:31	sandersk@wcde.org	RVES	12/19/2024	8:30:00 AM	2:30:00 PM	6 hours	Pinnacle Theatre, Bristol TN	Kristi Sanders/8th grade
11/21/2024 11:02:03	phillipsm1@wcde.org	DBHS	1/16/2025	9:00:00 AM	2:00:00 PM	5 hours	Bill Gatton College of Pharmacy and lunch	Michelle Phillips, Pharmacological Science, 12th grade

Field Trips

11/21/2024 11:42:13	oneald@wcde.org	SSES	11/26/2024	8:00:00 AM	11:00:00 AM	3 hours	DBHS Health Science Department, Daniel Boone High School, Gray TN	Diana O'Neal, CTE/STEM
11/24/2024 17:30:49	mccurryr@wcde.org	GES	12/17/2024	8:30:00 AM	12:30:00 PM	4 hours	Jackson Theater Jonesborough, TN	Donna Kleg 3rd Grade
11/25/2024 11:38:44	gourleyj@wcde.org	DCHS	12/13/2024	7:45:00 AM	2:45:00 PM	7 hrs	Jonesborough Storytelling Center	J. Gourley
11/26/2024 8:58:15	storyj@wcde.org	GVES	12/13/2024	10:00:00 AM	2:00:00 PM	5 hours	Mall of Johnson City	Joe Story
11/26/2024 9:07:21	goodg@wcde.org	SSES	12/12/2024	8:30:00 AM	1:00:00 PM	4.5	Shoe Carnival & Tiebreakers	Gracie Jones
12/2/2024 8:21:32	odomj@wcde.org	DBHS	12/12/2024	9:30:00 AM	1:30:00 PM	4 hours	Shoe Carnival & Tiebreakers	Students 9-12 in need of shoes
12/2/2024 10:00:48	bowersl@wcde.org	BCES	12/12/2024	10:15:00 AM	2:30:00 PM	4 hours 15 minutes	Shoe Carnival for shoes; Tiebreakers for lunch and fun.	Anne Trask/School Counselor
12/2/2024 11:26:06	goodg@wcde.org	SSES	12/13/2024	10:30:00 AM	1:30:00 AM	3 hours	Boones Creek Elementary and The Johnson City Mall	Jones or Folgeman (social worker)
12/2/2024 12:06:50	bowersl@wcde.org	BCES	12/13/2024	9:30:00 AM	2:00:00 PM	4.5 hours	Shop with a Cop event for middle school students at The Mall at Johnson City	Lynn Webb/School Counselor
12/2/2024 12:57:52	congerj@wcde.org	DCHS	12/12/2024	11:30:00 AM	1:45:00 PM	2 hours and 15 minutes	Grandview	Conger - Ag 9-12

## **Monthly Facility Tracker reports**

All Locations -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=af78549c-6e53-41e9-afec-dd4d8bfa815d>

WVES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=7061e70d-ee81-4bbe-a0a9-333ee6630ce4>

SSES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=82641ccd-b40b-406e-9593-f1f5d6d454ea>

SCES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=f4112e8b-ace7-42c8-83ce-ce7cca700d0a>

RVES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=abece4e4-3aaf-4e20-afb9-e7a4b253e7ea>

LES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=03c462a1-53fd-429c-8d8a-862353a095d4>

JMS -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=047f5116-d265-4220-bca1-d51fd1f24df6>

JES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=3c2e5fd0-4dc5-4a44-b1a8-7ff0bc15c27e>

GES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=ef3d7048-0b99-4548-9f31-04632f0fae84>

GVES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=e2b27430-f9cb-4618-8958-f37a78a60a75>

FBES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=b9027fb8-5461-4cad-a2ca-4cd8a33ecfbe>

DCHS -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=88424530-f628-46ae-8852-1a2d40bc9785>

DBHS -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=1f5402fa-95ef-4b85-bc13-1b2a390eadd8>

BCES -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=475154ae-7197-4f43-8ec4-6b9764458b84>

Midway -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=ec7f00ea-3b78-41db-9542-060401a411e6>

Bus Garage -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=13f0ab1b-e7e9-4a01-bbeb-9b2d5181fb5f>

Warehouse -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=7da489ac-1553-4a46-a0ac-27646726a003>

Central Office -

<https://facilitytracker.app-garden.com/Woms/PublicAnalytic/Index?guid=fbf02e24-8b01-46d9-98d1-a5e123581838>

November 2024

Employee	Disposition/New hire	School, Position	Effective Date	Replacing
Matthew Peace	New Hire	DBHS, CTE Teacher	11/11/2024	Mitchell Calvin
Adam Stewart	New Hire	DBHS, Asst. Mens/Women's Wrestling Coach	11/15/24	Position never filled
Amber McKee	New Hire	JES, PreK IA	11/25/24	Crystal Dejosia
Samuel McKee	New Hire	Transportation, Mechanic	12/2/2024	William Meneses
Kathryn Schneider	New Hire	JES, SPED Teacher	11/25/2024	Andrea Stapleton
Brooke Sergent	New Hire	GV, Track Coach	11/23/24	Nicholas Mattarazzo
Manuel Trejo-Luego	Approved Substitute	Substitute	11/20/2024	
Kadence Fannon	Approved Substitute	Substitute	11/26/2024	
Michael Mitchell	Transfer	from Interim DCHS, to JES, 5th Grade	11/11/2024	Kristine Barrett
Annalea Ayllon	Transfer	from Lamar, SPED IA to JES, PREK IA	11/11/2024	New position
Reid Sanders	Transfer	from Substitute to JES, Interim PE Teacher	11/4/2024	
Sydney Taylor	Transfer	from JES, Interim Teacher to Certified Substitute	11/18/24	Gray only
Jillian May	Transfer	from JES, SPED IA to DCHS, SPED Teacher	11/18/24	Benjamin Barr
Kimberly Onario	Transfer	from Substitute to JES, SPED IA	11/1/24	Amanda Boyle
Jessica Howard	Transfer	from RV, SPED IA to RV IA	11/1/24	Jennifer Head
Jennifer Head	Transfer	from RV, IA to RV, Sped IA	10/24/24	Jessica Howard
Amanda McKinney	Resignation	JES, SPED Teacher	12/20/2024	
Charles Fugarino	Resignation	DCHS, Math Teacher	11/12/2024	
Chris Tipton	Resignation	WV, Head Baseball Coach	11/4/2024	will remain teacher at DCHS
Natalie Waddle	Resignation	GV, School Nurse	12/20/2024	will remain substitute nurse
Ruthann Denton	Resignation	School Nutrition, PT Cook	9/25/2024	

November 2024

April Roberts	Resignation	Transportation, Bus Driver	11/26/2024	
Aleen Keplinger	Resignation	GV, SACC Caregiver	11/25/2024	
Virginia Rider	Resignation	BCE, 4th Grade Teacher	12/31/2024	
Cindy Blevins	Resignation	DBHS, Secretary	11/29/24	
LeeAnn Cooper	Termination	Lamar, SPED IA	11/26/2024	
Rachel Day	Requested leave	JES, Music Teacher		beginning 2/20/25 with an estimated end date of 4/21/25
Ronald Ramey	Requested leave	System-Wide, Technician		beginning 11/14/2024 with an estimated end date of 11/22/24
Julie Sanders	Requested Leave	Lamar, ELA Teacher 6/7		beginning 12/12/24 with an estimated end date of 1/17/24

Intent to Apply/Research	Grants Writer/Manager's Report	December 2024						
Bureau of Justice STOP School Violence Grant	Grant submitted June, 2024	Announcement of the winners will be around October, 2024.	was not awarded, asked for feedback based on the Freedom of Information Act.					
Electric Bus	Central States quote: 155Kw (STD Range) \$373,694.00. Infrastructure: The cost of the Evolution charging station is \$5373 quote. BridgeRidge cost estimate is \$10,775.00 to connect one charging station at BCE. Two grants to pursue: 1. EPA Clean School Bus Lottery (federal) due Jan 9th. Buses serving school districts that are not prioritized ZE class 7 bus UPTO \$170,000 (bus + charging Infrastructure.) 2. VW STATE GRANT is opening in January. - 75% towards the purchase of a new bus, and that would include infrastructure. The plan is to stack the general and federal awards to pay for the bus and infrastructure. These are matching grants; if only one is awarded, we and/or WCG will need to match the remainder of the funds for the project. The Central States Bus will work with me on the grant applications. They would submit the SAM.gov EPA grant on our behalf; I can not submit it directly; I have to work with a SAM.gov contact person.							
TN Disability coalition grant	Working with the Student Support Services Department. The goal is to assist students with disabilities by providing labeled images on a communication board during physical breaks at the playground area.	submitted application on 9/26/24	Was not awarded asked for feedback based on Freedom of Information Act	Even though approved to apply at the last minute, The Coalition's past awardees are organizations, foundations, community centers, or businesses.				
Cybersecurity	provided information about future funding through State & Local Cybersecurity Grant Program			CyberSafeTN@tn.gov				
TREE GRANT	For the other schools not included in the TAEP Community Tree Planting Grant to provide tree shade for community members and students in sporting areas and near school buildings.							
Communication Boards	Research funding for playground communication boards.							
Grants Awarded								
TVA STEM Classroom Grant	Jared Smith's grant proposal for Jonesborough Elementary School in the amount of \$5000 for the project "Eye of the Tiger Film and Digital Media Club"	I am the fiscal contact, and assist with all purchasing of items within their budgets.						
Grants Managed								
ESSER Federal Interest Reporting and Recording	Provide individually a Real Property Status Report Attachment A SF-429-A report of which all schools received ESSER funds for capital projects	In addition to 429A reporting, both DBHS and DCHS properties, which have projects over \$1 million, will require Federal Interest Recording, which is a legal document we create and submit to the Washington County Register of Deeds office.	Due December 20, 2024					
TAEP Community Tree Planting Grant	Funds expended prior to the start date are not reimbursable. The expected start date is 12/1/2024.	awarded \$4235.79 of \$8471.58 cost of project	50:50 match grant awarded on October 21, 2024, provided by TN Department of Agriculture: Division of Forestry	Will assist fiscal and reporting with Grounds supervisor	3 year reporting			
Title XI McKinney-Vento Subgrant Hurricane Emergency Relief	Awarded \$14,000	Items of need to be purchased for students who have become displaced due to Helene.	Students must be identified as McKinney-Vento Homeless due to Helene to receive items of need provided by the funding...such as school items and essential personal items such as clothing, food, hygiene products, portable sleeping items.	Working with the Homeless Liaison	Will do all purchases and assist in reporting.			
ETSU SLICE - SL Partnership STEM LITERACY COMPUTATION IN EDUCATION WITH SCHOOL LEADERS	ETSU federal government grant we have partnered	Currently processes quotes and POs for procurements of the minigrants for participating schools' teams. Total award is appx. \$81,000 in materials, equipment, and supplies.	I am the Co-PI-LEA CONTACT for Washington County	Financial reimbursements invoices and execution of purchases with schools' classroom minigrants that will be provided at the end of year 2 grant term and any other needs that may occur.	Mini-Grant portion of the SLICE grant is wrapping up and reimbursements will occur in November, 2024			

<b>ISM Grant</b>	<b>Currently helping CTE Director write FY 25 ISM application. We have submitted the continual application, grant is approved for the new school year.</b>	Assist CTE Director when needed	Note: schools involved in this grant were awarded (allocated FY2023) BCE \$500,000, DB \$1,000,000, DC \$1,000,000, FB \$200,000, GV \$500,000, Gray \$500,000, JES \$500,000, RV \$500,000, SC \$200,000, SS \$500,000, University \$1,000,000, WV \$500,000				
<b>FY 2025 - CTE Perkins Reserve</b>	Awarded <b>\$50,000</b> for Daniel Boone CTE program in connection with Culinary ARTS and certain populations	Will assist CTE Director with any needs in managing the grant.					
<b>LEAPS PROGRAM</b>	<b>Start new school year, this is year 5 of the program</b>	UPDATED EPLAN BUDGET \$75,000	Provide all necessary documentation into Department of Human Services Child Care Provider Portal to renew the SCES LEAPS site for continuing service	Help with any grant related to personnel, data reporting, purchases and attend meetings with the state department.			
<b>ESSER 3.0</b>	Continual reporting to state department: ESSER 3.0 funds	<b>We will be generating the ESSERF report for the Fiscal year July 2023- which was reimbursed by the state by June 30, 2024. Starting in winter/spring 2025.</b>					
<b>ARP 2.0 Homeless Grant</b>	<b>FY 25 purchasing food, clothing, hygiene products</b>	In collaboration with the Director of Attendance/ Chief Student Supports Officer.	Providing purchasing and documentation support.	HELP WITH REPORTING	help with any grant related reimbursement request documentation	Grant will end Dec. 2024	

Washington County Department of Education  
School Educational **OVERNIGHT** Trip Authorization\*

OCT 30 2024

BY: KR

Date of Request 10/29/24 School Gray School Trip Date May 14-16, 2025

Estimated time of departure ~6:00 am and return ~7:00 pm total time away 3 days

Destination (include location) Charleston, SC

Teacher Karen Matherly Class 8A Grade 8th

Mr. Sanders 8B 8th

Chaperones Karen Matherly

Number of Students Involved ~56

Administrator

Estimated Total Miles (both ways) of Trip ~670 mi

Jason Ahrens

Bus Driver/Number Young Transportation Bus Driver/ Number Rodney Grindstaff

Will Chaperones have a list (roll) that they are responsible for? yes

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? yes

Will you have on file parental release forms signed by parents or legal guardians? yes

Explain the educational value of the trip: Charleston, SC is known for its rich history. Students will have the opportunity to visit multiple sites where they will get to hear the history of the Revolutionary & Civil wars, slavery, the declaration of ind, and much more!

Total Cost Estimate ~6061

Plans for meeting the costs We will do fundraisers throughout the year to help offset the cost of the trip.

Transportation cost for educational trips shall be calculated in the following manner:  
\$16.00 per hour for driver (2 hour minimum)  
\$ 3.15 per hour to cover fixed charges (SS, retirement. etc.)  
\$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$0.75 per mile.

Principal's Signature [Signature]  
**APPROVED**  
BY WC SUPERINTENDENT [Signature]  
Superintendent's Signature

10-29-24  
Date  
10-30-24  
Date

Date Approved by the Board of Education \_\_\_\_\_

RECEIVED

Washington County Department of Education  
School Educational **OVERNIGHT** Trip Authorization\*

NOV 05 2024

BY: KP

Date of Request 11/1/24 School Ridgeview Trip Date May 14-16, '25

Estimated time of departure 6:30am <sup>5/14</sup> and return 10:30pm <sup>5/16</sup> total time away 3 days

Destination (include location) Washington D.C.

Teacher K. Sanders D. Arwood Class 8<sup>th</sup> grade Grade 8<sup>th</sup> grade

Chaperones M. Haren  
L. Adams  
J. Simpson

Number of Students Involved appx 70

Estimated Total Miles (both ways) of Trip appx 412m  
ea. way

Bus Driver/Number n/a Bus Driver/ Number n/a

Will Chaperones have a list (roll) that they are responsible for? yes

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? yes

Will you have on file parental release forms signed by parents or legal guardians? yes

Explain the educational value of the trip: Students will have the opportunity to tour our nation's capital. They will visit historical monuments, Smithsonian museums, & Arlington Nat'l Cemetery.

Total Cost Estimate \$630 per person

Plans for meeting the costs Students & families will be able to make monthly payments. 8<sup>th</sup> grade teachers will also provide fundraising opportunities (Homecoming, dance, a drama presentation).

Transportation cost for educational trips shall be calculated in the following manner:

- \$16.00 per hour for driver (2 hour minimum)
- \$ 3.15 per hour to cover fixed charges (SS, retirement, etc.)
- \$19.15 total to be remitted to the central office per hour

Will use Charter bus transportation

Reimbursement for the bus and fuel shall be made at the rate of \$0.75 per mile.

\*Refer to Board Policy 4.302

[Signature]  
Principal's Signature

APPROVED

11/4/2024  
Date

BY WC SUPERINTENDENT [Signature]  
Superintendent's Signature

11-05-24  
Date

Date Approved by the Board of Education \_\_\_\_\_

Washington County Department of Education  
School Educational **OVERNIGHT** Trip Authorization\*

RECEIVED

NOV 19 2024

KP

Date of Request 11-13-24 School DBHS Trip Date APRIL 2, 3, & 4 BY: KP

Estimated time of departure 7 AM and return 7 PM total time away 60 hrs

Destination (include location) CHARLESTON, SC - SEE ATTACHED LIST OF SITES

Teacher TERRY KING Class CIVIL WAR HIST. Grade 11-12

NATHAN GOUGE A.P. U.S. HIST 11

Chaperones SARA CHAPMAN

Number of Students Involved 45

BRANDON FENWICK

Estimated Total Miles (both ways) of Trip 680

Bus Driver/Number CHARTER BUS

Bus Driver/ Number TODLOWE COACH / JACKIE DENNY

Will Chaperones have a list (roll) that they are responsible for? YES

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? YES

Will you have on file parental release forms signed by parents or legal guardians? YES

Explain the educational value of the trip: SEE ATTACHED PAGE ->

Total Cost Estimate \$360 PER STUDENT

Plans for meeting the costs STUDENTS PAY INDIVIDUALLY FOR ALL TRIP EXPENCES

Transportation cost for educational trips shall be calculated in the following manner:  
\$16.00 per hour for driver (2 hour minimum)  
\$ 3.15 per hour to cover fixed charges (SS, retirement, etc.)  
\$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$.75 per mile.  
\*Refer to Board Policy 4.302

Stephanie Gray  
Principal's Signature  
**APPROVED**  
BY WC SUPERINTENDENT  
[Signature]  
Superintendent's Signature

11/15/24  
Date  
11-19-24  
Date

Date Approved by the Board of Education \_\_\_\_\_

We will be taking students from the advanced history classes to several historically significant places in and around Charleston, SC. By visiting the location of events that played important roles in U.S. history the students will gain a much deeper understanding and appreciation of these event and their impact on the development of the United States.

The following is a list of the sites and activities that students will be visiting and participating in on this trip:

McLeod Plantation

Patriots Point: USS Yorktown aircraft carrier and a destroyer from WWII

Walking tour of Charleston's historic district with an emphasis on the history of pirates in Charleston

Carriage tour of Charleston's historic district

Fort Sumter National Monument

CSS H.L. Hunley (Civil War submarine).

The Black Fedora dinner theater: an audience interactive play

RECEIVED

NOV 9 0 2024

BY: KR

Washington County Department of Education
School Educational OVERNIGHT Trip Authorization\*

Date of Request 11/13/2024 School DCHS Trip Date 20-22 March 2025

Estimated time of departure 1200pm and return 10:00pm total time away 2.5 days

Destination (include location) Patriots Point, Citadel, Mt Pleasant S

Teacher Warrant Selhorst Class NJROTC Grade 9-12

CHIEF FRANK NJROTC 9-12

Chaperones Michelle Selhorst Number of Students Involved 40

Alyssa Selhorst Estimated Total Miles (both ways) of Trip 870

Bus Driver/Number COACH BUSES Bus Driver/ Number

Will Chaperones have a list (roll) that they are responsible for? YES

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? YES

Will you have on file parental release forms signed by parents or legal guardians? YES

Explain the educational value of the trip: The Cadets will live aboard the USS Yorktown, they be engaged in shipboard functions, we will travel to the CSS Huntley a ship that was taught on this year We will visit the Citadel and be able to view the Brigade of Cadets Parade

Total Cost Estimate 7500.00

Plans for meeting the costs We will utilize Navy JROTC Funding that is already available

Transportation cost for educational trips shall be calculated in the following manner: \$16.00 per hour for driver (2 hour minimum) \$ 3.15 per hour to cover fixed charges (SS, retirement. etc.) \$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$.75 per mile. \*Refer to Board Policy 4.302

Principal's Signature [Signature] APPROVED BY WC SUPERINTENDENT [Signature] Superintendent's Signature

Date 11.15.24 Date 11-20-24

Date Approved by the Board of Education

**PURCHASING DEPARTMENT  
WASHINGTON COUNTY BOARD OF EDUCATION**

Purchase Order **No 3737**

Date Issued 11/21/24

Appropriation No. 141-E-71300-730-002

Dept. ISM

School DCHS

**PURCHASE ORDER**

**TO** Smith Garage Equipment

Deliver to David Crockett High School  
Address 684 Old State Rte 34  
Jonesborough, TN 37659  
Via David Pugh

Articles on this order must be charged to account of

**NOTICE TO VENDOR**

1. Purchase order **MUST** bear two signatures in order to be valid.
2. Purchase order number **MUST** appear on all invoices submitted for payment.
3. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education  
405 West College Street  
Jonesborough, TN 37659  
Telephone (423) 753-1105

ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
(Unless otherwise stated all prices F.O.B. Destination)				
Automotive Alignment System				\$ 32,020. <sup>78</sup>
<b>GRAND TOTAL - INCLUDING ALL ATTACHED PAGES</b>				\$ 32,020. <sup>78</sup>

**SUBJECT TO THE FOLLOWING CONDITIONS**

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
5. The county is not liable for Federal excise tax or state sales tax.
6. Each shipment and/or each purchase order should be covered by separate invoice.

**IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER**

**VENDOR'S COPY**

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

64





**PURCHASING DEPARTMENT**  
**WASHINGTON COUNTY BOARD OF EDUCATION**

Purchase Order **No 4087**  
 Date Issued **11/11/2024**  
 Appropriation No. **72210-524**  
 Dept. **Academic Dept.**  
 School **District**

**PURCHASE ORDER**

**TO** Scholarus- Education Element  
 17177 N. Laurel Park DR.  
 Suite/233 Livonia, MI 48152

Deliver to **WCDE**  
 Address **405 West College Street**  
 Via **Jonesborough, TN 37659**

**NOTICE TO VENDOR**

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2. Purchase order number **MUST** appear on all invoices submitted for payment.
3. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education  
 405 West College Street  
 Jonesborough, TN 37659  
 Telephone (423) 753-1105

Articles on this order must be charged to account of

ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
(Unless otherwise stated all prices F.O.B. Destination)				
Professional Services - Personalized learning sci & SS teachers Services 7/1/24 - 12/31/2024 (Extended to 2025) 2 <sup>nd</sup> part of service 1 <sup>st</sup> part - P.O. Reference 35411 BCE approved 2/1/24			\$	142,907
<b>GRAND TOTAL - INCLUDING ALL ATTACHED PAGES</b>			\$	142,907

**SUBJECT TO THE FOLLOWING CONDITIONS**

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6. Each shipment and/or each purchase order should be covered by separate invoice.

**IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER**

<b>VENDOR'S COPY</b>	There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.	<b>APPROVED:</b>
	Authorized Signature	Purchasing Agent



17177 N. Laurel Park Drive, Suite  
233 Livonia, MI 48152  
www.scholarus.com  
bizops@scholarus.com

**SCHOLARUS LEARNING ORDER FORM 2024-02A**

EE Partner:	Brian Seay
Pricing Valid to:	12/06/2024
Type:	Existing Customer

**Customer Information**

Organization Name:	Washington County Schools
Customer Contact Name:	Jerry Boyd, Superintendent Copy: Cindy Hayes
Customer Phone:	(931)260-6091
Customer Email:	boydj@wcde.org hayesc@wcde.org

Billing Contact Name:	Brad Hale
Billing Address:	405 West College Street Jonesborough, TN 37659
Billing Phone:	423-753-1100
Billing Email:	haleb@wcde.org

*Invoices will be delivered via email.*

This Order Form **2024-02A** replaces Order Form 2024-02 fully executed on February 07, 2024 and is subject to and incorporates the terms and conditions of the Scholarus Learning Master Services Agreement located at [<https://www.scholarus.com/msa-surveys-and-services>] (the "**Master Services Agreement**") and is entered as of **November 05, 2024** between XanEdu Publishing, Inc. (dba Education Elements), a Delaware corporation having its principal place of business at 17177 N. Laurel Park Drive, Suite 233 Livonia, MI 48152 ("**Company**") and **Washington County Schools** ("**Customer**"). In the event of any conflict or inconsistency between this Order Form and the Master Services Agreement, this Order Form will prevail. Any capitalized term not defined in this Order Form will have the meaning given to it in the Master Services Agreement. Any terms and conditions in any purchase order or other ordering document issued by Customer that are inconsistent with or in addition to the terms and conditions of the Master Services Agreement and this Order Form are hereby rejected by the parties and will be deemed null and of no effect.

**Offering**

Services Fees (See Appendix A for additional details)

Service Name	Service Description	Dates	Fees
Professional Services	Education Elements will provide Part 2 of personalized learning implementation and survey services.	07/01/2024 - 5/31/2025	\$142,907.00

**Total Fees: \$142,907.00**



17177 N. Laurel Park Drive, Suite  
 233 Livonia, MI 48152  
 www.scholarus.com  
 bizops@scholarus.com

**Payment Schedule**

Payment Schedule	Amount	Invoice Date	Payment Due Date
Professional Services	\$71,453.50	12/06/2024	Net 30
Tripod Survey Services	\$71,453.50	02/01/2025	Net 30

**Total Fees: \$142,907.00**

**Special Terms**

- None

By signing below, Customer hereby agrees (i) to be bound by the terms of this Order Form and of the Master Services Agreement and (ii) that this Order Form will be legally binding unless this Order Form is rejected by Company. The signatory below on behalf of Customer represents to Company that they (a) have full authority to bind Customer to this Order Form and the Master Services Agreement and (b) has read and understands this Order Form and the Master Services Agreement.

**Acknowledged and Agreed**

**CUSTOMER:** Washington County Schools

**COMPANY:** XanEdu Publishing, Inc.

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**PURCHASING DEPARTMENT**  
**WASHINGTON COUNTY BOARD OF EDUCATION**

Purchase Order **No 4266**

Date Issued 11/20/24

Appropriation No. 141-E-71100-722-002

Dept. ISM

School DCHS

PURCHASE ORDER

TO Inspire Business Interiors  
 725 W. Walnut St.  
 Johnson City, TN 37604

Deliver to David Crockett High School  
 Address 684 Old State Rte 34  
 Jonesborough, TN 37659

Via Amy Collette

Articles on this order must be charged to account of

**NOTICE TO VENDOR**

1. Purchase order **MUST** bear two signatures in order to be valid.
2. Purchase order number **MUST** appear on all invoices submitted for payment.
3. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education  
 405 West College Street  
 Jonesborough, TN 37659  
 Telephone (423) 753-1105

ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
(Unless otherwise stated all prices F.O.B. Destination)				
Please see attached quote				
*OMNIA #R191804				
<b>GRAND TOTAL - INCLUDING ALL ATTACHED PAGES</b>				<b>\$18,030.42</b>

**SUBJECT TO THE FOLLOWING CONDITIONS**

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
5. The county is not liable for Federal excise tax or state sales tax.
6. Each shipment and/or each purchase order should be covered by separate invoice.

**IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER**

**VENDOR'S COPY**

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent



725 West Walnut Street  
 Johnson City, TN 37604  
 PH: 423-282-5400  
**www.inspirebusinessinteriors.com**

Date Printed: 11/15/2024  
 Valid 30 Days From Print  
 Sales Name: Tracy Johnson  
 Sales Phone:

**SOLD TO:**

Washington County Schools  
 405 W. College St.  
 Jonesborough, TN 37659

**SHIP TO:**

Washington County Schools  
 405 W. College St.  
 Jonesborough, TN 37659

**Sales Number:**

**PROPOSAL**


DCHS Bookstore Renovation Furniture OMNIA #R191804

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
1		5	<b>HTLCRED42S</b>  Preside 20x42 36H Hospitality Credenza w/Shelf  Laminate Top Selection, Select Grade 1 Laminate Finish, Select Edge Color, Laminate Chassis Selection, Select Grade 2 Laminate Finish, Select Pull, Back Cutout Selection, Laminate Shelf Selection, Select Grade 1 Laminate Finish	\$1,245.60	\$6,228.00
			Grd L1 Standard Laminates Charcoal Charcoal Grd L2 Standard Laminates Beigewood Rounded Square Black No Cutout Grd L1 Standard Laminates Charcoal		

2	3	<b>HITSRA</b>		\$478.35	\$1,435.05
		Ign 2.0 ReActiv Stool			
		Select Control Type, Select Arm Type, Select Caster/Glide Option, Select Back, Select Upholstery, Upholstery Selection, Route, Select Lumbar, Select Base, Select Frame Color	Stool Synchro-Tilt Height and Width Adj. Arm Hard Caster Charcoal Grade 6 Uph Route Chamois Black Adjustable Lumbar Standard Base Black		
3	1	<b>HSISLAUTPNB7236S2</b>		\$378.45	\$378.45
		Islds Top 36Dx72W Span 2			
		Laminate Grade Options, Select Grade 2 Laminate Finish, Select Edgeband Color	Grd L2 Standard Laminate Beigewood Beigewood		
4	2	<b>HFSC183640W</b>		\$510.56	\$1,021.12
		Flagship Bookcase 3-shelf 36"W x 18"D x 39-1/8"H			
		Select Paint Color, Select Grade 1 Paint	P1 Paint Opts Charcoal		
5	4	<b>HFSC183640R</b>		\$632.20	\$2,528.80
		Flagship Stg Cab 39 1/8Hx36Wx18D R Pulls-2 Adj Shlf			
		Lock/Omt Opts, Select Paint Color, Select Grade 1 Paint	Standard Random Key Lock P1 Paint Opts Charcoal		

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
6		2	<b>H919436</b>	\$326.13	\$652.26
			36Wx18D Square Edge Laminate Top For Lateral File		
			Select Laminate, Select Grade 2 Laminate Finish	Grd L2 Standard Laminates Beigewood	

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
7		1	<b>H105292</b>	\$332.10	\$332.10
			1050 Series Bookcase Hutch 36"W x 37-1/8"H		
			Select Top Laminate Color, Select Top Laminate Color, Select Chassis Laminate Color	Grd L2 Standard Laminates Beigewood Beigewood	

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
8		10	<b>HTLSHELF</b>	\$46.80	\$468.00
			Preside Laminate Credenza Shelf		
			Select Laminate, Select Grade 2 Laminate Finish	Grd L2 Standard Laminates Beigewood	

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
9		8	<b>P13838050</b>	\$367.08	\$2,936.64
			Demco Slatwall Display Panel 36" x 36" x 1"		
			FINISHSELECTION	Finish Selection TBD	

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
10		1		\$750.00	\$750.00
			Design coordination, finish selections		

LINE	IMAGE	QTY	PRODUCT	UNIT SELL	EXT SELL
11		1		\$1,300.00	\$1,300.00
			Delivery & Installation		

GRAND TOTAL				\$18,030.42
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**Notes:**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_ PO #: \_\_\_\_\_

Approved By: \_\_\_\_\_ Title: \_\_\_\_\_

### TERMS & CONDITIONS

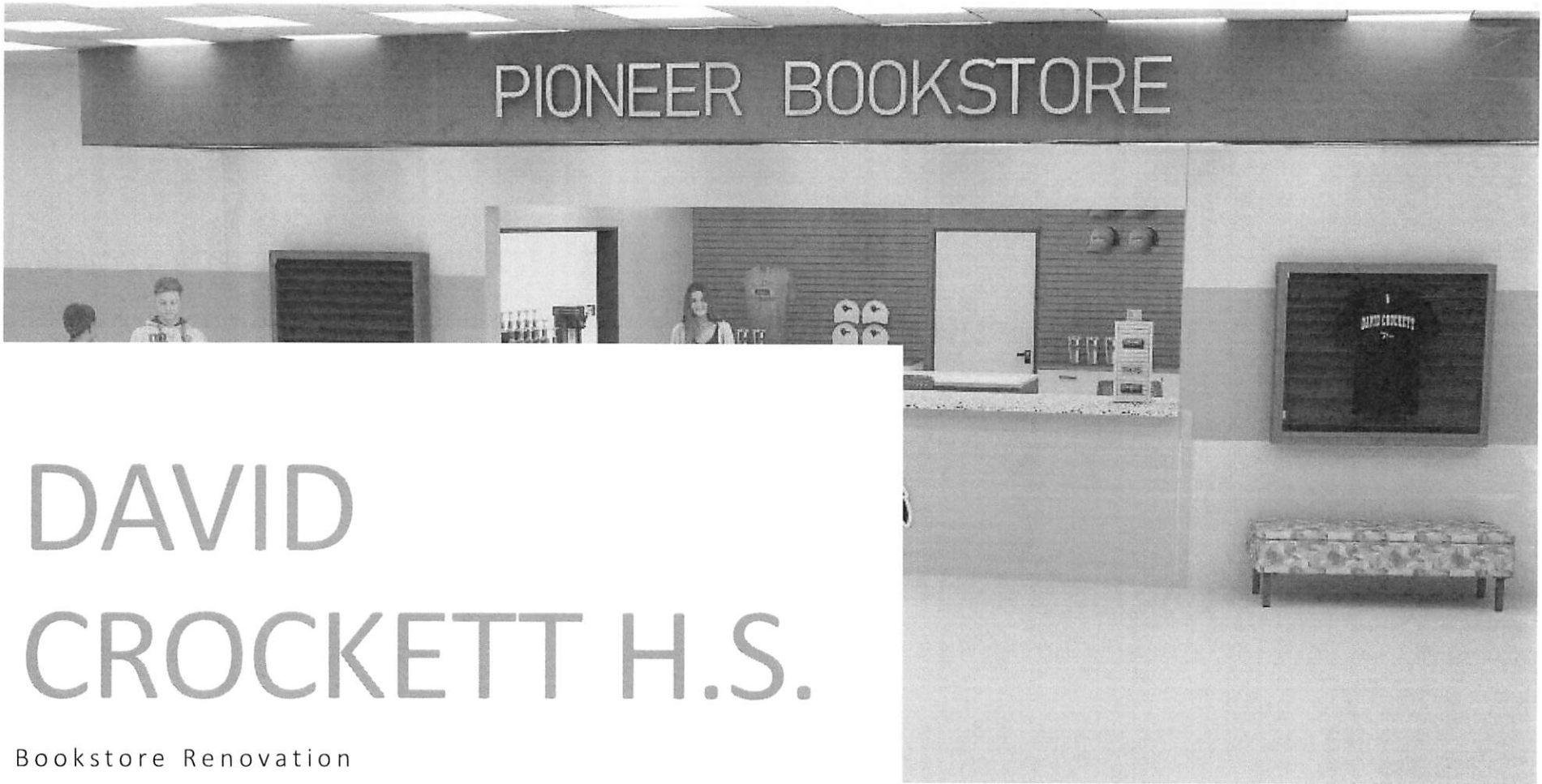
**Notes:**

Pricing does not include sales tax. Freight, if any, will be added at the time of invoice. A signature is needed to proceed with order. Payment terms: 50% deposit upon order. Net 20 upon final invoice.

**Terms:**

Client agrees that the list of items herein has been reviewed and accurately sets forth the items to be purchased. The client acknowledges and agrees that the items to be purchased are made to order and may not be returned and that the purchase of the items is final. The client agrees to pay the purchase price according to net 20 days payment terms. Any unpaid balance shall accrue interest of 1 1/2% per month. Buyer agrees to pay the balance, as extended, together with all cost of collection, including reasonable attorney's fees and court costs if collection by law or by an attorney at law is necessary.

# PIONEER BOOKSTORE



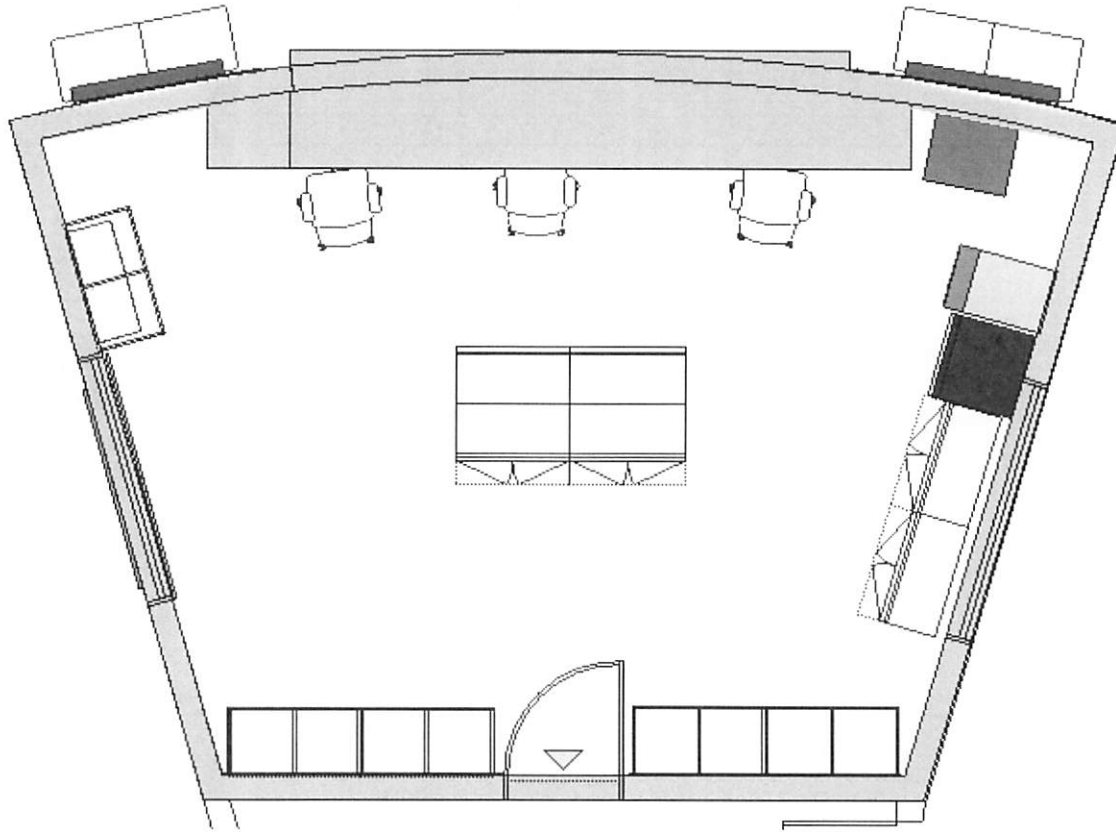
INSPIRE BUSINESS INTERIORS

# DAVID CROCKETT H.S.

Bookstore Renovation



# FLOOR PLAN

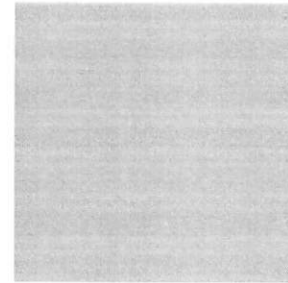
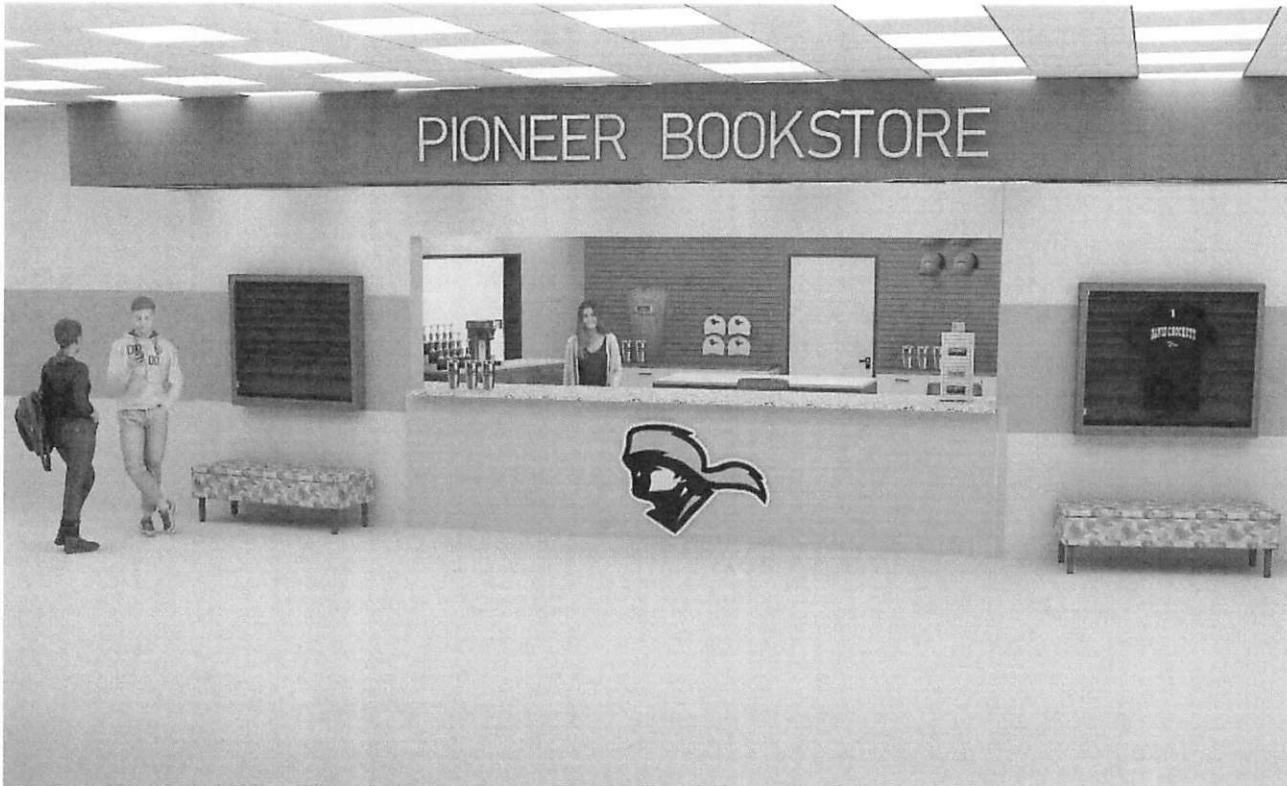


- Front counter with roll out shelves
- Sno-Cone area set at 40" H, laminate topped closed storage
- Middle island contains 2 open shelving units on front, 2 closed units on back,
- Slat walls span back wall with closed storage underneath
- Encloses left window for storefront display

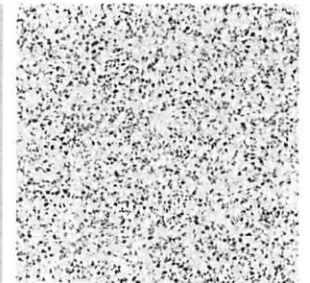


# LOBBY

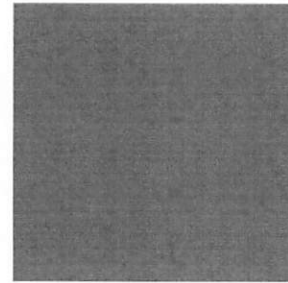
INSPIRE BUSINESS INTERIORS



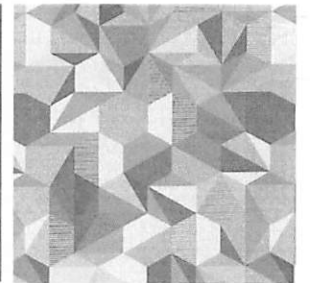
Wilsonart Beigewood



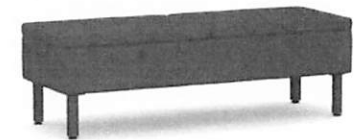
Solid Surface Counters



SW Peppercorn  
(Accent Wall)



Stinson Polygon  
Sandalwood

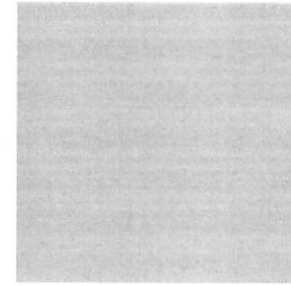


HON Astir Bench

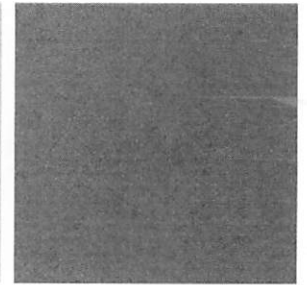


# INTERIOR

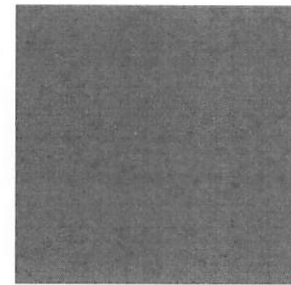
INSPIRE BUSINESS INTERIORS



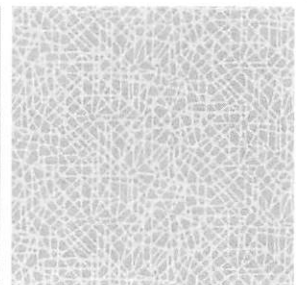
Wilsonart Beigewood



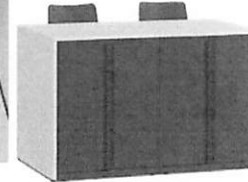
HON Charcoal



SW Peppercorn  
(Accent Wall)



