

Bledsoe County Performance Incentive Eligibility Rules

To be eligible to participate in the Performance Incentive program all school level employees must meet all of the following general eligibility requirements. Requirements may change annually. All educator inquiries/issues with requirements shall be reviewed by the Director of Schools and approved annually by the Board of Education.

1. Employees must be employed in a school-assigned position within the first 20 days of school.
2. Substitute teachers, student teachers, district level staff are *not* eligible.
3. To be eligible for individual teacher performance or principal incentives employees must hold a valid teaching license from the State of Tennessee.
4. Non-certified staff will only be eligible for school-wide incentive.
5. Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students. (This does not apply to Principals)
6. For applicable employees, employees must review instructional-linkage and assignment-verification information for accuracy (Teachers are responsible for claiming their students' individual scores).
7. Employees must be in attendance 94.44% or 170 days of the 180 instructional days identified in the "instructional school calendar" to receive their school-wide incentive, individual teacher performance, or principal incentive. This means that employees cannot be absent for more than 10 days. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through the Central Office), assault leave, workmen's compensation, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*
8. Employees must be continuously employed in a tested position until the last day of school to receive the Individual Teacher Performance incentive.
9. Employees must be in "good standing" to receive any incentive. "Good standing" means that all paperwork/certifications are up to date.
10. Incentives for employees who transfer from one incentive-eligible position to another incentive-eligible position during the school year shall be determined on the basis of the incentive-eligible position held for the majority of the school year.
11. Employees will not be eligible for incentives that transfer from an incentive eligible position to a non-incentive eligible position.
12. Incentives for employees who work at multiple schools will be determined by the school for which they are evaluated.
13. Employees who voluntarily elect (except for retirement) not to return to the district in the following year for which incentives are rewarded shall not be eligible any incentive award payments.
14. Employees must be currently employed by the district at the time of payment to receive any incentives award payment.
15. Performance Incentive Awards to be approved **annually** by school board through approval of the budget.

Incentive	Eligible Employees
School-Wide	-School-Level Certified Staff -Principals & Assistant Principals -School level Non-Certified (paraprofessionals, custodians, nurses, secretaries, bookkeepers)
Individual Teacher Performance	-School-Level TVAAS/State Portfolio tested Certified Staff
Principal/Assistant Principal	-Principals -Assistant Principals

Mr. Reece expressed concerns on approving this so quickly and that maybe the teachers should be polled for their thought on this program.

Mrs. Sparkman stated that if teachers in non-tested subject areas opted to do portfolios next year then they could qualify to get paid on individual bonus as well as school wide bonus.

Mrs. Kara Walling, Finance Director, stated that in Trousdale County they set aside some restricted funds to fund their program and thought that might be a good idea for future planning. She suggested that the Board could possibly look at the ESSER funds that will be billed back and deposited into General Purpose Funds to see if anything could be set aside for future use for the Incentive Program.

Mr. Billingsley asked if the estimated cost of the bonus for this year was known. Mrs. Kara Walling, Finance Director stated that this year's bonus should cost \$86,535.53 and if all employee's that were eligible, but may have not qualified for the bonus this year, would have been approximately \$122,734.00. She also stated that we had a lot of movement in paraprofessionals last year and the amount could increase if positions stay filled this year.

The incentive program will be approved on an annual basis and paid in December.

Motion to approve Performance Incentive Bonus for the 2022-23 school year to be paid in December of 2023.

MOTION: Mr. Frady SECOND: Mr. Billingsley

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: ABSENT Mr. Frady: YES

Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: ABSENT

6. Request by Mrs. Kara Walling for review of TISA Accountability Report for public comment. The TISA Accountability Report is being presented for public comment and will be placed on Bledsoe County Schools website.

This report must be submitted annually to the Tennessee Department of Education and must include the following:

- Goals for student achievement
- Explanation how the district's stated goals can be met within the district's budget
- Reports submitted starting in the 2024-25 school year, a description of how the district's budget and expenditures from the prior year enabled the district to make progress toward the stated student achievement goals.
- Each district's TISA accountability report is required to be presented to the public for review and comment before it is submitted to the department. The report must be submitted annually to the department by November 1st.

District Goals:

- Goal #1- 70% of students will score proficient on the 3rd grade ELS TCAP by 2030.
- Goal #2 – 70% of students will score at the 40th percentile or above on Benchmark Testing.
- Goal #3 – 70% of students will meet or exceed expectations in Math
- Goal #4 – 70% of students will meet or exceed expectations in ELA
- Goal #5 – 70% of students meet 20 or higher on ACT.

No Action Needed

7. Update on facilities by Mr. Allen Jones.

Mr. Jones reported that TCAT had their masonry class and framing class on sight at the softball concession building when he visited and would be setting trusses soon and would have the building in the dry soon.

Mr. Jones handed out a summary of the restroom renovation project for the football and the concessions. The budgeted amount for the project was \$100,000.00. The total for the project was \$85,441.46, so there was a savings of \$14,558.54 from the original estimate of what that was going to cost, so from a financial standpoint this project was a success.

Mr. Brian Turner has asked Mr. Jones to put together some estimates and quantities for a replacing the

fencing along the front of the school property for the high school and middle school. He stated this is using a higher finish material, but did inform the Board that they could bring it down in price. This is a 5 foot ornamental fence that stretched across the entire front to the property, the reason for this project is to help secure the property outside of your bus time in the morning and at the end of the day so school campuses can be locked down to vehicles. This system would replace the section from the high school that is now a chain-link fence. This would be an ornamental fence. Mr. Jones recommended a 5 foot fence vs a 4 foot fence and then having a main gate entrance and looking at secure gates he stated he had talked with a couple vendors for the control system there were multiple options the one that he is looking at for the gate control system is called Watchman W480 and could possibly be integrated into the schools communication and security system. This option has a smart screen that you can tap into and it can communicate with both the high school and middle school.

There would be 1,580 feet of fence and two gates. The gate in front of the middle school would be an exit only gate and would be closed off for entrance.

Estimate for all of the fencing and gates are \$230,000.00. The control system estimate is \$30,000.00 plus some other things such as concrete work, some site work and getting electrical supply. Estimated cost of \$330,000.00

Motion was to put out to bid and bring quotes to Board in December.

MOTION: Mr. Billingsley SECOND: Mr. Frady

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: ABSENT Mr. Frady: YES

Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: ABSENT

The next project is for the concrete work in front of the football building and between the back of the restroom facilities and the two buildings getting rid of all that gravel and adding concrete.

This would be about 4,000 square feet of concrete if we do the whole project. It would replace all of the dirt and gravel from the football training building up to the pitching building or to the backside of the restroom facilities and then provide a stair for a sidewalk access up to the baseball dugout leaving 26 feet of access to get to the back area