Stinson Route  
Chamois



HON Storage  
Islands



HON Ignition  
Stool

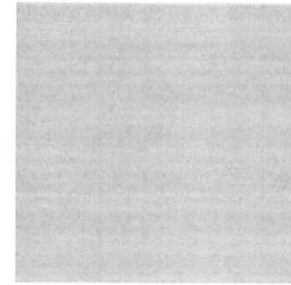
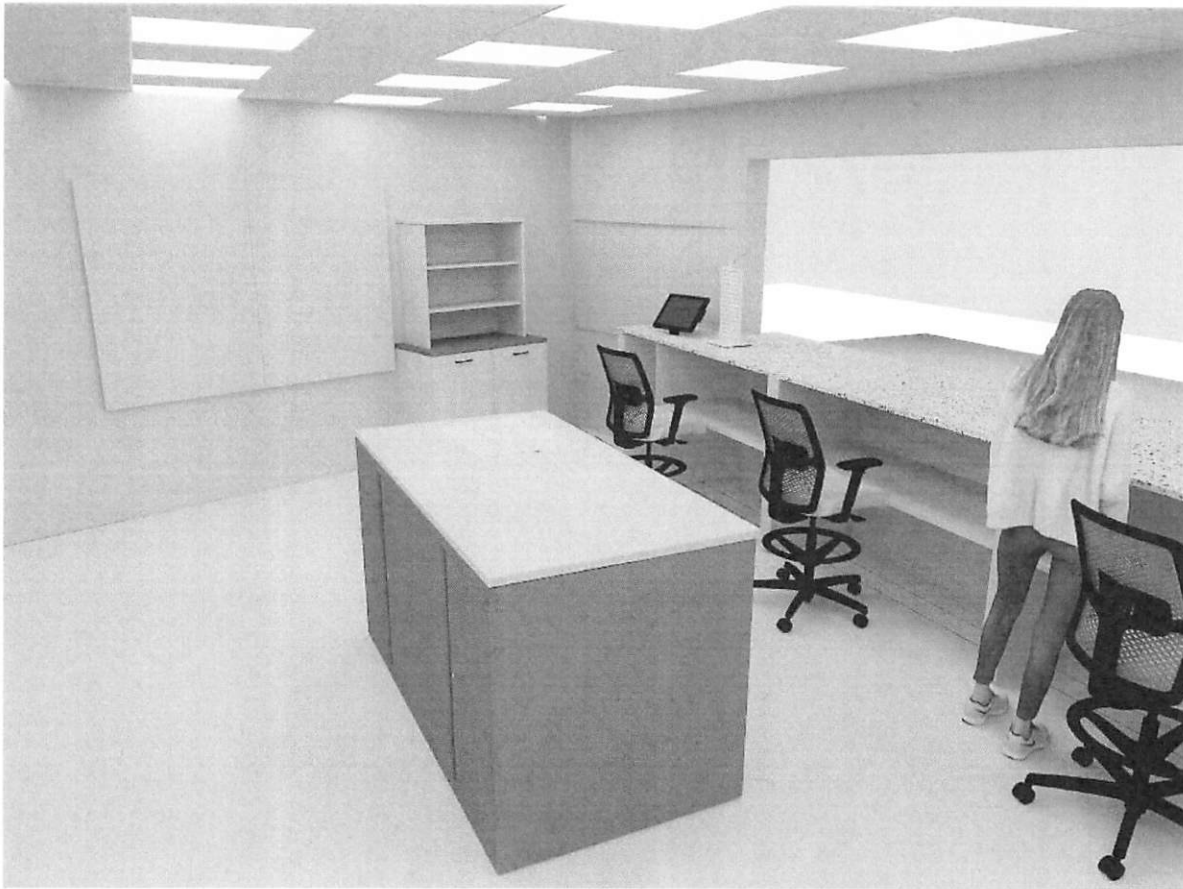


HON Preside  
Hospitality Credenza

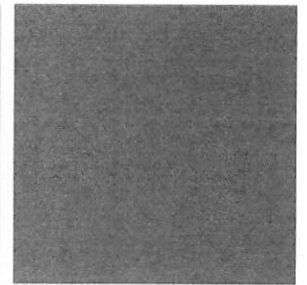


# INTERIOR

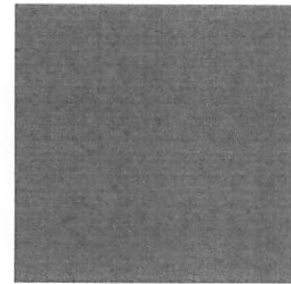
INSPIRE BUSINESS INTERIORS



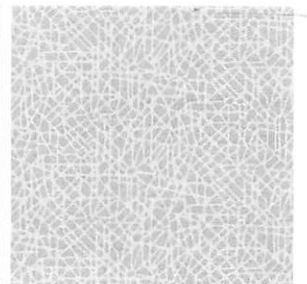
Wilsonart Beigewood



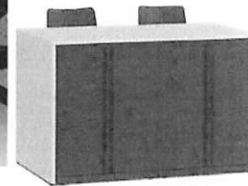
HON Charcoal



SW Peppercorn  
(Accent Wall)



Stinson Route  
Chamois



HON Storage  
Islands



HON Ignition  
Stool

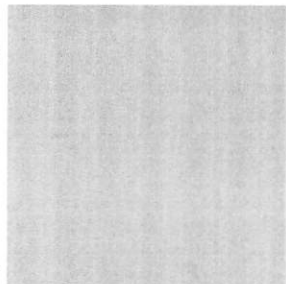


HON Preside  
Hospitality Credenza

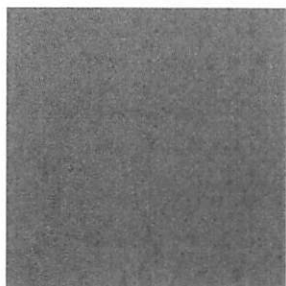




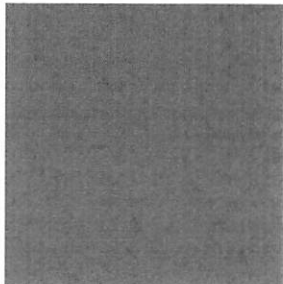
# WINDOW DISPLAY



Wilsonart Beigewood



HON Charcoal



SW Peppercorn  
(Accent Wall)



 Inspire Business Interiors  
 (423) 282 5400  
 [info@inspirebusinessinteriors.com](mailto:info@inspirebusinessinteriors.com)



INSPIRE BUSINESS INTERIORS

# THANK YOU

<https://www.inspirebusinessinteriors.com/>



**PURCHASING DEPARTMENT**  
**WASHINGTON COUNTY BOARD OF EDUCATION**

Purchase Order **No 4268**

Date Issued 11/21/24

Appropriation No. 141-E-71300-730-002

Dept. ISM

School DCHS

PURCHASE ORDER

TO Smith Garage Equipment

**NOTICE TO VENDOR**

1. Purchase order **MUST** bear two signatures in order to be valid.
2. Purchase order number **MUST** appear on all invoices submitted for payment.
3. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education  
 405 West College Street  
 Jonesborough, TN 37659  
 Telephone (423) 753-1105

Deliver to David Crockett High School  
 Address 684 Old State Rte 34  
 Jonesborough, TN 37659  
 Via David Rugh

Articles on this order must be charged to account of

ARTICLES OR SERVICES	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
(Unless otherwise stated all prices F.O.B. Destination)				
Automotive Fully Integrated Alignment Scissor lift				\$35,926. <sup>05</sup>
<b>GRAND TOTAL - INCLUDING ALL ATTACHED PAGES</b>				\$35,926. <sup>05</sup>

**SUBJECT TO THE FOLLOWING CONDITIONS**

KH

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
5. The county is not liable for Federal excise tax or state sales tax.
6. Each shipment and/or each purchase order should be covered by separate invoice.

**IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER**

**VENDOR'S COPY**

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

---

Authorized Signature

APPROVED:

---

Purchasing Agent





**PURCHASING DEPARTMENT**  
**WASHINGTON COUNTY BOARD OF EDUCATION**

PURCHASE ORDER

Purchase Order **No 4283**

Date Issued **11/13/24**

Appropriation No. **72710729**

Dept. **Transportation/**

School **Vehicle**

TO

*Valley Trailer*

L

Deliver to

*Washington County Schools*

Address

Via

Articles on this order must be charged to account of

**NOTICE TO VENDOR**

1. Purchase order **MUST** bear two signatures in order to be valid.
2. Purchase order number **MUST** appear on all invoices submitted for payment.
3. Mail **TWO** copies of your invoice promptly to:

Washington County Board of Education  
 405 West College Street  
 Jonesborough, TN 37659  
 Telephone (423) 753-1105

ARTICLES OR SERVICES (Unless otherwise stated all prices F.O.B. Destination)	CODE	QUANTITY & UNIT	UNIT PRICE	TOTAL
<i>Lift Gate for Van for Nutrition w/ installation</i>				<i>\$10,251.00</i>
<i>* Price Quotes Attached</i>				
<b>GRAND TOTAL - INCLUDING ALL ATTACHED PAGES</b>				<i>\$10,251.00</i>

**SUBJECT TO THE FOLLOWING CONDITIONS**

1. All packages, cartons or other containers must be plainly marked with the purchase order number.
2. The right is reserved to purchase in the open market and to charge the difference to the Vendor in the event that deliveries are not made at the time specified in the bid and on this order.
3. Whenever a delivery is rejected, the Vendor shall be notified and be given the reason for the rejection. All rejected deliveries shall be held at the Vendor's risk and he shall bear the expense of removal.
4. Acceptance of this order includes acceptance of all terms, prices, delivery, instructions, specifications and conditions stated.
5. The county is not liable for Federal excise tax or state sales tax.
6. Each shipment and/or each purchase order should be covered by separate invoice.

**IMPORTANT: INVOICES AND PACKAGES MUST BEAR PURCHASE ORDER NUMBER**

*ETA*

**VENDOR'S COPY**

There is an otherwise unincumbered balance to the credit of the proper appropriation, allotment or fund to meet the expenditure covered by this purchase.

Authorized Signature

APPROVED:

Purchasing Agent

PRICE INQUIRY FORM  
Washington County Schools

Vendor	Description of item for price comparison	Price Quoted
Company U.S. Upfitters Address 980 Lombard Rd ILL. Person Contacted 630 652-1200 Date 10-30-24	Lift Gate + INSTALL	7,762.00 9,000.00 <hr/> 16,762.00
Company PAFCO Bodies Address 1954 E. Washington St. ILL Person Contacted 309 699 4613 Date 10-30-24	Lift Gate + Install Depends	7,797.00 2 to 10,000
Company Valley Trailer Address Jonesborough Person Contacted Date	// Lift Gate + Install	\$10,251.00

No Quote

\_\_\_\_\_  
Name of person obtaining inquiry

PRICE INQUIRY FORM  
Washington County Schools

Vendor	Description of item for price comparison	Price Quoted
<p>Company Knox Trailers</p> <p>Address 2607 Middlebrook Pike Knoxville TN</p> <p>Person Contacted 10-29-24</p> <p>Date 865 523 1115</p>		<p>No Call Back</p> <hr/> <p>Called Back 10-31 <u>NO QUOTE</u></p>
<p>Company Lake Amusement</p> <p>Address 824 St. Street Bristol TN</p> <p>Person Contacted 10-29-24</p> <p>Date 423 764 8383</p>		<p>No call BACK</p>
<p>Company Trailer Sales</p> <p>Address 2900 Nathan St Newton NC</p> <p>Person Contacted 10-29-24</p> <p>Date 828 465 1800</p>		<p>No call Back</p>

\_\_\_\_\_  
Name of person obtaining inquiry

	A	B	C
1	<b>Valley Trailer Repair Svc</b>		
2	<b>Jonesborough, TN</b>		
3	<b>423-753-3041</b>		
4	Name: Washington County Schools	Attn:	
5	Address:		
6	City:	State:	
7	Phone:	E-mail: robertst@wcde.org	
8	Unit:		
9	Make:		
10	VIN#		
11			
12	<u>Estimate for Repairs</u>		
		<u>Parts</u>	<u>Labor</u>
13	1) Purchase and installation of (1) Tommylift cantilever liftgate		
14	installed on a 2023 2500 Sprinter Cargo Van with high roof.		
15		\$7,631.00	\$2,160.00
16			
17			
18			
19	Vehicle changed to (1) 2023 Ford Transit 250, 148" Midroof		
20	and one Ford 2023 Ford Transit 350, 148" WB High Roof		
21			
22			
23			
24			
25			
26			
27			
28			
29		<b>Parts, materials, and supplies total</b>	<b>\$8,091.00</b>
30		<b>Labor Total</b>	<b>\$2,160.00</b>
31		<b>Sub Total</b>	<b>\$10,251.00</b>
32		<b>TN Sales Tax Exempt</b>	<b>\$0.00</b>
33		<b>Total</b>	<b>\$10,251.00</b>
34			
35	This estimate is based on our inspection and does not cover any additional parts or		
36	labor which may be required after the work has been opened up. Occasionally, after work		
37	has started, worn or damaged parts are discovered which are not evident during the		
38	first inspection. Because of this, the above prices are not guaranteed. The above estimate		
39	is for immediate acceptance only. This estimate does NOT include any painting or decals unless		
40	specifically stated above.		



2024 November 05

**Mr. Brad Hale, Chief Financial Officer**  
**Washington County Schools**  
405 W College Street  
Jonesborough, TN 37659

**RE: Washington County Schools (WCS) Athletic Upgrades - Phase 1**  
**Daniel Boone High School + David Crockett High School**  
**Gray, TN Jonesborough, TN**  
**LGA # 22043**

**Application and Certificate for Payment No. 10**

Dear Mr. Hale:

Please find attached one (1) digital copy of **APPLICATION AND CERTIFICATE FOR PAYMENT NO. 10** for the above referenced project. We have reviewed the application and to the best of our knowledge, information, and belief find that the amount requested appears to be reasonable and appropriate to the Work accomplished. Therefore, we recommend payment in the amount of **\$503,511.68**. Please make payment directly to the Construction Manager and enclose a copy of the application with their payment.

We have not made an independent examination of the Contractor's records nor verified whether subcontractors, persons, suppliers, vendors, or other entities with whom the Contractor may have agreements relative to this project have been paid and our recommendation does not constitute a representation that such accounts have, in fact, been paid. We have not inventoried any stored materials for which payment has been requested. We have relied entirely on the Contractor's representations made in the attached Application and Certificate for Payment and our observations of the Work as the basis for our recommendation.

Please do not hesitate to contact our office if you have any questions.

Sincerely,

A handwritten signature in black ink that reads 'Ginger Azpurua'.

**Ginger Azpurua**

**Cc: Jarrod Adams, WCS Chief Operations Office**  
**Jerry S. Boyd, WCS Superintendent**  
**Todd Morris, BurWil Construction Co**  
**Paul M. McCall, LGA**



# AIA® Document G702™ – 1992

Invoice No. 13801

## Application and Certificate for Payment

**TO OWNER:** Washington Co. Board of Education  
 405 W. College Street  
 Jonesborough, TN 37659

**PROJECT:** Washington Co Athletic Upgrade

**APPLICATION NO:** 10  
**PERIOD TO:** 9/30/2024

**Distribution to:**

**OWNER**   
**ARCHITECT**

**FROM CONTRACTOR:** Bur Wil Construction Company, Inc.  
 P. O. Box 637  
 Bristol, TN 37621

**CONTRACT FOR:**  
**CONTRACT DATE:** 352-203-05 /  
**PROJECT NOS:** 352-203-05  
**CONTRACTOR**   
**FIELD**   
**OTHER**

### CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract.  
 AIA Document G703™, Continuation Sheet, is attached.

1. ORIGINAL CONTRACT SUM ..... \$ 8,287,000.00
  2. NET CHANGE BY CHANGE ORDERS ..... \$ 193,947.16
  3. CONTRACT SUM TO DATE (Line 1 ± 2) ..... \$ 8,480,947.16
  4. TOTAL COMPLETED & STORED TO DATE (Column G on G703) ..... \$ 8,480,947.16
  5. RETAINAGE:
    - a. 5.0% of Completed Work  
 (Columns D + E on G703) ..... \$ 424,047.36
    - b. % of Stored Material  
 (Column F on G703) ..... \$
- Total Retainage (Lines 5a + 5b, or Total in Column I of G703) ..... \$ 424,047.36

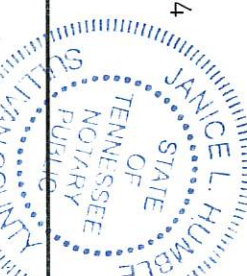
CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	\$	\$
Total approved this month	\$	\$
<b>TOTAL</b>	<b>\$</b>	<b>\$</b>
NET CHANGES by Change Order	\$	\$

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

**CONTRACTOR:** Bur Wil Construction Company, Inc.  
 By: *[Signature]* Date: October 17, 2024  
 State of: Tennessee  
 County of: Sullivan

Subscribed and sworn to before me this Seventeenth day of October, 2024

Notary Public: *[Signature]*  
 My commission expires: 10/25/2026



**ARCHITECT'S CERTIFICATE FOR PAYMENT**

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

**AMOUNT CERTIFIED** ..... \$ 503,511.68

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

**ARCHITECT:** *[Signature]* Date: 11/05/2024

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AIA®

Document G703™ – 1992

Continuation Sheet

AIA Document G702™-1992, Application and Certificate for Payment, or G732™-2009, Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached. In tabulations below, amounts are in US dollars. Use Column I on Contracts where variable retainage for line items may apply.

APPLICATION NO: 10
APPLICATION DATE: 9/30/2024
PERIOD TO: 9/30/2024
ARCHITECT'S PROJECT NO: 352-203-05

Table with columns: A (ITEM NO.), B (DESCRIPTION OF WORK), C (SCHEDULED VALUE), D (FROM PREVIOUS APPLICATION), E (THIS PERIOD), F (MATERIALS PRESENTLY STORED), G (TOTAL COMPLETED AND STORED TO DATE), H (%), I (BALANCE TO FINISH), J (RETAINAGE). Rows include items like Building Permit, Performance Bond, Testing Allowance, etc., and a GRAND TOTAL row.

CAUTION: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will not be obscured.

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# AIA<sup>®</sup> Document G703<sup>™</sup> – 1992

## Continuation Sheet

AIA Document G702<sup>™</sup>-1992, Application and Certificate for Payment, or G732<sup>™</sup>-2009, Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.  
 In tabulations below, amounts are in US dollars.  
 Use Column I on Contracts where variable retainage for line items may apply.

APPLICATION NO: 10  
 APPLICATION DATE: 9/30/2024  
 PERIOD TO: 9/30/2024  
 ARCHITECT'S PROJECT NO: 352-203-05

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		E THIS PERIOD	F MATERIALS PRESENTLY STORED (Not in D or E)	G TOTAL COMPLETED AND STORED TO DATE (D+E+F)	H % (G ÷ C)	I BALANCE TO FINISH (C - G)	J RETAINAGE (If variable rate)
			FROM PREVIOUS APPLICATION (D + E)							
02-16	DB Metal Studs/Drywall	1,234.00	1,234.00				1,234.00	100.00		61.70
02-17	DB Flooring	4,000.00	2,500.00		1,500.00		4,000.00	100.00		200.00
02-18	DB Painting	117,186.00	105,000.00		12,186.00		117,186.00	100.00		5,859.30
02-19	DB Toilet Partin, Accs&Fire Ex	42,567.80	20,000.00		22,567.80		42,567.80	100.00		2,128.39
02-20	DB Signage	46,000.00	33,000.00		13,000.00		46,000.00	100.00		2,300.00
02-21	DB Grandstands	1,216,520.00	1,216,520.00				1,216,520.00	100.00		60,826.00
02-22	DB Plumbing	240,000.00	205,000.00		35,000.00		240,000.00	100.00		12,000.00
02-23	DB HVAC	105,000.00	85,000.00		20,000.00		105,000.00	100.00		5,250.00
02-24	DB Electrical	679,345.05	609,000.00		70,345.05		679,345.05	100.00		33,967.25
03-00	DAVID CROCKETT									
03-01	DC Selective Demolition	50,500.00	50,500.00				50,500.00	100.00		2,525.00
03-02	DC Site Grading/Site Utilities	283,645.00	289,275.00		-5,630.00		283,645.00	100.00		14,182.25
03-03	DC Pvrng, Stripe&Prkrng Signage	64,857.81	64,857.81				64,857.81	100.00		3,242.89
03-04	DC Concrete Sidewalks/Steps	61,055.00	38,930.00		22,125.00		61,055.00	100.00		3,052.75
03-05	DC Fencing	48,000.00	48,000.00				48,000.00	100.00		2,400.00
03-06	DC Concrete	249,193.50	249,193.50				249,193.50	100.00		12,459.67
03-07	DC Masonry	249,813.00	249,813.00				249,813.00	100.00		12,490.65
03-08	DC Misc Steel	47,511.00	20,000.00		27,511.00		47,511.00	100.00		2,375.55
03-09	DC Steel Allowance									
03-10	DC Rough Carpentry	33,634.32	33,634.32				33,634.32	100.00		1,681.72
03-11	DC Millwork	18,125.00	18,125.00				18,125.00	100.00		906.25
03-12	DC Roofing	48,286.00	48,286.00				48,286.00	100.00		2,414.30
03-13	DC Sealants & Caulking	12,600.00	6,300.00		6,300.00		12,600.00	100.00		630.00
03-14	DC Doors, Frames, & Hardware	44,188.50	44,188.50				44,188.50	100.00		2,209.43
	GRAND TOTAL									

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# AIA<sup>®</sup> Document G703<sup>™</sup> -- 1992

## Continuation Sheet

AIA Document G702<sup>™</sup>-1992, Application and Certificate for Payment, or G732<sup>™</sup>-2009, Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.  
 In tabulations below, amounts are in US dollars.  
 Use Column I on Contracts where variable retainage for line items may apply.

APPLICATION NO: 10  
 APPLICATION DATE: 9/30/2024  
 PERIOD TO: 9/30/2024  
 ARCHITECT'S PROJECT NO: 352-203-05

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		E THIS PERIOD	F MATERIALS PRESENTLY STORED <i>(Not in D or E)</i>	G TOTAL COMPLETED AND STORED TO DATE <i>(D+E+F)</i>	H % <i>(G ÷ C)</i>	I BALANCE TO FINISH <i>(C - G)</i>	J RETAINAGE <i>(If variable rate)</i>
			FROM PREVIOUS APPLICATION <i>(D + E)</i>							
03-15	DC Coiling Counter Doors	10,000.00	10,000.00				10,000.00	100.00		500.00
03-16	DC Metal Studs/Drywall	2,041.00	2,041.00				2,041.00	100.00		102.05
03-17	DC Flooring	4,000.00	4,000.00				4,000.00	100.00		200.00
03-18	DC Painting	120,458.00	120,458.00				120,458.00	100.00		6,022.90
03-19	DC Toilet Partin, Accs&Fire Ex	42,814.93	42,814.93				42,814.93	100.00		2,140.75
03-20	DC Signage	43,000.00	43,000.00				43,000.00	100.00		2,150.00
03-21	DC Grandstands	1,215,990.00	1,215,990.00				1,215,990.00	100.00		60,799.50
03-22	DC Plumbing	250,000.00	250,000.00				250,000.00	100.00		12,500.00
03-23	DC HVAC	105,000.00	105,000.00				105,000.00	100.00		5,250.00
03-24	DC Electrical	750,381.00	750,381.00				750,381.00	100.00		37,519.05
	GRAND TOTAL	8,480,947.16	7,950,934.87		530,012.29		8,480,947.16	100.00		424,047.36

**CAUTION: You should sign an original AIA Contract Document, on which this text appears in RED. An original assures that changes will not be obscured.**

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# AIA® Document G701® – 2017

## Change Order

**PROJECT:** (Name and address)  
Washington County Schools: Athletic Upgrades

**CONTRACT INFORMATION:**  
Contract For: General Construction  
Date: 11/27/2023

**CHANGE ORDER INFORMATION:**  
Change Order Number: 004  
Date: 09/24/2024

**OWNER:** (Name and address)  
Washington County Schools  
405 W College St  
Jonesborough, TN 37659

**ARCHITECT:** (Name and address)  
The Lewis Group Architects, Inc.  
6512 Deane Hill Dr  
Knoxville, TN 37919

**CONTRACTOR:** (Name and address)  
BurWil Construction Company, Inc.  
1545 Western Ave, Suite 208  
Knoxville, TN 37921

**THE CONTRACT IS CHANGED AS FOLLOWS:**

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

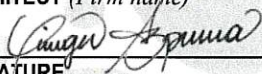
PCCO #004 + (\$7,225.18)  
Refer to attached exhibit.

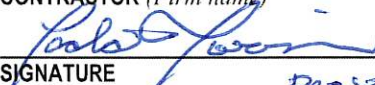
The original Contract Sum was	\$ 8,287,000.00
The net change by previously authorized Change Orders	\$ 186,721.98
The Contract Sum prior to this Change Order was	\$ 8,473,721.98
The Contract Sum will be increased by this Change Order in the amount of	\$ 7,225.18
The new Contract Sum including this Change Order will be	\$ 8,480,947.16

The Contract Time will be unchanged by Zero (0) days.  
The new date of Substantial Completion will be 260 Calendar Days

**NOTE:** This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

**NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.**

The Lewis Group Architects, Inc  
**ARCHITECT** (Firm name)  
  
**SIGNATURE**  
Ginger Azpurua - Project Coordinator  
**PRINTED NAME AND TITLE**  
09/26/2024  
**DATE**

BurWil Constuction Company, Inc.  
**CONTRACTOR** (Firm name)  
  
**SIGNATURE**  
Todd Morris - Project Manager  
**PRINTED NAME AND TITLE**  
9/26/24  
**DATE**

Washington County Schools  
**OWNER** (Firm name)  
**SIGNATURE**  
**PRINTED NAME AND TITLE**  
**DATE**

BurWil Construction Company, Inc.  
 1545 Western Ave, Suite 208  
 Knoxville, Tennessee 37921  
 Phone: (865) 409-4825  
 Fax: (865) 409-4835

Project: 352-203-05 - Washington Co Athletic Upgrades  
 684 Old State Route 34  
 Jonesborough, Tennessee 37659

### Prime Contract Change Order #004: PCO's 21-26

<b>TO:</b>		<b>FROM:</b>	
<b>DATE CREATED:</b>	9/24/2024	<b>CREATED BY:</b>	Todd Morris (BurWil Construction Company, Inc.)
<b>CONTRACT STATUS:</b>	Pending - In Review	<b>REVISION:</b>	0
<b>DESIGNATED REVIEWER:</b>		<b>REVIEWED BY:</b>	
<b>DUE DATE:</b>		<b>REVIEW DATE:</b>	
<b>INVOICED DATE:</b>		<b>PAID DATE:</b>	
<b>SCHEDULE IMPACT:</b>		<b>EXECUTED:</b>	No
<b>REVISED SUBSTANTIAL COMPLETION DATE:</b>		<b>SIGNED CHANGE ORDER RECEIVED DATE:</b>	
<b>CONTRACT FOR:</b>	352-203-05:Washington Co Athletic Upgrade	<b>TOTAL AMOUNT:</b>	\$7,225.18
<b>DESCRIPTION:</b>			
<b>ATTACHMENTS:</b>			

**POTENTIAL CHANGE ORDERS IN THIS CHANGE ORDER:**

PCO #	Title	Schedule Impact	Amount
21	CE #032 - Site Utility Changes		(\$5,630.00)
22	CE #034 - Testing Allowance 7-		\$728.30
24	CE #041 - Site Revisions		(\$18,434.00)
25	CE #043 - Boone Fence Modification		\$25,672.19
26	CE #046 - New Fence Gate @ Boo		\$1,526.25
27	CE #048 - Testing Allowance		\$3,362.44
<b>Total:</b>			\$7,225.18

**CHANGE ORDER LINE ITEMS:**

**PCO # 21: CE #032 - Site Utility Changes**

#	Budget Code	Description	Amount
1	18-02300-01.SUB Earthwork.Subcontract	Deduct Manhole	\$(9,300.00)
2	18-02300-01.SUB Earthwork.Subcontract	Pipe Through Exst RCP	\$3,670.00
<b>Grand Total:</b>			<b>\$(5,630.00)</b>

**PCO # 22: CE #034 - Testing Allowance 7-**

#	Budget Code	Description	Amount
1	1-01400-27.ODC David Crockett Testing.Other Direct Cost	Crockett Testing Allowance	\$633.30
G&A (10.00% Applies to all line item types.):			\$63.33
Contractor's Fee (5.00% Applies to all line item types.):			\$31.67
<b>Grand Total:</b>			<b>\$728.30</b>

**PCO # 24: CE #041 - Site Revisions**

#	Budget Code	Description	Amount
1	2-02775-01.SUB Sidewalks & Steps.Subcontract	Boone Sidewalk	\$(21,180.00)

#	Budget Code	Description	Amount
2	2-02700-01.SUB Asphalt Paving.Subcontract	Asphalt Deducts	\$(24,000.00)
3	5-05100-26.ODC Boone Steel Allowance.Other Direct Cost	Steel Allowance	\$(10,000.00)
4	18-05100-26.ODC Crockett Steel Allowance.Other Direct Cost	Steel Allowance	\$(10,000.00)
5	2-02300-01.SUB Earthwork.Subcontract	Asphalt Demo	\$6,300.00
6	18-02775-01.SUB Sidewalks.Subcontract	Crockett Sidewalk	\$22,125.00
7	18-05100-02.MAT Structural & Misc. Steel.Materials	Crockett Handrails	\$18,321.00
<b>Grand Total:</b>			<b>\$(18,434.00)</b>

**PCO # 25: CE #043 - Boone Fence Modification**

#	Budget Code	Description	Amount
1	2-02820-01.SUB Fences & Gates.Subcontract		\$22,227.00
G&A (10.00% Applies to all line item types.):			\$2,222.70
Contractor's Fee (5.00% Applies to all line item types.):			\$1,222.49
<b>Grand Total:</b>			<b>\$25,672.19</b>

**PCO # 26: CE #046 - New Fence Gate @ Boo**

#	Budget Code	Description	Amount
1	2-02820-01.SUB Fences & Gates.Subcontract		\$1,321.43
G&A (10.00% Applies to all line item types.):			\$132.14
Contractor's Fee (5.00% Applies to all line item types.):			\$72.68
<b>Grand Total:</b>			<b>\$1,526.25</b>

**PCO # 27: CE #048 - Testing Allowance**

#	Budget Code	Description	Amount
1	1-01400-26.ODC Daniel Boone Testing.Other Direct Cost	Deduct Remaining Allowance	\$(438.60)
2	1-01400-26.ODC Daniel Boone Testing.Other Direct Cost	August Boone Invoice	\$330.00
3	1-01400-26.ODC Daniel Boone Testing.Other Direct Cost	September Boone Invoice	\$1,929.80
4	1-01400-27.ODC David Crockett Testing.Other Direct Cost	August Crockett Invoice	\$1,090.00
G&A (10.00% Applies to all line item types.):			\$291.12
Contractor's Fee (5.00% Applies to all line item types.):			\$160.12
<b>Grand Total:</b>			<b>\$3,362.44</b>

The original (Contract Sum)	\$8,287,000.00
Net change by previously authorized Change Orders	\$186,721.98
The contract sum prior to this Change Order was	\$8,473,721.98
The contract sum would be changed by this Change Order in the amount of	\$7,225.18
The new contract sum including this Change Order will be	\$8,480,947.16
The contract time will not be changed by this Change Order.	

SIGNATURE

DATE

SIGNATURE

DATE

SIGNATURE

DATE



9-25-24



PRICE INQUIRY FORM

VENDOR	DESCRIPTION OF ITEM FOR PRICE COMPARISON	PRICE QUOTED
Firm <u>McCall Fencing</u> Address _____ _____ Person Contacted _____ _____ Date _____	Fall Branch Fencing South Central Fencing Gray Elementary	\$ 3,795 <sup>44</sup> \$19,302 <sup>00</sup> <del>\$9,000</del> <del>\$32,097<sup>44</sup></del>
Firm <u>Tri-City Fence</u> Address _____ _____ Person Contacted _____ _____ Date _____	Fall Branch Fencing South Central Fencing Gray Elem. Fencing	\$ 2,850 <sup>00</sup> \$10,900 <sup>00</sup> \$ 6800 <sup>00</sup> <del>\$20,550</del>
Firm <u>Rio Grande Fence</u> Address _____ _____ Person Contacted _____ _____ Date _____	No Quote Given	

Name of person obtaining inquiry Logan Clark

Kingsport, TN 37663

# Estimate

Phone # 423-323-8197

10/3/2024

Fax # 423-323-8704



18307

Contract Submitted To:	ATTN:	
WA County Schools Jeremy Moore 1300 Suncrest Dr Gray, Tn, 37615	E-mail:	
	Job Name	
	Location	

Description	Total
Install Standard Duty Paving over Approx. 18,986 Sqft. 6" Compacted Base Stone 3" Compacted Binder Mix 2" Compacted Surface Mix	226,521.00
400 LF of Extruded Curb.	6,720.00
** No other milling, hauling, utility relocation, digging, striping, or materials included. ** Only one mobilization per phase included. Additional will require a change order. ** No permits or testing included.	

Asphalt Clause: Pricing quoted herein is based on Liquid Asphalt Index Pricing from our supplier for the date of quote. per liquid ton. Due to volatility in oil markets, pricing is subject to change, and will be adjusted at time of placement.

**Exclusions/Disclaimers:**

- As a standard anything not specifically listed above or addressed in this section shall be considered excluded regardless of plan specs Including "Incidentals".
- Testing, Permits, Fees, Bonds, Demolition, Heavy Grading Layout, ThermoPlastic, Manhole and/or Grating Adjustments, Staking Layout are excluded from this quote
- Traffic control; anything beyond two (2) flagmen is excluded
- No Signage is included in this quote unless specifically stated above
- Rock Clause (will be additional charge if there is rock to be removed)
- Sub-Grade to be within +/- 0.1 of required grade

We propose to furnish labor, equipment, and materials to complete work listed in a professional, workmanlike manner according to standard industry practices. Payment is due at time of service. Accounts not paid within 30 days are subject to an 18% monthly finance charge. Should legal proceedings become necessary to collect payment, customer is responsible for court costs and our attorney fees.

Thank you for the opportunity to earn your business!

Authorized Signature: \_\_\_\_\_

Terms

**Total** \$233241.00

I/We hereby accept the terms set forth in this quote and authorize BRACKEN PAVING, to perform the aforementioned work.

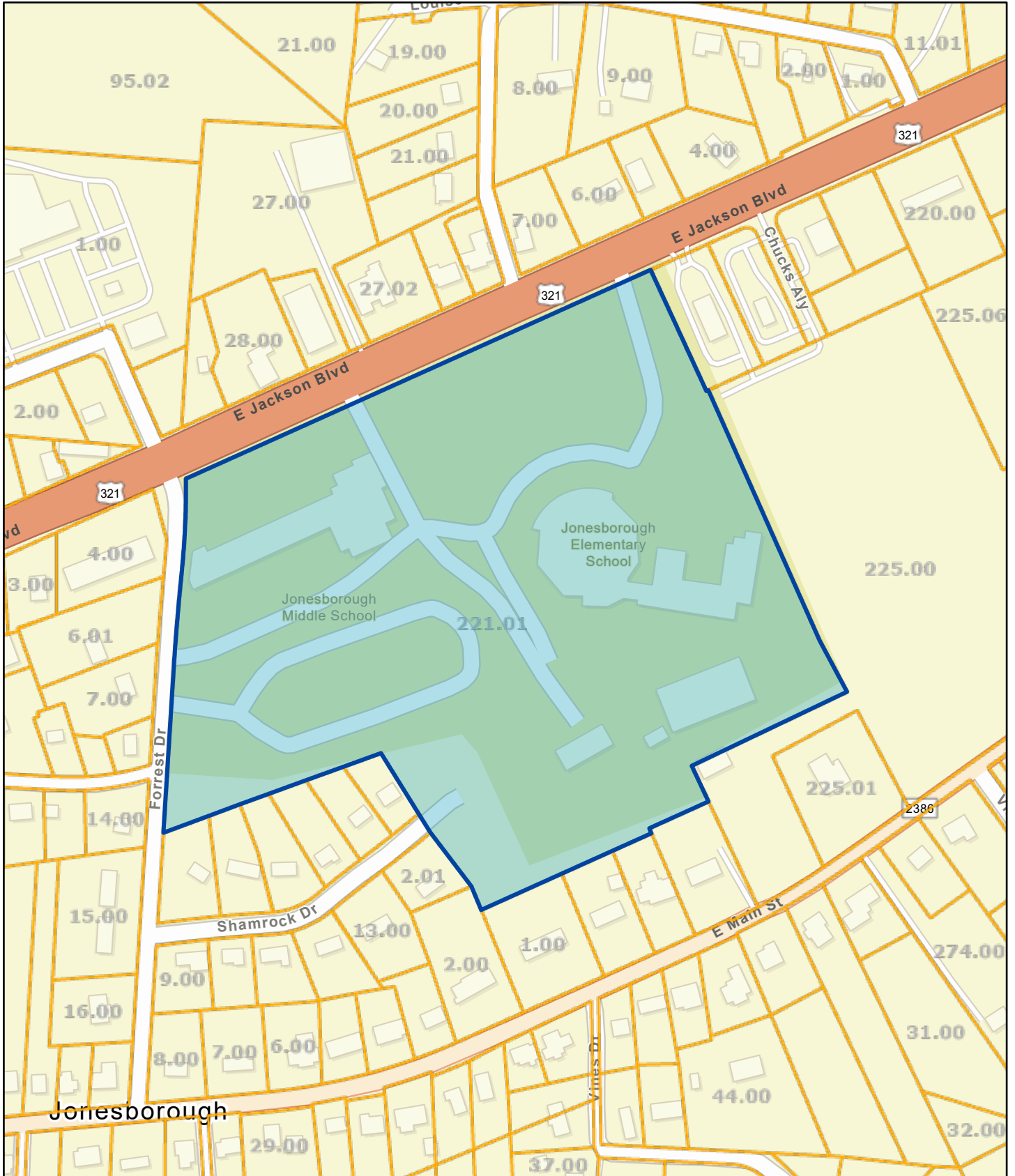
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**Sale Information**

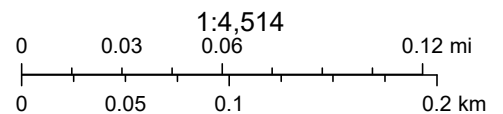
<b>Sale Date</b>	<b>Price</b>	<b>Book</b>	<b>Page</b>	<b>Vacant/Improved</b>	<b>Type Instrument</b>	<b>Qualification</b>
1/24/1961	\$0	340	88		-	-
11/6/1959	\$0	336	378		-	-
12/5/1949	\$0	253	74		-	-

# Washington County - Parcel: 052 221.01



Date: August 27, 2024

County: Washington  
Owner: JONESBOROUGH MIDDLE SCHOOL  
Address: JACKSON BLVD E  
Parcel Number: 052 221.01  
Deeded Acreage: 31  
Calculated Acreage: 0  
Date of TDOT Imagery: 2023  
Date of Vexcel Imagery: 2023



State of Tennessee, Comptroller of the Treasury, Division of Property Assessments (DPA), Esri Community Maps Contributors, City of Johnson City, TN, State of North Carolina DOT, Tennessee STS GIS, © OpenStreetMap, Microsoft, Esri, TomTom, Garmin, SafeGraph, GeoTechnologies, Inc, METI/NASA, USGS, EPA, NPS, US Census Bureau,

The property lines are compiled from information maintained by your local county Assessor's office but are not conclusive evidence of property ownership in any court of law.



# Tennessee Property Viewer





# Tennessee Property Viewer



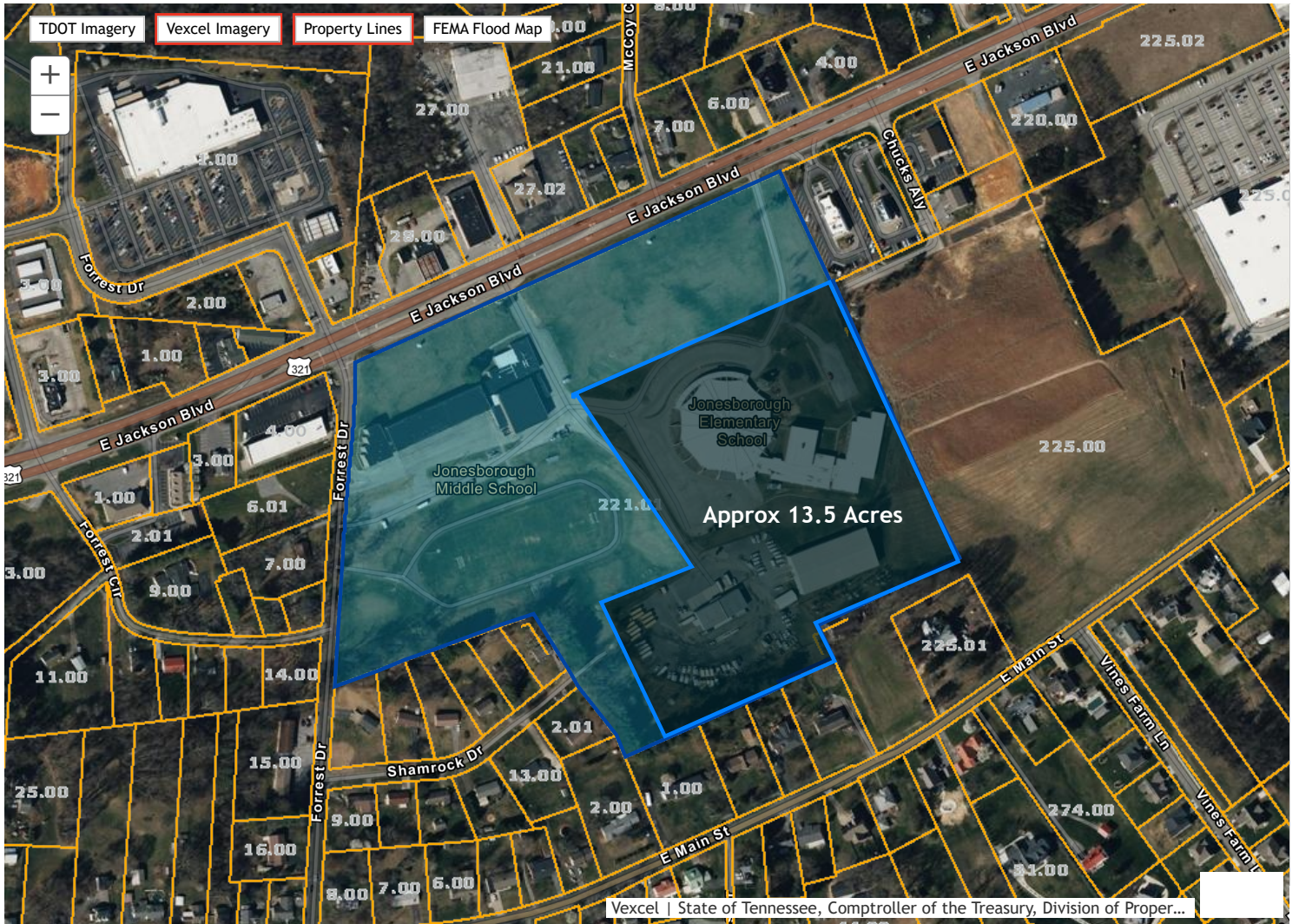


# Tennessee Property Viewer





# Tennessee Property Viewer



PURCHASE ORDER  
28069

DANIEL BOONE HIGH SCHOOL  
1440 Suncrest Drive  
Gray, Tennessee 37615  
423-477-1600

Date: 11-7-24

To: Bass Pro Shop / Ship To: DBHS  
Cabela's \$ May  
General 3/10

PART NUMBER	DESCRIPTION	QUANTITY ORDERED	PRICE	AMOUNT
	<p>side by side - ATV to patrol the parking lots to monitor students each morning &amp; afternoon</p>			
				<p>not to exceed \$19,500.00</p>
	TOTAL			

*Stephanie J.*  
AUTHORIZED BY

**PRICE INQUIRY FORM**  
**Washington County Schools**

Vendor	Description of item for price comparison	Price Quoted
<b>Firm</b> Base Pro Shop <b>Address</b>	Tracker - ATV	
<b>Person Contacted</b>		
<b>Date</b>		19,390.00
<b>Firm</b> East TN ATV <b>Address</b>	Tracker - ATV	
<b>Person Contacted</b>		
<b>Date</b>		22,399.00
<b>Firm</b> John Beere <b>Address</b>	Tracker - ATV	
<b>Person Contacted</b>		
<b>Date</b>		20,899.00

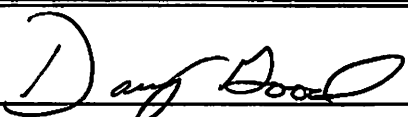
  
 \_\_\_\_\_  
 Name of Person Obtaining Inquiry



Plate  
Type  
VIN  
Make

Print Contact

001, 113, 02

John Deere PTV

John Deere  
PTV

Print Contact

001, 113, 02

John Deere

John Deere PTV



**TMBC, LLC - BST**  
 1 BASS PRO DRIVE  
 BRISTOL, TN, 37621  
 Phone: 423-990-5180

<b>Date</b> 07 NOV 2024	<b>Stock</b> 1450268	<b>SQ #</b> 1450268	<b>Buyers Order and Agreement of Sale</b>		<b>Sales Person</b> Phillip Taylor	<b>Customer Number</b> 2582541
<b>Buyer</b> STEPHANIE GRAY	<b>Home Phone</b> 423-477-1600	<b>Mobile Phone</b>	<b>Email</b> GRAYS2@WCDE.ORG			
<b>Address</b> 1440 SUNCREST DRIVE	<b>City</b> GRAY	<b>State</b> TN	<b>Postal</b> 37615			
<b>CO-Buyer</b>	<b>Home Phone</b>	<b>Mobile Phone</b>	<b>CO-Buyer Email</b>			

Description of Purchase			
<b>Year</b> 2024	<b>Brand</b> TRACKER OFFROAD	<b>Model</b> 800 SX CREW	<b>New/Used Serial #</b> NEW
<b>Inclusion Description</b>			<b>Serial #</b>

Manufacturer Options		Dealer Options		Qty	
		VIP	VIP DISCOUNT CARD	1.00	0.00
		PDI	PREDELIVERY INSPECTION	1.00	0.00
		970	TOR WARRANTY	1.00	0.00
		971	TRAIL KIT	1.00	2,061.00
		972	STOCK NUMBER-1490404	1.00	0.00
Extras					
TF	TIRE FEE			5.00	

ALL TRADE VALUES SUBJECT TO ADJUSTMENT IF CONDITION/EQUIPMENT ARE NOT AS REPRESENTED ON TRADE-IN AGREEMENT.

<b>CUSTOMER ADVISED OF DESCRIPTION OF WARRANTY</b>		<b>PRICING</b>	
<input type="checkbox"/>	WHEN THIS BOX IS CHECKED, THE UNIT WHICH IS THE SUBJECT OF THIS CONTRACT IS BEING SOLD ON AN "AS IS" BASIS, THE ENTIRE RISK AS TO THE QUALITY AND PERFORMANCE OF THIS UNIT IS WITH THE PURCHASER	Base Price	15,999.00
<input type="checkbox"/>	WHEN THIS BOX IS CHECKED, THE UNIT HAS A 0% COSMETIC WARRANTY	Freight & Prep	1,300.00
<input type="checkbox"/>	I WOULD LIKE MORE INFORMATION ON ADDITIONAL PRODUCT PROTECTION PLANS	Options	0.00
		Dealer Options	2,061.00
		Trade Allowance	0.00
		Sales Extras	5.00
		PDI	0.00
		Sales Price Before TTL	19,365.00
		Document Fee	25.00
		Down Payment	0.00
		<b>Grand Total</b>	<b>19,390.00</b>

METHOD OF PAYMENT  C  OSF  Finance

I have read the terms and conditions that accompany this agreement and accept all such terms and conditions and agree to be bound by same.

CUSTOMER APPROVAL \_\_\_\_\_ DATE \_\_\_\_\_

MANAGER APPROVAL \_\_\_\_\_ DATE \_\_\_\_\_

This agreement is not final and binding on Seller unless approved and signed by a manager of Seller.

# Division II – Operation/Maintenance Specifications

ENGINE	
Type	Four-Cycle/Liquid-Cooled
Bore	72 mm (2.835 in)
Stroke	66.5 mm (2.618 in)
Displacement	812 cc (49.55 cu in)
Spark Plug	F6RTC (p/n 3040-031)
Spark Plug Gap	1.0 mm (± 0.1 mm)
Target Idle RPM	950 ± 25
Max RPM	6300
CHASSIS	
Length (Overall)	320.04 cm (126 in) (800SX) 324.62 cm (127.8 in) (800SX LE)
Height (Overall)	187.96 cm (74 in)
Width (Overall)	160.02 cm (63 in)
Suspension Travel (Front/Rear)	25.4 cm (10 in) / 24.1 cm (9.5 in)
Tire Size (Front/Rear) (800SX)	26H x 9W R14 / 26H x 11W R14
Tire Size (Front/Rear) (800SX LE)	26H x 9W R14 / 26H x 11W R14
Tire Size (Front/Rear) (800SX LE)	27H x 9W R14 / 27H x 11W R14
Front Tire Inflation Pressure	(No Cargo) 12 psi (82.7 kPa) (w/Cargo) 12 psi (82.7 kPa)
Rear Tire Inflation Pressure	(No Cargo) 14 psi (96.5 kPa) (w/Cargo) 16 psi (110.3 kPa)
MISCELLANEOUS	
Dry Weight (Approx.)	724.4 kg (1597 lb) (800SX) 778.9 kg (1717 lb) (800SX LE)
Curb Weight	759.8 kg (1675 lb) (800SX) 814.2 kg (1795 lb) (800SX LE)
ROPS Tested Curb Weight	1587.6 kg (3500 lb)
Gas Tank Capacity	37.85 L (10 U.S. gal)
Coolant Capacity	5.67 L (6 U.S. qt)
Differential Capacity	198 mL (6.7 fl oz)
Transaxle Capacity	1.21 L (41.0 fl oz)
Engine Oil Capacity (Approx.)	2.37 L (2.5 U.S. qt)
Gas (Recommended)	Regular unleaded 87 octane (R+M)/2, ethanol content not to exceed 10%
Engine Oil (Recommended)	0W-40 (Synthetic)
Front Differential Lubricant	SAE-Approved 80W-90 Hypoid
Transaxle Lubricant	Transaxle Fluid with EP
Taillight/Brake Light	12.8 V — 27 W / 14 V — 8W
Headlight	12 V — 60 W/55 W
Starting System	Electric
Brake Type	Four-Wheel Hydraulic Disc Brake

Specifications subject to change without notice.

NEW 2025 Can-Am Defender MAX XT HD9



East Tennessee ATV  
 106 Clay Little road  
 Elizabethton, Tennessee 37643  
 (423) 542-6109  
 www.easttnatv.com

CUSTOMER

DATE	11/21/2024
PRICE	\$22,399.00
SALESPERSON	
SIGNATURE	

Comments

**EQUIPPED TO GET IT DONE**

Defender MAX XT is ready to work right out of the factory with upgrades including adaptable storage and lightweight wheels and tires.

GENERAL INFORMATION

Manufacturer	Can-Am
Model Year	2025
Model Name	Defender MAX XT HD9
Model Code	8SSK
VIN	3JBUCAP44SK001528
Stock Number	1528
Color	Stealth Black
Condition	NEW
Engine Size	976 cc
Price	\$22,399.00

FEATURES

Leading Engine

CLASS-LEADING TORQUE, QUIETER ROTAX ENGINES: HD7, HD9 & HD10 - The HD10 engine is class-leading with 69 lb-ft of torque! The break-in period, early maintenance and frequent valve adjustments are all things of the past. The powerpack design delivers an improved riding experience, with less noise & vibration.

Speed Limiter

TAME THE BEAST: You set the limits - Sometimes you just have to rein in all the power of this workhorse for seeding, crop spraying or moving cargo. With the speed limiter available on all Defenders, you're the one in control. Get ready for peak work efficiency.

SPECIFICATIONS

BRAKES/WHEELS/TIRES

Brakes	Front - Dual 220 mm disc with hydraulic twin-piston calipers Holding mechanism
Wheels	14 in. cast-aluminum
Tires	Front / Rear - XPS Trail Force 27 x 9 / 11 x 14 in.

DIMENSIONS

Length	158.3 in. (402 cm)
--------	--------------------

Height	76 in. (193 cm)
Width	63.5 in. (161.2 cm)
Weight	Estimated Dry - 1,902 lb. (863 kg)
Ground Clearance	11 in. (28 cm)
Wheelbase	115.5 in. (294 cm)
<b>DRIVETRAIN</b>	
Transmission	PRO-TORQ CVT with Quick Response System (QRS), high airflow ventilation and Electronic Drive Belt Protection Extra-L / H / N / R / P
Drive System	Selectable Turf Mode / 2WD / 4WD with Visco-Lok† auto-locking front differential
Drive	Driving Assistance - CVT Engine Braking ECO™ / ECO™ Off / Work modes, Speed Limiter
<b>ELECTRICAL</b>	
Battery	12V (30Ah)
Alternator	Magneto - 650W
Instrumentation	DC outlet (10A), USB Port (10A) x 2 Gauge - 4.5 in. wide digital display
Lighting	Front lighting output 140W, LED tail lights
<b>ENGINE</b>	
Engine	Rotax®, V-twin
Cooling	Liquid
Horsepower	65 hp
Displacement	976 cc
Torque	59 ft. lb.
Fuel System	Intelligent Throttle Control (ITC™) with Electronic Fuel Injection (EFI)
Fuel Capacity	10.6 gal. (40 l)
<b>OPERATIONAL</b>	
Frame	Chassis Cage - Profiled cage ROPS approved
Front Suspension	Double A-arm Travel - 10 in. (25.4 cm) Shocks - Twin tube gas charged
Rear Suspension	TTA with external sway bar Travel - 10 in. (25.4 cm) Shocks - Twin tube gas charged
Steering	Dynamic Power Steering (DPS) Wheel - Adjustable tilt
Seating	6 person capacity VERSA-PRO bolster bench seats with passenger seats flipping up Adjustable driver seat, underside hooks, reinforced XT seat skin
<b>OTHER</b>	
Additional Colors	Wildland Camo Dusty Navy Stealth Black
Cargo Box Length	38 in. (96.5 cm)
Cargo Box Height	12 in. (30.5 cm)
Cargo Box Width	54.5 in. (138.4 cm)
Cargo Box Capacity	1,000 lb. (454 kg)
Load Capacity	Tailgate - 250 lb. (113.4 kg)

<b>Capacity</b>	<b>Storage Total - 16.9 gal. (63.9 l) Payload - 1,700 lb. (771 kg)</b>
<b>Towing Capacity</b>	<b>2,500 lb. (1,134 kg) Winch - 4,500 lb. (2,041 kg) with roller fairlead</b>
<b>Hitch</b>	<b>2 in. receiver</b>
<b>Safety Features</b>	<b>Protection - XT Front bumper, HMWPE full skid plate, 2-piece full hard roof</b>
<b>Warranty</b>	<b>Factory - 1-year BRP limited Extended Service Terms - B.E.S.T. term available up to 30 months</b>

**Legal Notice: Manufacturer Name, Logo and Model information are Registered Trademarks of the Manufacturer. Specifications and other information are subject to change without notice. No representation of accuracy is made. Image is believed to be in the public domain or used with permission.**

**\*Price, if shown, is Manufacturer's Suggested Retail Price (MSRP) and does not include government fees, taxes, dealer vehicle freight/preparation, dealer document preparation charges or any finance charges (if applicable). MSRP and/or final actual sales price will vary depending on options or accessories selected.**

Search



## XUV825M S4

Crossover Utility Vehicle

★★★★★ 2.9 (9) [Write a review](#)

- Multi-passenger capability for four people
- Easier shifting, with integrated park position
- Electronic switch for instant 4WD engagement
- Improved power steering for smoother operation

STARTING AT:  
**\$20,899.00** USD, PLUS ADDITIONAL CHARGES<sup>1</sup>

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## Features

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+ Conquer tough terrain with confidence

+ Built for the long haul

+ Automotive-like controls

+ Room for you, and your crew

+ Haul more in fewer trips

## Specs & Compare

### Key Specs

<b>Engine power</b>	38.8 kW 52 hp
<b>Cargo box dimensions</b>	1143 x 305 x 1320 mm 45 x 12 x 52 in.
<b>Cargo box capacity (weight)</b>	454 kg 1000 lb
<b>Towing capacity</b>	680 kg 1500 lb
<b>Front suspension</b>	Fully independent dual A-arm with adjustable coils; 203 mm (8 in.) of travel
<b>Rear suspension</b>	Fully independent dual A-arm with adjustable coils and sway bar; 229 mm (9 in.) of travel
<b>Final drive</b>	Park, high, low, neutral, reverse transaxle
<b>Four wheel drive</b>	Dash switch actuated four-wheel drive system
<b>Fuel capacity</b>	27.6 L 7.3 U.S. gal.

### Engine

<b>Type</b>	4-cycle gas, electronic fuel injection (EFI)
<b>Displacement</b>	812 cc
<b>Power</b>	38.8 kW 52 hp
<b>Cooling system</b>	Liquid

Show More

## Offers and Discounts

Expand All

+ 3.9% APR fixed rate for 84 months†

+ 0.9% APR fixed rate for 36 months†

+ Order Online for Free Delivery†

# Educentric's School Breakthrough Performance Model (SBPM)

## Overview

Educentric's School Breakthrough Performance Model (SBPM) is designed to revolutionize school performance by utilizing the North Star Metric Framework. This innovative approach, customized for K-12 education, integrates all aspects of school performance—including curriculum, instruction, assessment, culture, climate, leadership, and stakeholder engagement. Our model draws inspiration from successful companies like Airbnb, Facebook, and Toyota, as well as from school districts such as Palm Beach County, FL, San Diego Unified, CA, and Denver Public Schools, which have achieved remarkable outcomes using similar breakthrough processes.

## Why Choose Educentric?

Unlike conventional school improvement plans that target incremental changes, Educentric offers a Breakthrough Performance Model aimed at strategic, significant, and lasting improvements. Our approach encourages schools to focus on a single, crucial objective—the North Star Metric—that defines their path to success. This targeted focus allows schools to allocate time and resources effectively to achieve transformative results. Our Flight Plan (school improvement plan) is only two-pages long.

## Educentric Offerings to Schools

### Initial Assessment and Analysis

1. **Surveys:** Educentric will survey parents and staff at the beginning and end of the partnership.
2. **Lagging Indicators Review:** Analyze past performance indicators such as literacy and math scores, student attendance, suspension rates, graduation rates, and college readiness metrics.
3. **Current State Analysis:** Prepare a comprehensive analysis based on survey results and performance data.
4. **Collaborative Review:** Share findings with the superintendent and school principal, followed by discussions during a two-day training session with staff representatives.

### Training and Strategic Planning

5. **Two-Day Training:** Conduct intensive training for a school breakthrough performance team, which includes:
  - Principal.
  - Four teachers.

- Two parents (optional).
  - Inclusion of ‘influencers’ is encouraged.
  - Maximum of five teams per training group.
6. **Focus Areas During Training:**
- **Core Purpose:** Establish a unified mission for the school.
  - **Value Proposition:** Define what the school wants to be known for (e.g., “Anywhere High School offers the premier College and Career Readiness program in Indiana.”).
  - **North Star Metric:** Identify the most critical measure of success for the school that aligns with the school's Value Proposition.
  - **Tactical Implementation:** Develop strategies to address one Key Objective at a time, removing barriers to progress and ensuring effective execution.
  - **Program Optimization:** Identify and eliminate ineffective programs and activities to streamline focus.

## Ongoing Support and Accountability

7. **Post-Training Support:**
- **Focused Coaching:** Maintain momentum with weekly virtual meetings led by Accountability Navigators—experienced school improvement coaches who guide teams in staying focused.
  - **Budget Alignment:** Assist in aligning budgets with improvement strategies.
  - **Comparative Analysis:** Evaluate program results against similar schools not participating in the program.
  - **Year-End Assessment:** Provide a comprehensive review of program outcomes.
  - **Monthly Reporting:** Deliver progress updates to the superintendent regarding each school's achievements and challenges.
  - **Satisfaction Guarantee:** Offer a second year of coaching at no cost if the school is dissatisfied with the first-year results.
  - **Community Communication Plan:** Help construct a plan to effectively communicate the North Star Metric and progress to the school community.

## Educentric’s Expectations

8. **Principals**
- **Leadership:** Principals should ‘own’ and articulate a clear vision for how the North Star Metric framework will significantly improve student outcomes.
    1. Dedicate at least 65% of your time to working with staff to implement strategies designed by the school team to address Key Objectives—the obstacles that are preventing your school from moving from its current state towards its big goal, its North Star Metric.
    2. Ensure that their school budget supports the school’s improvement strategies.
    3. Expect a strong focus on students and engagement, ensuring that Key Objective strategies are tailored to enhance student learning and well-being.

- **Advocacy for Change:** They should be advocates for the NSM framework within the broader educational landscape, promoting its benefits and success to garner support from the community and district.
- **Weekly Accountability Navigator Meeting:** Promptly attend weekly check-in meeting with Accountability Navigator.
- **Culture:** Establish an interdependent culture that emphasizes collaboration and mutual support among team members; a culture of trust and openness where teachers are free to express opinions and take risks.
- **Expectations:** Have high expectations for student and staff performance. View individuals through the lens of “I think this person is on a learning journey and is capable, resourceful, and full of potential.” versus “I think this person is a problem.”

## 9. Team Members:

- **Leadership:** Breakthrough performance team members should ‘own’ and articulate a clear vision for how the North Star Metric framework will significantly improve student outcomes.
  1. Expect a strong focus on students and engagement, ensuring that Key Objective strategies are tailored to enhance student learning and well-being.
  2. Take the lead on specific projects or initiatives within the team, leveraging their expertise to drive change.
- **Time:** Commit to spending time working on what matters and discontinue ineffective practices that do not produce breakthrough performance.
- **Collaboration and Teamwork:** Should be open to new ideas and approaches, willing to experiment with different teaching methods and practices as part of the breakthrough initiatives.
  1. Actively engage with their colleagues, sharing ideas and strategies, and contributing to a positive team dynamic focused on improvement.
  2. Approach challenges with a solutions-oriented mindset, collaborative brainstorming ways to overcome obstacles to implementation.
- **Weekly Accountability Navigator Meeting:** Promptly attend weekly check-in meeting with Accountability Navigator.
  1. Individuals are accountable not only for their own roles but also for the overall success of the team.
- **Data-Driven Mindset:** Embrace the use of formative data to assess student performance, identify areas for improvement, and adjust their instructional practices accordingly.
- **Expectations:** Have high expectations for student and staff performance. View individuals through the lens of “I think this person is on a learning journey and is capable, resourceful, and full of potential.” versus “I think this person is a problem.”

## Our Philosophy

Educentric believes that meaningful progress is achieved not by adding new initiatives, but by removing ineffective practices and focusing on what truly matters. As we work alongside central

office staff and school breakthrough performance teams, we emphasize that breakthrough results require a commitment to change, including the elimination of outdated practices. We believe that while new is not always better, better is almost always new. Our framework empowers schools to embrace transformative practices that lead to exceptional student outcomes.

By partnering with Educentric, schools will embark on a journey of breakthrough performance, grounded in a proven framework that has transformed both businesses and school districts. Together, we will cultivate an environment where breakthrough performance is not just a goal but a reality.

# The Transformative Power of Educentric's NSM Framework: A Case Study from Houston, Texas

## District Overview: Houston ISD's Singular Focus on Success

Houston Independent School District (HISD), one of the largest urban districts in the U.S., set an extraordinary example by embracing a singular focus strategy from 2009 to 2016. By prioritizing a clear, data-driven metric framework, HISD became the only district to win the prestigious Broad Prize in Education twice, a testament to its groundbreaking transformation. This period saw the district expand from 200,000 to 220,000 students, a remarkable achievement during a time when many urban districts were losing students to charter and private schools. The Texas Education Commissioner of Education was so impressed with HISD's progress, he abolished the failing, adjoining, North Forest Independent School District (NFISD) and force merged it into HISD. Within three years, none of the 11 NFISD schools were rated as failing schools.

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## Wisdom High School: The Power of Focus in a Diverse Landscape

At **Wisdom High School**, a campus where 95% of students are economically disadvantaged and 30% are newcomers (recent immigrants to the U.S.), challenges abounded. However, by implementing a **singular focus framework**, the school was able to make substantial strides in a relatively short time.

### Racial Composition:

- Hispanic: 91%
- African American: 5%
- Asian: 2%
- White: 1%
- Other: 1%

By zeroing in on a **singular goal**—improving the student graduation rate—Wisdom High School transformed its academic landscape:

- **Dropout Rate:** Reduced from 14.8% to 11.5%
- **Graduation Rate:** Jumped from 74% to 90%
- **Scholarship Funds:** Increased from \$2.8M to \$9.2M, dramatically increasing post-secondary opportunities
- **National Merit Finalists:** Increased from 0 to 6, reflecting a 600% improvement

The **singular focus** approach on reducing the dropout rate allowed Wisdom High School to transform student achievement into a tangible success. By prioritizing this key metric amid significant economic and cultural diversity, the school demonstrated that a data-driven focus can effectively generate meaningful results, even in complex environments.

## **Young Women’s College Preparatory Academy (YWCPA): Excellence in Action**

The **Young Women’s College Preparatory Academy (YWCPA)**, a STEM-focused Title I magnet school for girls, embodies academic rigor and singular focus. With a mission to prepare young women for Tier I/Ivy League colleges, YWCPA consistently meets its goals despite having a student body where 70% are economically disadvantaged.

### **Racial Composition:**

- Hispanic: 43%
- African American: 50%
- Asian: 2%
- White: 3%
- Other: 2%

Focusing on a **singular metric**, increasing admission to Tier I/Ivey League colleges, YWCPA delivered these results:

- **Graduation Rate:** Produced a graduation rate of 97%
- **Advanced Placement Success:** 91% of seniors passed at least one AP exam
- **Tier I/Ivy League Acceptances:** Increased from 21% in year one to 100% in four years
- **National Ranking:** Ranked #1 among HISD high schools and #94 nationally by U.S. News & World Report
- **State Rating:** Earned an ‘A’ rating from the Texas Education Agency, with special recognition for closing achievement gaps
- **Dropout Rate:** Less than 1%

By adopting a **singular focus framework**, YWCPA demonstrated how focus on a singular metric can close achievement gaps, propel students into elite institutions, and establish a culture of success.

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## **Baylor College of Medicine Academy at Ryan (BCMAR): Medical Excellence Through Singular Focus**

BCMAR, a Title I magnet middle school, was transformed from the low-performing Ryan Middle School into a cutting-edge health science academy in 2013. By leveraging a **singular focus** of preparing their students to gain admission to DeBakey High School of Medical Careers, BCMAR overcame years of underperformance and low enrollment.

### **Racial Composition:**

- Hispanic: 42%
- African American: 49%
- Asian: 4%

- White: 3%
- Other: 2%

BCMAR's results after adopting a **singular focus framework** were remarkable:

- **Enrollment:** Grew from 265 students in 2012 to over 800 by 2016, with a waiting list of 500 students
- **State Rating:** Improved from an "F" to an "A" in four years
- **State Ranking:** Jumped from 1,605th out of 2,014 middle schools to 14th out of 2,176

This transformation is a testament to the power of focused, singular goals, even in schools facing significant socioeconomic challenges.

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### **Robinson Elementary: Closing the Achievement Gap with Singular Focus**

At **Robinson Elementary**, a Title I neighborhood school, over 98% of students come from economically disadvantaged backgrounds. In 2010, the school faced a significant math achievement gap, with minority students performing eight months behind white students district wide. By adopting a **singular focus** on math proficiency, Robinson Elementary established a clear **Value Proposition**: to eliminate the achievement gap.

#### **Racial Composition:**

- Hispanic: 77%
- African American: 21%
- White: 2%

Within three years of **focusing solely** on improving math proficiency, Robinson Elementary achieved:

- **State Rating:** Improved from 'Unacceptable' to 'Met Standard'
- **Math Proficiency:** Closed the achievement gap by improving proficiency rates by 30 percentage points

The **singular focus framework** enabled Robinson Elementary to eliminate the district-wide gap that existed between the school's math performance and that of the White and non-socio economic student populations.

---

### **Why Educentric's NSM Framework Works**

The achievements of **Wisdom High School**, **YWCPA**, **BCMAR**, and **Robinson Elementary** underscore the effectiveness of the singular focus framework that is the linchpin of **Educentric's**

**Breakthrough Performance Model.** By helping schools focus on a singular, clear metric that drives all decisions, schools create environments where rapid, measurable progress is not just possible—it's inevitable.

With Educentric's NSM framework, schools can align their resources, staff, and strategies toward achieving one essential goal, leading to breakthrough performance, just as demonstrated in Houston ISD. The results speak for themselves, and with **Educentric's coaching and support**, your school can achieve these same transformative outcomes—guaranteed, or your second year of coaching is free.

Let **Educentric** guide your school to success through the **power of singular focus**.



**Educentric**  
Bold Schools. Breakthrough Results.

---

# Washington County Schools

## **Cooperative Proposal Breakthrough Improvement Model**

December 2, 2024

Attention:

Dr. Jerry Boyd

Superintendent of Schools

Prepared by:

Dr. Reid Whitaker

President

Educentric

---



3200 N Ocean Blvd, # 408  
Fort Lauderdale, FL 33308

December 2, 2024

Dr. Jerry Boyd, Superintendent  
Washington County Schools  
405 W. College Street  
Jonesborough, TN 37659

Dear Dr. Boyd,

I trust that you are well. We are excited to share our proposal for creating a cooperative working relationship with Washington County Schools to work with your schools for a school breakthrough performance process.

Educentric is a leading provider of school improvement solutions that help schools achieve extraordinary results beyond solving problems or making minor improvements. The value of our offering includes:

- A Holistic Approach: Our model integrates all aspects of school performance, such as curriculum, instruction, assessment, culture, climate, leadership, and stakeholder engagement. It is based on the latest research and best practices from businesses that have been adapted for use in K -12 education.
- A Breakthrough Improvement Model: Our model guides schools to make strategic choices that lead to significant and lasting improvement. We help schools identify their current state and desired state and teach them to focus on their North Star Metric—the one measure that matters most for their success.
- A School-Centered Approach: Our model requires each school to analyze parent and staff feedback and key performance indicators to identify their Value Proposition and North Star Metric. School teams are taught to develop strategies and tactics to remove barriers keeping them from reaching their North Star Goal.
- A Listening Tool: We survey staff and parents twice per year, providing valuable information to school and central staff teams.
- A Collaborative Approach: We train teachers and parents to assume leadership roles in our breakthrough performance process. We help Central Office Staff transition from a compliance-driven model to a support-driven model.
- A School Improvement Coach: We provide an Accountability Navigator (mentor/coach) that meets virtually with each school breakthrough team one hour per week for 25 sessions throughout the school year.
- A chat platform that allows schools to talk and collaborate with other schools using the same model and share best practices.
- A Key Results system, which lets schools monitor the effects of their actions and adjust as needed.
- A Guaranteed Approach: We provide a second-mile guarantee. If we don't help schools make breakthrough performances, their second-year coaching is provided at no cost.



**Educentric**  
Bold Schools. Breakthrough Results.

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Please review the attached proposal and let us know if you have any questions or feedback. We would love to schedule a meeting with you to discuss the details and finalize the partnership agreement.

Thank you for your consideration and interest in Educentric. We look forward to working with you and helping your schools achieve breakthrough performance.

Sincerely,

Reid Whitaker  
Co-Founder and President of Educentric  
832-628-2717  
[reid@educentric.org](mailto:reid@educentric.org)  
[www.educentric.org](http://www.educentric.org)



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## PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement (the “Agreement”) is made as of December 2, 2024 (the “Effective Date”) by and between Educentric, Inc., a Florida corporation (“Educentric”) and the Washington County Schools (“Partner”) (each a “Party” and collectively the “Parties”).

### RECITALS

R-1 Partner wants to improve the performance and reputation of its schools and Educentric can provide exclusive services for this purpose.

NOW, THEREFORE, in consideration of the premises and the mutual covenants of the parties hereinafter expressed and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to the following terms and conditions based on their mutual understanding and benefit.

**1. Length of Subscription Services:** December 6, 2024, and ends on November 5, 2025.

**2. Educentric Services, Obligations, and Consideration:** Educentric will provide the following services for the Partner:

- a. Survey parents and staff at the start and end of the contract.
- b. Give survey results to the principal and superintendent.
- c. Train school teams, central office staff, and superintendent for two days.
  - i. Each school team has a principal, four teachers, and two parents.
  - ii. No more than five teams in one training group.
  - iii. Help schools find their value proposition and set their goals and North Star Metrics.
- d. Help schools implement strategies and tactics to improve their performance.
- e. Help schools get rid of ineffective programs and activities—taking things off teacher plates.
- f. Make a communication plan for each school.
- g. Help schools align their budgets with improvement strategies.
- h. Teach school teams how to use the district’s strategic plan at their school level.
- i. Compare program results with similar schools that are not in the program.
- j. Provide an Accountability Navigator for each school which will meet with them virtually for up to 25 sessions per school year.
- k. Provide a year-end assessment of program results.
- l. Send a monthly report to the superintendent about each school’s progress and needs.

Educentric will make sure that the services are done by qualified and skilled people in a timely and professional way.

**3. Partner Services, Obligations, and Consideration:** Partner agrees to do the following:

- a. Identify treatment and control schools.
- b. Identify four influencer/leader teachers from each treatment school to participate in the two-day training.

- c. Identify two influencer/leader parents from each treatment school to participate in the two-day training.
- d. Provide Educentric and School Teams with key results data for each participating school.
- e. Make sure that the school team members, central office staff, and superintendent attend the training.
- f. Each school will develop and implement a School BREAKTHROUGH Performance Model Plan.
- g. Assure that the school principal and members of the school team meet with Educentric's Accountability Navigator for up to 25 sessions throughout the year.
- h. Each school will record its goals and report its progress in achieving those goals to its Educentric Navigator/coach on a regular basis.
- i. Identify central office staff members who will partner with an Educentric Navigator/coach to meet with the school principal/team for up to 25 sessions throughout the year.
- j. The superintendent will meet with an Educentric executive coach each week for 15 minutes to receive feedback on treatment schools and to discuss their weekly progress/challenges.
- k. Be responsible for providing a training site for the two-day school team works, which includes electronic equipment, refreshments, food, beverages, etc.

**4. Independent Contractor Relationship:** The Agreement is by and between two independent entities that have an independent contractual relationship. Educentric shall provide all services under the Agreement as an independent contractor, and neither party shall have the authority to bind or make any commitment on behalf of the other. Nothing contained in the Agreement shall be deemed to create any association, Partnership, joint venture, or relationship of principal and agent, master and servant, or employer and employee between Partner and Educentric and any of their employees, agents, affiliates, or other representatives, or between Partner and any individual assigned by Educentric to perform any services for Partner. The Parties agree that Partner is not to assume, nor shall it assume by this Agreement, any liability under any state workers' compensation law by or on behalf of any Educentric employees while said employees are on the premises of Partner or while performing any duty whatsoever under the Agreement, or while going to or from any of the services described herein. Educentric is solely responsible for and will file, on a timely basis, all tax returns and payments required to be filed with or made to any federal, state, or local tax authority with respect to the performance of services and receipt of revenue(s) or funds under this Agreement.

**5. Termination:** Either Party or Educentric may terminate this Agreement immediately for default if the other party fails to cure all material defaults in its performance within fifteen (15) days of its receipt of written notice of its default(s) from the terminating party.

**6. Effects of Termination:** In the event of the expiration or termination of this Agreement:

- a. All licensing rights granted by either party shall terminate, including, by way of example, software licenses that may be granted by Educentric or a license to use certain intellectual property by Partner. Both parties agree to execute any instruments reasonably requested by the other necessary to accomplish or confirm the foregoing.

- b. Educentric shall disable all websites and web-based donation links within seven (7) days of the termination date or on the agreed-upon termination date.
- c. Termination or expiration of this Agreement shall not relieve any party hereto of its liability for the performance of obligations imposed upon such party during the effective period of this Agreement if such obligations have not been performed or completed at the time of termination, including the payment of funds, reporting, delivery of any products or the completion of services paid for by either party.

**7. Fees:** Fees for services provided are listed on Exhibit 1, attached hereto.

**8. Ownership of Intellectual Property:** All content and data created or compiled by Educentric, in relation to its performance of this Agreement, including trademarks, databases, software used on the Educentric website, mobile applications, and the like, is the property of Educentric and protected by copyright, trademark, and other laws that protect intellectual property and proprietary rights. Except for any copyrights, patents, trade secrets, trademarks, service marks, logos, and other intellectual property rights owned or controlled by Partner prior to the execution of this Agreement, all rights, title, and interest in or to any work product, including all materials prepared, developed, assembled or collected by Educentric, and any derivative works that are distinguishable or severable from Partner's pre-existing intellectual property produced by Educentric, pursuant to this Agreement, shall be exclusively owned by Educentric. Partner agrees to observe and abide by all copyright and other proprietary notices, legends, or other restrictions contained in any such content and will not make any changes thereto. Partner agrees that the use of protected content is solely for use in this fundraiser program and will make no other use of the content without the prior written consent of Educentric.

**9. Disclaimer:** Except as specifically set forth in this Agreement, Educentric specifically disclaims all warranties, express or implied, including any implied warranties of merchantability or fitness for a particular purpose. In no event will Educentric be liable for any special, incidental, punitive, exemplary, or consequential damages of any kind in connection with this agreement, even if Educentric has been informed in advance of the possibility of such damages.

**10. Assignment:** Neither party shall assign or otherwise transfer this Agreement or any interest therein or any right thereunder without the prior written consent of the other, which consent will not be unreasonably delayed or withheld. Notwithstanding the foregoing, (i) nothing herein shall prevent Educentric or Partner from utilizing subcontractors to perform some or all of their obligations hereunder, and (ii) no consent will be necessary in the event of an assignment to a successor entity resulting from a merger, acquisition or consolidation by either Party, and this Agreement will automatically pass to and will be binding, in accordance with its terms, upon the successor entity upon the effective date of such transaction.

**11. Governing Law; Jurisdiction:** To the extent not preempted by federal law, this Agreement shall be governed by and construed according to the laws of the State of Florida.

**12. Legal Status:** Educentric is a Florida corporation authorized to conduct business in Tennessee. Partner is authorized to enter contracts for the professional services outlined in

this Agreement.

**13. Insurance:** Educentric agrees to maintain Commercial General Liability Insurance—occurrence/aggregate limit: \$2,000,000/\$4,000,000; Automobile Liability—Hired and Non-Owned Auto: \$2,000,000 combined single limits; Umbrella Liability Coverage—per occurrence: \$3,000,000; Professional Liability—Each claim limit/aggregate limit: \$1,000,000/\$1,000,000; Workers Compensation: \$1,000,000. Certificates of such insurance shall be furnished by Educentric to Partner upon request and shall contain the provision that Partner is given ten (10) days; written notice of any intent to cancel or terminate by either Educentric or the insuring company. Failure to furnish such insurance certificates or maintain such insurance shall be deemed a material breach and grounds for immediate termination of this Contract. All Educentric liabilities, as defined within this contract, will be capped at the greater of the compensation received by Educentric or the \$2,000,000 general aggregate liability policy.

**14. Amendment:** This Agreement may not be amended or otherwise modified except by a writing signed by the Parties hereto.

**15. Severability:** If any provision of this Agreement is, for any reason, held to be unenforceable, then the invalidity of that specific provision shall not be held to invalidate the remaining provisions of this Agreement. All other provisions and the entirety of this Agreement shall remain in full force and effect unless the removal of the invalid provision destroys the legitimate purposes of this Agreement, in which event this Agreement shall be canceled and terminated.

**16. Notices:** Any notice required or desired to be given with respect to this Agreement shall be in writing, and all approvals required hereunder shall be in writing, and all required notices shall be sent by registered or certified mail, return receipt requested or by overnight express courier (e.g., FedEx courier), or by electronic facsimile or email (with a read receipt notice) to the addresses identified below, which may be changed by either Party upon reasonable written notice to the other Party:

If to Educentric:  
EDUCENTRIC  
3200 N Ocean Blvd. #408  
Fort Lauderdale, FL 33308  
Attention: Reid Whitaker

If to Partner:  
Washington County Schools  
405 W. College Street  
Jonesborough, TN 37659  
Attention: Dr. Jerry Boyd, Superintendent

**17. Interpretation, Entirety:** Headings are for convenience purposes only and shall not affect the interpretation of this Agreement. This Agreement, along with any schedules

and exhibits constitute the entire Agreement between the Parties and supersede any former oral or written agreement respecting the business relationship set forth and the Parties expressly disclaim reliance on representations not set forth herein.

**18. Counterparts and Authority:** This Agreement may be executed in writing or by e-signature may be executed together or in counterparts and exchanged between them and maybe delivered by hand, mail, facsimile, e-signature service, or email, and together will constitute a single valid and binding agreement. Any person signing this agreement on behalf of his or her respective organization has the authority to enter into this agreement.

Agreed and Accepted:

**PARTNER**

BY: \_\_\_\_\_

Dr. Jerry Boyd, Superintendent

Date: \_\_\_\_\_

**EDUCENTRIC**

By: Reid Whitaker

Reid Whitaker, President

Date: December 2, 2024

# EXHIBIT 1

## EDUCENTRIC CONTRACT COST

TERM(S)	COST	NOT FOR COST SERVICES	NUMBER OF SCHOOLS	NAMES OF PARTICIPATING SCHOOLS (ADDITIONAL SCHOOLS CAN BE SO INDICATED IN AN ADDENDUM TO THIS EXHIBIT)
Year-One	- \$49,750 per school for two schools  - \$47,500 per school for three or more schools			

We will issue an invoice for the full amount after delivering the launch training, and payment is due upon receipt of the invoice.

**EDUCENTRIC**

By: Reid Whitaker

Reid Whitaker

Date: December 2, 2024

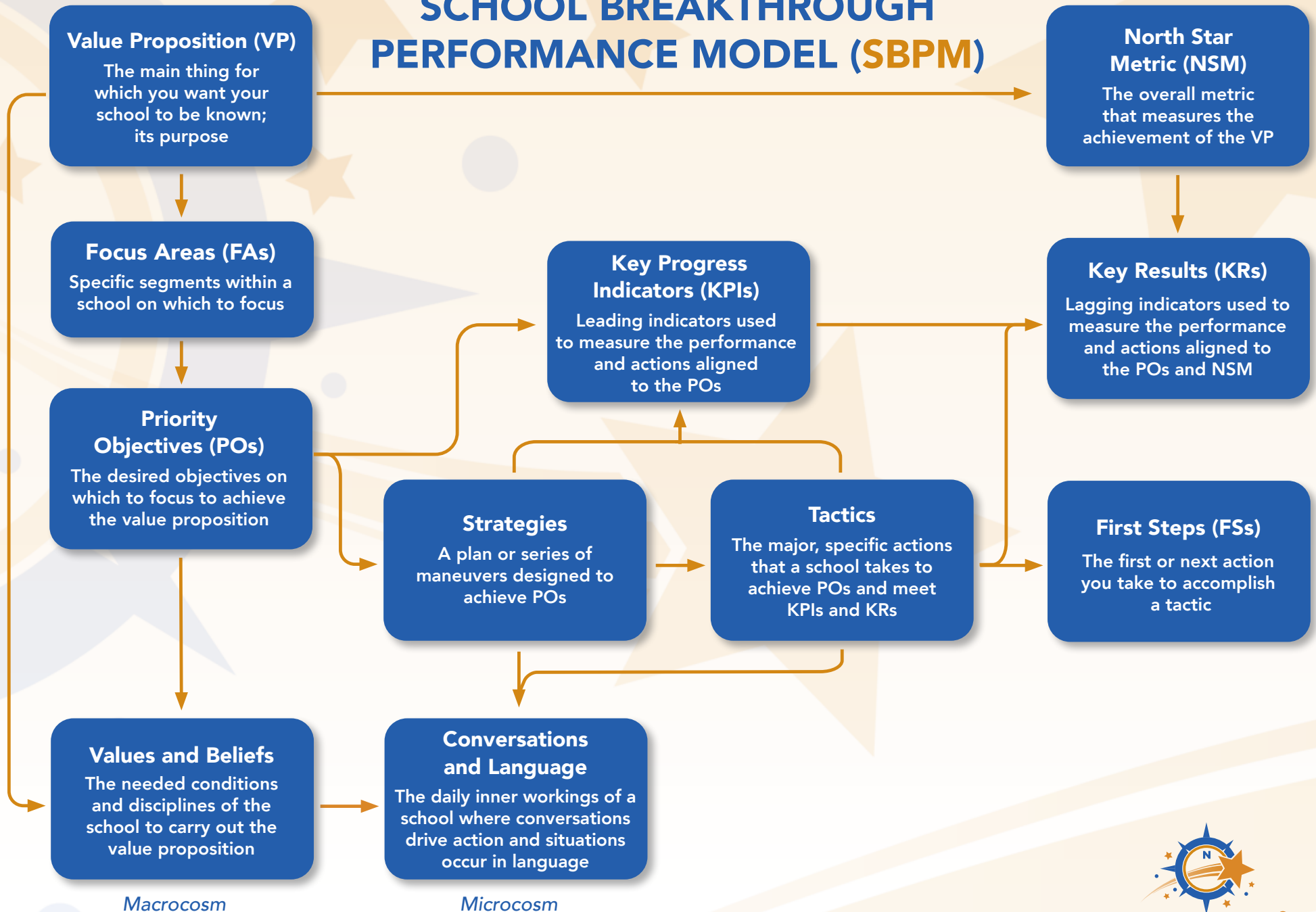
**SCHOOL DISTRICT**

By: \_\_\_\_\_

Dr. Jerry Boyd, Superintendent

Date: \_\_\_\_\_

# SCHOOL BREAKTHROUGH PERFORMANCE MODEL (SBPM)



Macrocosm

Microcosm



# SCHOOL BREAKTHROUGH PERFORMANCE PROCESS (SBPP)



## PHASE ONE: ONBOARDING

6-8 Weeks: Virtual

1. Sign contract
2. Hold set up meeting with District Point of Contact (DPOC)
3. Conduct the Beginning of Term School Current State Assessment (CSA-BOT) and administer the Customer and Climate Survey (CCS-BOT)
4. Complete the data request form
5. Hold initial meeting with Principals and School Breakthrough Teams
6. Present Beginning of Term Current State Analysis Report (CSAR-BOT) to Superintendent
7. Prepare for Launch training



## PHASE TWO: LAUNCH

2 Days: In Person

1. Conduct two-day Launch training
2. Present the School Breakthrough Performance Model (SBPM)
3. Develop the School Breakthrough Flight Plan (SBFP)



## PHASE THREE: NAVIGATION

9-10 Months: Virtual

1. Hold up to 25 virtual Navigation Sessions with Principal and School Breakthrough Team (SBT)
2. Check in on progress related to achieving the North Star Metric (NSM), Key Progress Indicators (KPIs), and Key Results (KRs)
3. Focus on theoretical business principals and practical applications



## PHASE FOUR: LANDING

2 Hours: Virtual

1. Conduct the End of Term Current State Assessment (CSA-EOT) and administer the End of Term Customer and Climate Survey (CCS-EOT)
2. Look at performance and progress made from CSAR-BOT to CSAR-EOT
3. Determine if overall goal was achieved on NSM
4. Celebrate success and identify areas of improvement
5. Develop next steps for Year 2



# PHASE ONE: ONBOARDING

Event	Description
a. Identify and establish contact with participating schools and set expectations.	Educentric will work with the superintendent to identify schools that will be part of the SBPP. Educentric will reach out to the principal of each school to establish contact and discuss the objectives and expected outcomes of the process.
b. Meet with District Point of Contact (DPOC).	Educentric will initiate a meeting after the contract is signed. Educentric will ask the superintendent to identify a point person and project manager. Then, Educentric will set up a meeting with the DPOC to discuss the process and next steps that need to be taken by both parties.
c. Administer and share the Beginning of Term Customer and Climate Survey (CCS-BOT).	Educentric will provide a BOT customer survey to the designee. This will need to go out to all of the parents and staff from each identified school. Educentric will capture the data and analyze the results.
d. Identify participants of the School Breakthrough Team (SBT).	Educentric will work with the DPOC to obtain the names and email addresses of the identified participants who will make up the SBT.
e. Conduct Beginning-of-Term Current Current State Assessment (CSA-BOT).	Educentric will also gather qualitative analysis of the current state of the school by conducting parent and staff interviews and/or focus groups. In addition, Educentric will send the DPOC a data collection sheet that will ask for school achievement data, demographic data, and other operational metrics.
f. Present the Beginning of Term Current State Analysis Report (CSAR-BOT) and analyze the Beginning of Term Customer and Climate Survey (CCS-BOT).	Educentric will schedule and conduct a meeting with the superintendent and the DPOC to review the results from the CSAR-BOT and CCS-BOT.
g. Prepare for Launch Training (LT).	Educentric will work with the DPOC on the logistics and preparation for the LT.



# PHASE TWO: LAUNCH

Event	Description
<p>a. Convene Launch Training (LT) with SBTs.</p>	<p>Educentric will host two full-day, on-site, in-person trainings for the SBTs.</p>
<p>i. Understand how breakthrough change occurs; review the differences between improvement, transformation, and breakthrough change.</p>	<p>Participants will learn about the different methods of change and how breakthrough change is a new and revolutionary method for achieving extraordinary results in education.</p>
<p>ii. Understand how to utilize fundamental business principles.</p> <ul style="list-style-type: none"> <li>• Analyze and discuss case studies.</li> </ul>	<p>Participants will understand how proven business principles and methods can be used in the education sector to enhance student outcomes. Participants will do this by analyzing case studies and best practices.</p>
<p>iii. Introduce the School Breakthrough Performance Model (SBPM).</p> <ul style="list-style-type: none"> <li>• Analyze and discuss exemplars of each of the following components of the SBPM.                             <ul style="list-style-type: none"> <li>○ Value Proposition (VP)</li> <li>○ North Star Metric (NSM)</li> <li>○ Priority Objectives</li> <li>○ Strategies</li> <li>○ Tactics</li> <li>○ Key Progress Indicators (KPIs)</li> <li>○ Key Results (KRs)</li> </ul> </li> </ul>	<p>Participants will be guided through all components of the SBPM and the meaning and purpose behind them.</p>



## PHASE TWO: LAUNCH (continued)

Event	Description
<p>iv. School Breakthrough Flight Plan (SBFP).</p> <ul style="list-style-type: none"> <li>• Develop the Value Proposition (VP).</li> <li>• Identify the North Star Metric (NSM).</li> <li>• Define the priority objectives (POs), strategies, and tactics to achieve the NSM.</li> <li>• Prioritize the POs and focus areas.</li> <li>• Develop the strategies.</li> <li>• Outline the tactics for each priority objective and strategy.</li> <li>• Identify the Key Progress Indicators and Key Results tied to each PO.</li> </ul>	<p>Participants will develop their own SBFP from the learnings and understandings of the SBPM.</p>
<p>v. Connect the Macrocosm: Values and Beliefs.</p>	<p>Participants will learn how macro-level factors in an organization can affect performance.</p>
<p>vi. Connect the Microcosm: Conversations and Language.</p>	<p>Participants will learn how micro-level factors in an organization can affect performance.</p>



# PHASE THREE: NAVIGATION

Event	Description
a. Conduct Navigation Huddles (NHs) with SBTs.	A Navigator will conduct 25 VNAs with each SBT over ten months. Each VNA will both focus on a specific topic and track the school's progress toward achieving the KPIs, KR, and NSM.
b. Monitor progress on KPIs toward achieving KR and the NSM.	A Navigator will work with the Educentric staff, SBT, school principal, and other influential figures in the organization to continually monitor how the school is progressing toward meeting the KPIs, KR, and NSM.



## PHASE FOUR: LANDING

Event	Description
<p>a. Administer and share the End of Term Customer and Climate Survey (CCS-EOT).</p>	<p>Educentric will provide an end-of-term constituent survey to the designee. This will need to be administered to all parents/caregivers and staff from each identified school. Educentric will capture the data and analyze the results.</p>
<p>b. Conduct End of Term Current State Assessment (CSA-EOT), determining if metrics were achieved.</p>	<p>Educentric will also gather qualitative analysis of the end-of-term state of the school by conducting parent and staff interviews and/or focus groups. In addition, Educentric will send the DPOC a data collection sheet that will ask for school achievement data, demographic data, and other operational metrics, for comparison against beginning-of-term metrics.</p>
<p>c. Convene the Summative Navigation Huddle (SNA) with SBTs to present and discuss findings and next steps.</p>	<p>The Navigator will conduct a final, cumulative Navigation huddle to discuss the impact of the work by the school and the progress that was made toward achieving the NSM. Next steps for the school will also be discussed.</p>
<p>d. Present the End of Term Current State Analysis Report (CSAR-EOT) and analyze the End of Term Customer and Climate Survey (CCS-EOT) results in order to present them to the superintendent and DPOC.</p>	<p>Educentric will schedule and conduct a meeting with the superintendent and the DPOC, reviewing school results pre- and post-implementation of the Educentric breakthrough change model.</p>



**South Bend Community School Corporation**  
215 South Dr. Martin Luther King, Jr. Blvd.  
South Bend, IN 46601

Dear Colleague,

I am the Superintendent of the South Bend Community School Corporation, and I am writing to suggest you strongly consider working with Educentric, a company that helps schools produce breakthrough performance by using many of the concepts of the Hoshin Kanri north star metric. The north star metric is a key performance indicator that reflects the core value that a school delivers to its students. By focusing on this metric, a school can align its vision, strategy, and actions to achieve its one key goal.

Educentric was co-founded by former Houston Independent School District Superintendent Dr. Terry Grier and former HISD principal Dr. Reid Whitaker, who started STEMScopes. Dr. Grier introduced me and my team to the concept of the north star metric when I became the Superintendent in July 2019, and he continues to serve as my coach and mentor. Educentric's process is based on the same concepts that led to HISD winning the coveted Broad Prize in Education and championed by Harvard Economist Dr. Roland Fryer during his work in the district.

Educentric's mission is to help every school produce breakthrough performance, rewriting each school's future. In our district, our north star metric was improving our high school graduation rate. We viewed graduation rates as a measure of the quality and effectiveness of our schools. It indicated how well we prepared our students for college and career readiness. It also reflected how well we supported our students in completing their high school education within a given time frame. Graduation rate was a critical factor that affected the future opportunities and outcomes of our students.

Improving our graduation rate was not an easy task. But by utilizing a laser-like focus and collaborative approach that involved data-driven insights-focusing on the needs of EVERY student, adaptive technology, and human support, in 2023 we produced the highest graduation rate since 2016! One of the most insightful aspects of the north star metric approach was that it was not a one size fits all concept. Each high school was different, and each school used different strategies and tactics to achieve breakthrough progress. The process helped us realize that our central staff needed to move away from being compliance driven to being viewed as a support system by our schools. We were so inspired by the approach and saw the fruits of our labor that we applied the same approach to elementary literacy.

I believe that Educentric can help all schools achieve remarkable results, whatever their North Star Metric is graduation rate, student achievement, student growth, student engagement, excellence in the arts, etc. Their team has proven experience in working with schools of different sizes, backgrounds, and needs. They can also provide ongoing support and training to ensure a positive impact.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Todd Cummings", with a large, stylized flourish extending to the right.

C. Todd Cummings, Ph.D.  
Superintendent of Schools

August 15, 2023

RE: Endorsement for Educentric

My name is Paula Harris and I have served as a board member and president of the Houston Independent School District (HISD), the largest school district in Texas and the seventh largest in the United States. Currently, I am the executive director of the Houston Astros Foundation and the senior vice president of Houston Astros Community Affairs. In 2009, HISD faced many challenges, such as low graduation rates, high dropout rates, declining enrollment, low performing schools, and waning community trust. We hired a new superintendent, Dr. Terry Grier, who brought in Dr. Roland Fryer, a Harvard economist and education expert, to help us transform our struggling schools. Together, they applied proven business principles, such as the 80/20 rule and Hoshin Kanri, to focus on the most impactful strategies and tactics for improving student outcomes. With their guidance and support, we achieved remarkable results in just three years:

- We closed the math achievement gap and reduced the literacy gap by one-third in 31 of our lowest performing schools.
- We won the prestigious Broad Prize in Education Award for the second time, recognizing our excellence and equity in urban education.
- We passed a \$1.89 billion bond referendum with 69 percent voter approval, enabling us to modernize our facilities and technology.
- We reversed the trend of losing students to charter schools and increased our enrollment and retention.
- We increased the amount of scholarship dollars offered to our graduating seniors from \$50 million to over \$250 million.
- We earned national recognition for our superintendent as the Educator of the Year by the Council of Great City Schools.

Recently, Reid Whitaker, a former HISD principal and founder of Accelerate Learning and STEMscopes, joined Dr. Grier to co-found Educentric, a company that helps schools achieve breakthrough performance using the same business principles that worked for us at HISD. If you are looking for a partner that can help you transform your schools and empower your teachers and parents, I highly

recommend Educentric. They have the experience, expertise, and passion to help you reach your goals. I would be happy to talk to you more about how they helped us at HISD and how they can help you too.

Sincerely,

A handwritten signature in black ink, appearing to be 'Paula Harris', with a horizontal line extending to the right.

Paula Harris  
Executive Director, The Astros Foundation  
Senior Vice President, Community Affairs

Houston Astros  
301 Crawford, ST.  
Houston, Texas 77002  
pharris@astros.com

Jyoti Malhan 4513 Merrie Lane Bellaire, TX 77401

August 8, 2023

Subject: Endorsement for Educentric and its School Breakthrough Model

Greetings,

I am Jyoti Malhan, a former principal of the Baylor College of Medicine Academy at Ryan, a magnet middle school in Houston, Texas that won several awards for its academic excellence. I am writing this letter to endorse Educentric and its co-founders, Reid Whitaker and Terry Grier, who have developed a revolutionary strategy model for school improvement. Educentric is not just a tool for fixing problems or making minor improvements, but a model that helps schools achieve remarkable results by applying proven business principles and concepts.

I have had the privilege of knowing Mr. Whitaker and Dr. Grier for over 10 years. Reid is a former principal and teacher in the Houston Independent School District. He is the founder of Accelerate Learning and STEMscopes, a digital STEM curriculum and resource provider that empowers teachers and students to become tomorrow's STEM leaders. He is also an executive director and professor at Rice University, where he created STEMscopes in collaboration with other teachers, science experts, and professors. Dr. Grier served as superintendent of the Houston Independent School District from 2009-2016. Under his leadership, HISD won the prestigious Broad Prize in Education Award for a second time, earning him the recognition of being named the Texas Superintendent of the Year and the National Educator of the Year. Educators from around the world and across the country routinely visited the district to observe and learn about the breakthrough strategies and tactics implemented in the district.

In 2013, HISD closed Ryan Middle School, reopened it as the Baylor College of Medicine at Ryan, and employed me as the school's new principal. At the time, Ryan Middle School had decreased in size from approximately 700 students to under 250 students. Today it serves approximately 630 students in grades 6-8. In 2013, it was one of the lowest performing middle schools in Texas. Utilizing the concepts found in Educentric's School Breakthrough Model, HISD established a STEM program with an emphasis on medical and biomedical sciences at the school. Identifying and employing strategies and tactics to remove barriers, getting one thing right, then moving to the next challenge was how we operated. Sequenced, disciplined focus was key.

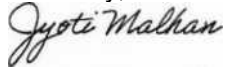
Today, with its diversity score of 96%, the school ranks 331 among Texas' 1,423 middle schools and has a waiting list of students trying to gain admission. Because of our strong partnership, Baylor College of Medicine awarded me an honorary doctorate of humanities in medicine in May 2017. I was the first public school educator to receive this honor.

If your district has schools that:

- Are academically underperforming
- Are not academically challenging all students

- Some consider unsafe
- Are losing substantial funding due to attendance/truancy problems
- Have a declining student enrollment
- Are losing students to charter and/or private schools
- Lack parental involvement and/or community support
- Lack a sense of urgency 1 would strongly recommend that you consider a partnership with Educentric.

Sincerely,



Jyoti Malhan Ph.D.

Former Principal

Baylor College of Medicine Academy at Ryan

September 15,2023

Dear Sir or Madam,

I am the founding principal of Young Women's College Preparatory Academy (YWCPA), a school that opened in Houston Independent School District in fall 2011 to provide young women of color with a rigorous high school education. YWCPA was a Title 1 school that aimed to retain students who might otherwise leave the district for other options.

I am writing to share with you how we achieved extraordinary results by using the concept of the North Star Metric, the one key indicator of success for our school. This concept was introduced to us by former HISD superintendent Dr. Terry Grier, who has recently co-founded Educentric, a company that helps schools implement this concept. Educentric's process is based on the same concepts that led to HISD winning the coveted Broad Prize in Education.


Educentric's mission is to help every school produce breakthrough performance, moving beyond simply fixing what is wrong or making incremental improvement. At YWCPA, our North Star Metric was **100 percent of our graduates being accepted into a tier 1 or ivy league university**. Many people thought this goal was unrealistic for a group of mostly disadvantaged non-white young women. But we proved them wrong.



How did we achieve this remarkable feat? We followed the process of identifying our current state and the barriers that were preventing us from reaching our North Star Metric. We focused on one thing at a time, got it right, then moved on to the next challenge, got it right, and so on. We used a combination of data-driven insights, adaptive technology, and human support to create customized learning paths for each student. Then, we analyzed the academic strengths, weaknesses, interests, and aspirations of each student and matched them with the best courses, tutors, mentors, and resources. Then, we monitored the progress and performance of each student and provided timely feedback, guidance, and encouragement. We also engaged parents as true partners and created a culture of excellence, accountability, and collaboration.

The results speak for themselves. The relentless focus on our North Star Metric, developing strategies and tactics to remove obstacles, helped our young women gain admission to some of the most prestigious universities in the world, such as Harvard, Stanford, Yale, Princeton, Columbia, Duke, the University of Texas at Austin, Texas A&M University, Baylor University, and Rice.

I believe that Educentric can help your high school achieve similar results, whatever your North Star Metric. Their team has proven experience in working with high schools of different sizes, backgrounds, and needs. They can also provide you with ongoing support and training to ensure a smooth implementation and a positive impact.

Thank you for your time and attention and for allowing me to share my story. I hope you will consider Educentric as your partner in improving your school's performance and reputation.

Sincerely,  
  
Delesa Franklin, Ed.D.

School	Young Women's College Prep High School	Baylor College of Medicine at Ryan	Robinson Elementary
 <b>Value Proposition (VP)</b>	School of choice for students who want to attend and graduate from a Tier I/Ivy League College.	Offers a unique and rigorous health science education for middle school students who aspire to pursue careers in the biomedical field.	Offers the students more instructional time, data-driven instruction, intensive tutoring, and a culture of high expectations and no excuses.
<b>Current State</b>	In 2011, 21% of graduating seniors were accepted into a Tier I/Ivy League College.	In 2012, student enrollment had declined from 830 students in 2002 to 265 students in 2012.	In 2010, the school's achievement gap for non-white students was 8 months below that of white students based on district-wide data.
 <b>North Star Metric (NSM)</b>	Ninety-five percent (95%) of graduating seniors gain admission into a Tier I/Ivy League College.	Ninety-five percent (95%) of BCMAR 8th graders will be qualified for admission into HISD's DeBaKey High School for Health Professions.	The percentage of students passing the STAAR for grades 3-5 in Reading for African American and Hispanic students will be at or above the same percentage of all students passing thus eliminating the racial achievement gap.
<b>Results</b>	Year one of the first NSM Framework graduating cohort: The percentage of graduating seniors admitted to Tier I/Ivy League schools increased from 21% to 41%.	Year one: The school received distinctions in all areas of the state accountability system. Number of students in 6th grade =269 students.	Year one: Reduced the math racial achievement gap by 6 months.
	Year two: The percentage of graduating seniors admitted to Tier I/Ivy League schools increased from 41% to 69%.	Year two: The school received distinctions in all areas of the state accountability system. The number of applicants to 6th grade increased to 1200+ for 250 spots.	Year two: Reduced the math racial achievement gap by 3 months.
	Year three: The percentage of graduating seniors admitted to Tier I/Ivy League schools reached 100%.	Year three: The school became an A-rated school and received all distinctions from the Texas Education Agency. The number of 6th graders increased to 2200+ for 250 spots.	Year three: Eliminated the math racial achievement gap between the non-white students in the schools and their White counterparts across the district.
<b>Other Notable Accomplishments</b>	The school is listed as #1 out of the 51 HISD high schools and #94 in National Rankings by US News 'Best High Schools.'	The principal became the first K-12 grade educator to be awarded an Honorary Doctorate from Baylor University.	
	91% of graduates passed at least one AP Exam.	The school was named a National Magnet School of Distinction by the Magnet Schools of America.	
	97% graduation rate	The school went from a failing school to, in 2021, being ranked #26 in Texas Magnet Middle Schools and #331 out of 4,234 middle schools in Texas by the US News 'Best High School' report.	



## OVERVIEW

Young Women's College Preparatory Academy (YWCPA) is a Title I school in a large urban district. It educates 425 women in grades 6-12, 98% of whom are non-white. Students are admitted through a lottery application process and are expected to meet high standards of academic rigor, behavior, and community service.

### CURRENT STATE

In 2011, just twenty-one percent (21%) of graduating seniors were accepted to a Tier I/Ivy League college or university.

### VALUE PROPOSITION

YWCPA is the school of choice for female students who want to attend and graduate from a Tier I/Ivy League college or university.

### NORTH STAR METRIC

Ninety-five percent (95%) of graduating seniors will gain admission into a Tier I/Ivy League college or university.

## PRIORITY OBJECTIVE #1

Increase the number of applications submitted per student to Tier I/Ivy League schools.

<b>Focus Area (FA)</b>	College Admissions	
<b>Key Progress Indicators (KPIs)</b>	The number of applications being submitted per month from all students to Tier I/Ivy League Schools will total 70.	
	<i>Frequency</i>	Monthly
<b>Key Result (KR)</b>	The number of students who apply to at least five colleges from the list of 61 top-ranked colleges that offer need-based tuition will increase from 35% of the senior class to 75%.	
<b>Strategy</b>	Develop a "GO Center" that provides comprehensive, wrap-around support for students applying to colleges.	
<b>Tactics</b>	1. Assist students in completing the Free Application for Federal Student Aid form.	
	2. Hold an assembly to explain to the students the benefits and opportunities of applying to top-ranked colleges.	
	3. Create and distribute a monthly virtual newsletter for students and parents, informing them of the 'GO Center's' purpose.	
	4. Host an interactive forum for parents and students with admission counselors from Tier I and Ivy League schools.	
	5. Support students through the application process by setting up check-in meetings with all students.	
	6. Review all student college essays and provide feedback to students.	
	7. Conduct mock college interviews with students.	
<b>First Steps (FSs)</b>	1. Send a flyer to parents and students letting them know of help being given to complete FASA.	
	2. Set the date for the assembly.	
	3. Hold a meeting with GO Center staff to request they develop the newsletter.	
	4. Set the date for the interactive forum.	
	5. Determine the timeframe for when to hold the check-ins for students.	
	6. Inform students that they are required to turn in college essays for review before submitting their application.	
	7. Schedule the date for the mock interviews.	



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### NORTH STAR METRIC

Ninety-five percent (95%) of graduating seniors will gain admission into a Tier I/Ivy League college or university.

## PRIORITY OBJECTIVE #2

Implement a challenging and relevant college preparatory curriculum.

<b>Focus Area (FA)</b>	Advanced Placement	
<b>Key Progress Indicators (KPIs)</b>	The number of students who scored 75 or higher on the six-week exam in all AP classes will be greater than 80%.	
	<i>Frequency</i>	Six Weeks
<b>Key Result (KR)</b>	Seventy percent ( 70%) of all students who take an AP exam will score a three or higher.	
<b>Strategy</b>	Offer and provide structured support for providing 10 AP courses in the school during the current school year.	
<b>Tactics</b>	1. Utilize the PSAT scores to determine what courses AP courses should be offered in the school.	
	2. Require all AP teachers to register with the College Board to become readers of AP exams	
	3. Require all AP teachers to complete the College Board's AP certification program.	
	4. Provide all AP-certified teachers with a gold 'AP' lapel pin.	
	5. Establish an "AP Saturday" where AP teachers can earn a stipend to attend and share best practices.	
<b>First Steps (FSs)</b>	1. Set up a meeting with the leadership team to analyze the PSAT scores.	
	2. Find out the steps for how a teacher can become a reader of AP exams.	
	3. Find out the steps for how teachers sign up for the AP certification process.	
	4. Order the AP-certified teacher lapel pins.	
	5. Determine the dates for the AP Saturdays and find a lead to organize and develop the agenda.	



## OVERVIEW

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### NORTH STAR METRIC

Ninety-five percent (95%) of graduating seniors will gain admission into a Tier I/Ivy League college or university.

## PRIORITY OBJECTIVE #3

Increase student Scholastic Aptitude Test (SAT) scores.

<b>Focus Area (FA)</b>	College Readiness	
<b>Key Progress Indicators (KPIs)</b>	80% of junior and senior students will attend and participate in the 'SAT Success Initiative tutorial program.	
	<i>Frequency</i>	Monthly
<b>Key Result (KR)</b>	The average SAT score will increase by 100 points from the previous school year to the current school year.	
<b>Strategy</b>	Develop in-house Scholastic Aptitude Test Preparation and Improvement Program (SAT-PIP).	
<b>Tactics</b>	1. Assess student's needs and goals, utilizing PSAT results.	
	2. Design an in-house SAT prep curriculum that aligns with the SAT questions.	
	3. Develop a curriculum that focuses on SAT knowledge acquisition and test-taking skills.	
	4. Hire and train tutors.	
	5. Provide access to resources and materials that support learning.	
	6. Reward students for their progress and achievement.	
	7. Begin the process of developing a stand-alone, semester SAT prep course for tenth and eleventh-grade students.	
<b>First Steps (FSs)</b>	1. Develop a form and protocol for analyzing student PSAT results.	
	2. Review curriculum and mock test items of companies that offer SAT prep services.	
	3. Design in-house mock SAT questions that can be used as formative assessment of the in-house SAT curriculum	
	4. Identify a POC to be responsible for hiring tutors.	
	5. Determine which resources are important to get and provide for students	
	6. Determine the threshold and requirements for rewarding student progress and achievement.	
	7. Determine who will develop and build the SAT stand-alone course.	



## OVERVIEW

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### NORTH STAR METRIC

Ninety-five percent (95%) of graduating seniors will gain admission into a Tier I/Ivy League college or university.

## RESULTS:

The school achieved remarkable results after implementing the North Star Metric framework:

- Year one of the first NSM Framework graduating cohort: The percentage of graduating seniors admitted to Tier I/Ivy League schools increased from 21% to 41%.
- Year two: The percentage of graduating seniors admitted to Tier I/Ivy League schools increased from 41% to 69%.
- Year three: The percentage of graduating seniors admitted to Tier I/Ivy League schools reached 100%.



## Educentric's Uniqueness

- We are not just another school improvement plan.
- We have a proven track record of transforming failing schools into high-performing ones.
- We are a Breakthrough Performance Model that guides schools to make a set of integrated choices that lead to excellence.
- Our model is based on the latest research and best practices from the fields of education, business, and psychology.
- Educentric teaches, mentors, and practices focus attention on internal coherence.
- We use a survey that asks parents and teachers twice each term to rate their satisfaction with their child's education.
- We provide a two-day intensive training with proprietary materials, activities, role-playing that helps school teams overcome the challenges of strategy development. School principal, teachers and parent leaders/influencers, key central office staff join the training - school board members are also welcome.
- Schools choose their most important measure of success - their North Star Metric.
- The Breakthrough Team at the school addresses the biggest obstacle that prevents their exceptional performance solves it, and THEN moves on to the next one, solves it, and THEN ...
- An Accountability Navigator (retired school administrator) meets virtually with the school breakthrough team up to 25 times per year.
- We offer an option of second and third-year contracts at discounted rates each year.
- We also offer a second-mile performance guarantee—second-year coaching free if the school is not happy with year one progress.
- We teach schools how to redirect funds within their school budget to support their new strategies/tactics.
- We have a fantastic mentoring/advising program for new principals.
- We take things off teachers' plates—progress is achieved, not when there is nothing more to add but when there is nothing left to take away.
- We emphasize that new is not always better—yet better is always new.
- If you are content with your school's performance, you don't need to change anything.
- But if you want your schools to reach breakthrough results that you have never seen before, doing the same things won't get you there.
- You need a different approach.
- We are so confident that our BREAKTHROUGH Performance assistance will transform your schools that we will give you FREE school team coaching after year one if you are not satisfied with the progress.



## Comparison: **Educentric** vs. Traditional School Improvement Plans

Aspect	Educentric	Traditional Plans	Benefits to an Educentric Partnership
<b>Focus on a Key Metric</b>	Identifies a single, critical measure of success (North Star Metric).	Involves numerous goals with no clear priority.	<b>Maximizes impact:</b> Simplifies focus and resource allocation, ensuring efforts are directed towards the most impactful outcomes, leading to significant and measurable improvements.
<b>Inclusion of Key Stakeholders</b>	Engages teachers, parents, and community in focus groups and surveys.	May not involve all stakeholders.	<b>Boosts engagement:</b> Fosters a collaborative environment, enhancing buy-in and support from the entire school community, resulting in stronger and more sustainable improvements.
<b>Customization</b>	Schools define their own North Star Metric based on unique context.	Uses standardized metrics set by central office staff.	<b>Tailored solutions:</b> Ensures that improvement plans are relevant and responsive to the specific needs and circumstances of each school, increasing the likelihood of success.



# Educentric

**Bold Schools. Breakthrough Results.**

<p><b>Strategic Training</b></p>	<p>Provides targeted two-day training for each school's Breakthrough Performance Team and Central Office Staff.</p>	<p>Little to no specific training on school improvement process.</p>	<p><b>Empowers staff:</b> Equips staff with the necessary skills and knowledge to effectively implement breakthrough improvement strategies, fostering a culture of continuous improvement and excellence.</p>
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Aspect	Educentric	Traditional Plans	Benefits to an Educentric Partnership
<p><b>Strategic Training</b></p>	<p>Provides targeted two-day training for each school's Breakthrough Performance Team and Central Office Staff.</p>	<p>Little to no specific training on school improvement process.</p>	<p><b>Empowers staff:</b> Equips staff with the necessary skills and knowledge to effectively implement breakthrough improvement strategies, fostering a culture of continuous improvement and excellence.</p>
<p><b>Budget Alignment</b></p>	<p>Ensures school budgets align with breakthrough strategies and tactics.</p>	<p>Budget alignment is not typically part of traditional school improvement plans.</p>	<p><b>Optimizes resources:</b> Promotes efficient use of financial resources by aligning budgets with strategic priorities, ensuring that every dollar spent contributes to school improvement goals.</p>



# Educentric

**Bold Schools. Breakthrough Results.**

<p><b>Concise Breakthrough Plans</b></p>	<p>Encourages succinct plans (usually two pages) that include devising strategies and tactics to remove obstacles preventing breakthrough progress.</p>	<p>Plans can be lengthy and lack coherence (often exceeding 20 pages).</p>	<p><b>Increases efficiency:</b> Facilitates quick understanding and actionability of improvement plans, reducing bureaucratic overhead and allowing for more agile and responsive decision-making.</p>
<p><b>Support</b></p>	<p>Provides an experienced Accountability Navigator (School Improvement Coach) for weekly virtual meetings with school Breakthrough Performance Team.</p>	<p>Schools often navigate numerous goals independently without regular support.</p>	<p><b>Ensures continuous support:</b> Offers ongoing guidance and expertise, increasing the likelihood of successful implementation and achievement of goals, while providing a sense of accountability and motivation.</p>

Aspect	Educentric	Traditional Plans	Benefits to an Educentric Partnership
<p><b>Progress Monitoring</b></p>	<p>Proprietary system for weekly measurement and monitoring of important strategies.</p>	<p>Few districts have systems for weekly progress monitoring.</p>	<p><b>Enables real-time adjustments:</b> Allows for timely interventions, ensuring that schools stay on track to meet their objectives and can promptly address any issues or obstacles.</p>



# Educentric

**Bold Schools. Breakthrough Results.**

<p><b>Collaboration</b></p>	<p>Chat platform facilitates sharing of improvement strategies across schools.</p>	<p>Few opportunities for teachers and administrators to share strategies with colleagues from different schools.</p>	<p><b>Promotes best practices:</b> Encourages the sharing of innovative ideas and collective problem-solving, leading to overall district improvement and fostering a sense of community and shared purpose among educators.</p>
<p><b>Guarantee</b></p>	<p>Offers free coaching if breakthrough performance isn't achieved in year one.</p>	<p>No guarantees beyond continuing with the status quo.</p>	<p><b>Provides assurance:</b> Enhances accountability and trust by offering a safety net and demonstrating commitment to achieving desired outcomes, reassuring stakeholders of the partnership's value.</p>
<p><b>Value</b></p>	<p>This initiative assists schools in identifying and eliminating programs and practices that do not contribute to breakthrough performance, thereby, taking ineffective things off their plates.</p>	<p>Traditional plans provide minimal value to school districts, having merely fulfilled state and local procedural requirements.</p>	<p><b>Maximizes ROI:</b> By eliminating ineffective programs and improving teacher and student retention, districts can achieve cost savings that exceed the partnership cost, ensuring a high return on investment and long-term sustainability of improvements.</p>

**Comparison: Educentric vs. Traditional School Improvement Plans**



# Educentric's Step-by-Step Approach to Breakthrough Performance

Educentric is a company that helps schools create breakthrough performance by focusing on their one most important measure of success. We offer a comprehensive and customized service that includes the following steps:

## 1. District selects schools to participate

The district chooses the schools that will benefit from our service and signs a contract with us.

## 2. Each school forms a Breakthrough Performance Team (BPT)

The BPT consists of the principal, four teachers, and two parents. The BPT is responsible for leading the school improvement process and implementing the strategies and tactics. It is important to have 'key influencers' as team members.

## 3. Teachers and parents take surveys at the start and end of the contract period

The surveys measure the satisfaction and engagement of the teachers and parents as well as their perceptions of the school's strengths and weaknesses.

## 4. Focus groups are established, and meetings are held

The focus groups are composed of students, teachers, parents, and community members. They provide qualitative feedback and insights on the school's performance and needs.

## 5. Educentric analyzes surveys and focus group results and gives a written report to the superintendent and building BPT

The report summarizes the findings and recommendations from the surveys and focus groups. It also identifies the areas for improvement and the potential solutions.

## 6. Educentric trains BPTs for two days at a district site

The training covers the following topics:

- **Value Proposition:** what makes the school unique and attractive to students.
  - **North Star Metric (NSM):** the ONE measure of the school's success. For example, 65 percent of the students read on grade level.
-



- **Current State:** how the school compares to its NSM using survey and performance data. For example, currently, 38 percent of students are performing at grade level in math.
- **Barriers:** the root causes that hinder the school from reaching its NSM goal.
- **Strategies and Tactics:** the actions that will overcome the barriers and achieve the desired results. For example, if a school wants to raise its graduation rate from 80% to 97% in three years, it will figure out why students are not graduating and solve those problems one by one.

## 7. Each school BPT establishes its own NSM

The NSM is based on the school's value proposition and the district's vision and mission. Each school only has one NSM. For example, School A's NSM may be the graduation rate, while School B's NSM may be a percentage of students on grade level in Math.

## 8. Educentric equips schools with tools and support to track and enhance their performance

The tools and support include:

- Proprietary survey and focus group instruments: these tools help the schools collect and analyze data on their performance and progress.
- Key Results system: This system lets the schools monitor the effects of their actions and adjust them as needed. It also helps them communicate their results and celebrate their achievements.
- Chat platform: this platform allows the schools to talk and collaborate with other schools using the same model and share best practices.
- School improvement coach: this coach meets with each team online for an hour per week during the school year. The coach provides guidance, feedback, and encouragement to the schools.

Educentric's approach also changes the role of the central office staff from compliance to support, allowing them to help schools achieve their NSM goals.



**Educentric**  
Bold Schools. Breakthrough Results.

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## Why choose Educentric?

When you consider the cost of low-performing schools, teacher exodus, student exodus to other choice options, and the impact of dropouts on your community, a partnership with Educentric is a bargain. We have a track record of reducing teacher turnover and increasing student retention. The program pays for itself when three teachers and five students decide not to leave the school.

We charge \$60K per school in year one, \$50K per school in year two, and \$40K per school in year three. And we offer discounts based on the number of participating schools. Years two and three of the contract are optional. Our second-mile guarantee of providing free second-year coaching if the school is not satisfied with year-one results is unique to the industry.



**Educentric**  
Bold Schools. Breakthrough Results.

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3200 N Ocean Blvd, # 408  
Fort Lauderdale, FL 33308

December 2, 2024

Dr. Jerry Boyd, Superintendent  
Washington County Schools  
405 W. College Street  
Jonesborough, TN 37659

Dear Dr. Boyd:

RE: Sole Source Letter

Educentric, Inc. is an educational consulting and development company headquartered in Fort Lauderdale, Florida. It is the sole owner and inventor of the School Breakthrough Performance hereby confirms that the School Breakthrough Performance Model (SBPM) which is developed, sold, and distributed exclusively by Educentric. No other company makes a similar or competing product. This product must be purchased directly by organizations from Educentric at the address listed above. There are no outside agents or dealers authorized to represent this product.

Educentric offers a unique product that combines proprietary materials and innovative analytical techniques and guides clients through a School Breakthrough Performance Model in order to develop a School Transformation Plan (STP) and truly improve effectiveness. The product is not a traditional school improvement planning tool but a breakthrough strategy process that helps schools achieve remarkable results beyond fixing what is wrong or making things slightly better. It is based on proven business principles and concepts. The SBPM and STP are protected by copyright and trade secret laws. It is not available for public use or distribution. It is licensed only to authorized users who agree to abide by the terms and conditions of the agreement. This is a unique model that has proven its effectiveness in school districts and businesses across the country.

There is no other product or service available for purchase that would serve the same purpose or function as Educentric's SBPM. It is the only breakthrough model available to school districts that:

- 1--Is not about gradual improvement but about achieving breakthrough results
  - 2--Includes proven, research-based business practices such as the 80/20 Principle, Total Quality Management, and Hoshin Kanri
  - 3--Collects feedback from parents and teachers twice during the school term
  - 4--Provides a two-day comprehensive training with our proprietary materials, activities, and
-



role-playing exercises

5—Involves a School Breakthrough Team (SBT), which includes the school principal, teachers, parent leaders/influencers, and key central office staff in the Training School board members are also welcome to sit in on the training

6—Helps schools develop a value proposition statement identifying what the school would like to embody and achieve

7—Helps schools define their most important measure of success: the North Star Metric (NSM)

8—Focuses school teams on tackling the major problems that hold them back from achieving their NSM

8—Provides an Accountability Navigator (AN) who supports the school breakthrough team with up to 25 virtual sessions per year

9—Contains an option to renew the contract for the second and third year at lower rates each year

10—Teaches, coaches, and monitors schools to channel their focus

11—It can pay for itself and save money by retaining students while boosting performance.

If you need additional information, please do not hesitate to contact me. Thank you for your interest in Educentric.

Sincerely,

Reid Whitaker  
Educentric, Inc.  
President



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
08/14/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).


<b>PRODUCER</b> BIBERK P.O. Box 113247 Stamford, CT 06911	<b>CONTACT NAME:</b> PHONE (A/C, No, Ext): 844-472-0967      FAX (A/C, No): 203-654-3613 E-MAIL ADDRESS: customerservice@biBERK.com	
	<b>INSURER(S) AFFORDING COVERAGE</b> NAIC # INSURER A : Berkshire Hathaway Direct Insurance Company      10391 INSURER B : INSURER C : INSURER D : INSURER E : INSURER F :	
<b>INSURED</b> Educentric  3200 North Ocean Boulevard 408 Fort Lauderdale, FL 33308		

**COVERAGES**      **CERTIFICATE NUMBER:**      **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	<b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR  GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ 3,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ \$
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED    RETENTION \$			N9UM319163	08/11/2024	08/11/2025	EACH OCCURRENCE \$ 3,000,000 AGGREGATE \$ 3,000,000 \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						PER STATUTE    OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
	Professional Liability (Errors & Omissions): Claims-Made						Per Occurrence/Aggregate

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

<b>CERTIFICATE HOLDER</b>  Educentric 3200 North Ocean Boulevard 408 Fort Lauderdale, FL 33308	<b>CANCELLATION</b>  SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.  AUTHORIZED REPRESENTATIVE 
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# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
08/12/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

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<b>PRODUCER</b> BIBERK P.O. Box 113247 Stamford, CT 06911	<b>CONTACT NAME:</b> PHONE (A/C No, Ext): 844-472-0967      FAX (A/C, No): 203-654-3613 E-MAIL ADDRESS: customerservice@biBERK.com	
	<b>INSURER(S) AFFORDING COVERAGE</b> NAIC # INSURER A : National Liability & Fire Insurance Company      20052 INSURER B : INSURER C : INSURER D : INSURER E : INSURER F :	
<b>INSURED</b> Educentric  3200 North Ocean Boulevard 408 Fort Lauderdale, FL 33308		

**COVERAGES**      **CERTIFICATE NUMBER:**      **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	<b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR  GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	<b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED    RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						<input type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	Professional Liability (Errors & Omissions): Claims-Made			N9PL243783	08/12/2024	08/12/2025	Per Occurrence/Aggregate \$1,000,000/\$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

**CERTIFICATE HOLDER**      **CANCELLATION**

Educentric 3200 North Ocean Boulevard 408 Fort Lauderdale, FL 33308	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.  AUTHORIZED REPRESENTATIVE <i>[Signature]</i>
--	--



**terrybgrier@gmail.com**

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**From:** Auto-Receipt <noreply@mail.authorize.net>  
**Sent:** Monday, August 12, 2024 5:00 AM  
**To:** terrybgrier@gmail.com  
**Subject:** Transaction Receipt from National Liability & Fire Insurance Company for \$528.68 (USD)

**Order Information**

Description: Goods or Services  
Invoice Number N9UM319163-08  
Customer ID 3101857

**Billing Information**

terrybgrier@gmail.com

**Shipping Information**

**Total: \$528.68 (USD)** ✓

**Payment Information**

Date/Time: 12-Aug-2024 1:59:37 PDT  
Transaction ID: 120588655731  
Payment Method: American Express xxxx2003  
Transaction Type: Purchase  
Auth Code: 182676

**Merchant Contact Information**

National Liability & Fire Insurance Company  
Wilkes-Barre, PA 18773  
US  
CustomerService@biberk.com



Issued: 08/12/2024

Berkshire Hathaway Direct Insurance Company  
A Stock Company

Policy No.:  
N9BP507808

Renewal of: N9BP444501

POLICY INFORMATION PAGE

[1] **Named Insured and Mailing Address**

Educentric  
3200 North Ocean Boulevard  
408  
Fort Lauderdale, FL 33308

[2] **Policy Period**

From August 11, 2024 to August 11, 2025, 12:01 AM, standard time at the insured's mailing address.

[3] **Description of Business**

Educational Consulting

[4] **Coverage**

This policy consists of the Coverage Forms listed on the **Schedule of Forms and Endorsements (IIT SF 01 05)**.

[5] **Premium**

The premium shown below may be subject to adjustment.

Certified Acts of Terrorism	\$8.00
TOTAL POLICY PREMIUM	\$1,349.00
FIGA Surcharge	\$9.44
TOTAL PAYABLE	\$1,358.44

[6] **Payment of Premium**

In return for your payment of premium, and subject to all terms of this policy, we agree with you to provide insurance as stated in this policy.



**terrybgrier@gmail.com**

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**From:** service@biberk.com  
**Sent:** Monday, August 12, 2024 11:29 AM  
**To:** terrybgrier@gmail.com  
**Subject:** Professional Liability (E&O) Policy Renewed, biBERK  
**Attachments:** PL N9PL243783 Policy Declaration.pdf



# Professional Liability (E&O) Policy Renewed



Professional Liability (E&O) - N9PL243783

## Educentric

Renewed policy starts on 08/12/2024 with one year of coverage

[View Policy](#)

[Download Certificate \(COI\)](#)

## Payment Terms

↙ \$2,050.25 1 payment

Paid \$2050.25 on 08/12/2024.

Next payment is due 09/12/2024.

## Coverages

**terrybgrier@gmail.com**

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**From:** Auto-Receipt <noreply@mail.authorize.net>  
**Sent:** Monday, August 12, 2024 5:09 AM  
**To:** terrybgrier@gmail.com  
**Subject:** Transaction Receipt from National Liability & Fire Insurance Company for \$1358.44 (USD)

Order Information

Description: Goods or Services  
Invoice Number: N9BP507808-08  
Customer ID: 3101849

Billing Information

terrybgrier@gmail.com

Shipping Information

**Total: \$1358.44 (USD)** ✓

Payment Information

Date/Time: 12-Aug-2024 2:09:15 PDT  
Transaction ID: 120588675225  
Payment Method: American Express xxxx2003  
Transaction Type: Purchase  
Auth Code: 145832

Merchant Contact Information

National Liability & Fire Insurance Company  
Wilkes-Barre, PA 18773  
US  
CustomerService@biberk.com

Umbrella Policy

8 33-227-4330

WORKERS Comp

844-472-0967

Am Trust

Coverhound

855-465-8080

"0" - 611

Michele Story

Michele@coverhound.com



## Founders



**Dr. Terry Grier**  
**Co-founder**

I enjoyed 32 years serving as school superintendent in numerous districts across the country--serving rural, suburban, and urban communities. Ninety-two of the women and men with whom I have worked went on to become school superintendents--36 from Houston ISD. My biggest and most important accomplishment was convincing Nancy to marry me!



**Dr. Reid Whitaker**  
**Co-founder**

Reid Whitaker, Ph.D., began his education career with Teach for America as an elementary science teacher and served as a content specialist and principal in Houston Independent School District. He later served as associate director for the Center for Education at Rice University, where he created the STEMscopes curriculum. He is the founder and senior vice president of research and measurement for Accelerate Learning. EdTech Digest named him one of the nation's leading "edupreneurs."

## Consultants



**Dr. Tammie Daily**  
**Launch Facilitator**

Tammie Daily is a lifelong educator who worked tirelessly for 32 years in the Houston Independent School District as a teacher, principal, and school support officer. She has a proven track record of influencing positive transformation and impacting change on a diverse portfolio of campuses, including early childhood centers, as well as elementary, middle, and high



schools. Specifically, she is an advocate of fostering a meaningful school experience for all students and is skilled at navigating nuanced pathways to student success, which she believes starts with the training of leaders. When she is not consulting, you will find Tammie serving as the office manager for her daughter's law firm or as a tutor for her grandson.



**Dr. Rick Fernandez**  
**Launch Facilitator**

Dr. Rick Fernandez joins the team with over 20 years of experience in public education. As a former Superintendent in Texas, Rick has an in-depth understanding of the diverse needs of students, staff, and communities across the state. He has served in some of the largest school districts in the state of Texas, including Houston Independent School District, Katy Independent School District, and Tomball Independent School District, as well as serving in smaller communities such as his last home in Tulosso-Midway Independent School District. Rick has experienced the complex situations facing K-12 districts, and his solution-oriented approach to all stakeholder groups makes him a valuable member of the team. Dr. Fernandez always emphasizes innovation and has been the catalyst for a variety of one-of-a-kind programming opportunities. This includes working with Higher Education partners to help blur the lines between business partnerships, learning opportunities, and multi-use facility cooperatives. His design of Texas's first stand-alone energy academy, housed at the headquarters of B.J. Energy, incorporated a partnership between a public K-12 school district, Lone Star Community College, and a leader in the midstream oil and gas industry. He is involved with numerous education projects and currently serves on the Board of Regents for Hartwell University.



**Dr. Monique Lewis**  
**Partnership Development Associate, Launch Facilitator, and Navigator**

Dr. Monique Lewis, the esteemed Executive Director of Spring ISD's Office of Professional Learning, is a certified Executive Coach partnered with Columbia University Teachers College to develop future education leaders. With over a decade of transformative K-12 leadership, Dr. Lewis fosters a thriving environment for diverse district employees. Holding a Master's in Educational Administration from Columbia University-Teachers



College and a Doctorate in Executive Educational Leadership from Houston Christian University, she drives initiatives to enhance student learning. Dr. Lewis' exceptional leadership has earned recognition from distinguished institutions such as the Texas House of Representatives and the State Senator's Office. Twice honored as Principal of the Year, her visionary guidance has propelled schools to Five STAAR Campuses of Excellence and achieved full International Baccalaureate authorization, a testament to her unwavering dedication to educational excellence.



**Dr. Keri Munkwitz**  
**Onboarding Coordinator**

Keri has 30 years of experience as a management consultant working almost exclusively in the K-12 public education sector. She has consulted with urban and suburban school systems across the country on a wide range of projects, including performance audits and operational reviews, organizational assessments and redesign, business process improvement studies, strategic planning, technology integration, and project management. Keri firmly believes that a strong education system is the foundation for a more just and equitable society and is

most passionate about helping district leaders improve programs and services for marginalized students and students with disabilities.

As the Onboarding Coordinator for Educentric, Keri manages the collection and analysis of school data, administers parent and staff surveys, prepares Current State Analysis Reports (CSARs), and collaborates with clients and project teams to coordinate project logistics.

Keri holds a B.A. in Marketing and Spanish from Stetson University and an M.B.A. from the University of North Carolina at Charlotte.



**Dr. Pedro Beltran Montalvo**  
**Outreach Coordinator, Launch Facilitator, and Navigator**

A Bolivian with a background in Commercial Engineering, I have lived in Texas for the past 14 years. My career in education includes successfully turning around schools in Houston ISD and Galveston ISD. Currently, I serve as the Lead Professional Development Facilitator for Spring ISD.



**Dr. Terri Mozingo**  
**Navigator**

For more than 30 years, I have enjoyed a remarkable career in education in NC and VA. During my career, I started as a teacher, served in multiple leadership roles in the school district, and provided leadership to many departments and offices. The most humbling and inspirational part of my work was supporting teachers, parents, students, and the larger community.



**Dr. Barbara Vrana**  
**Launch Facilitator**

Barbara strongly believes a strong education is a catalyst for transforming lives and has spent over 30 years working in K-12 schools in Texas and across the nation to increase student learning and performance. Her passion for excellence has taken her from her beginnings in Humanities classrooms to district leadership and Professional Learning. Understanding the power of active, hands-on learning, she enjoys both creating and delivering learning experiences focused on the needs of the learner, whether adult or student. A strong belief that learning is

truly an active pursuit, not a passive one, guides her ongoing work.

As the Lead Launch Facilitator for Educentric, Barbara is now fortunate to work across the United States guiding campus and district teams of educational leaders in two day breakthrough change workshops based on the latest research in education, business, and psychology.

Barbara holds a B.B.A. in Marketing from the University of North Texas and an M.Ed. in Teacher Leadership from Lamar University.



**Dr. Terry Worrell**  
**Navigator**

Dr. Terry Worrell is a former superintendent of the Asheboro City Schools, NC, where she led the district to be recognized as a top 10 school district by the NC Department of Public Instruction. She received the Order of the Long Leaf Pine from the Governor of North Carolina. She earned a doctorate in Educational Leadership from the University of North Carolina at Chapel Hill. She was an adjunct professor at Gardner-Webb University, High Point University, the University of North Carolina at Greensboro, and the

University of the Cumberlandds.



**Dr. Charlos S. Banks**  
**Navigator**

Dr. Charlos S. Banks is an accomplished educational leader with over 29 years of experience in K-12 education. Most recently, she served as the Chief of School Support and Wellness for Chapel Hill Carrboro City Schools for six years. In this role, she demonstrated a proven track record of transforming disciplinary practices and improving student outcomes. Dr. Banks successfully implemented district-wide initiatives that reduced disproportionate discipline rates and increased graduation rates for diverse student populations.

Her expertise includes:

- Developing comprehensive school support plans
- Implementing innovative character development and disciplinary models
- Fostering positive learning environments and equitable practices
- Executive coaching for educational leaders

Dr. Banks holds an Ed.D. in Educational Leadership from High Point University and has received recognition for her work, including the Deborah Childs-Bowen Leadership for Equity Award. Her collaborative approach and commitment to student-centered practices make her an ideal consultant for principals seeking to improve communication and staff buy-in around disciplinary practices and student support. Currently, Dr. Banks offers her expertise as an educational consultant, focusing on transforming disciplinary practices and supporting school leaders in creating positive, equitable learning environments. Additionally, she serves as an adjunct professor in the doctoral program at High Point University's Educational Leadership Department, where she continues to shape the next generation of educational leaders.

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**Dr. Deborah E. Jones, "DJ"  
Navigator**

I retired from the Guilford County Schools in 2005, the third largest school district in North Carolina. I was trained and served as the North Carolina Department of Public Instruction school turnaround Team Leader from 2002-2005. Other career highlights include.

- 49 years of experience in public education (principal, teacher, mentor, athletic coach) and higher education
- Owner of Educational Leadership Consulting, LLC – providing 18 years of consulting, training, and coaching experience working with school leaders at a different level
- Current principal coach for the North Carolina Department of Instruction
- Current consultant for GEAR UP North Carolina
- Current consultant for Reading Apprenticeship Literacy Grant North Carolina
- Certified True Colors Personality Assessment Facilitator
- Certified Trainer for the Center for Teacher Effectiveness: Time To Teach Classroom Management Workshop



**Dr. Vernetta Bridges  
Navigator**

I am a retired educator, having held several positions during my tenure. A few of those positions are as follows: Director of Student Support Services, District Lead School Counselor, Director of Development(College), Associate Director of Admissions(College), Regional Director for the Presbyterian Church, USA (Ten Million Dollar Major Mission Fund National Campaign), Career Counselor and School Counselor.

## 2024 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

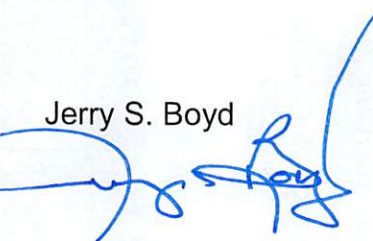
Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 29, 2024**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

- I certify that the LEA is in compliance with all federal and state education laws and SBE rules.
- I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

LEA Name: Washington County Schools

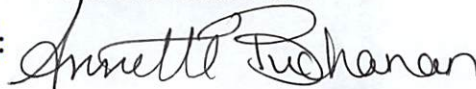
Director of Schools/Superintendent Name: Jerry S. Boyd

Director of Schools/Superintendent Signature:



School Board Chair Name: Annette Buchanan

School Board Chair Signature:



Date of School Board Approval: 12/5/2024

**UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 29, 2024**

(including the corresponding corrective action plan if applicable).

Upload instructions are accessible [here](#).

Washington County Department of Education  
School Educational **OVERNIGHT** Trip Authorization\*

RECEIVED

DEC 02 2024

BY: KR

Date of Request 11-25-24 School David Crockett Trip Date Dec. 26-31

Estimated time of departure 7:00 AM and return 7:00 PM total time away 6 days

Destination (include location) Dunbar Beach Florida

Teacher \_\_\_\_\_ Class \_\_\_\_\_ Grade \_\_\_\_\_

Chaperones L. G. Powell

Number of Students Involved 15

Torah Wickes

Estimated Total Miles (both ways) of Trip 1200

Travis George

Bus Driver/Number \_\_\_\_\_ Bus Driver/ Number \_\_\_\_\_

Will Chaperones have a list (roll) that they are responsible for? yes

As you plan the trip, will all children be given instructions as to what they should do if they become separated (lost) from the group? yes

Will you have on file parental release forms signed by parents or legal guardians? yes

Explain the educational value of the trip: Christmas tournament

Total Cost Estimate \$12,000

Plans for meeting the costs Horde's Music

Transportation cost for educational trips shall be calculated in the following manner:  
\$16.00 per hour for driver (2 hour minimum)  
\$ 3.15 per hour to cover fixed charges (SS, retirement. etc.)  
\$19.15 total to be remitted to the central office per hour

Reimbursement for the bus and fuel shall be made at the rate of \$.75 per mile.  
\*Refer to Board Policy 4.302

Ashley Davis  
Principal's Signature

11.25.24  
Date

APPROVED

BY WC SUPERINTENDENT [Signature]  
Superintendent's Signature

12-02-2024  
Date

Date Approved by the Board of Education \_\_\_\_\_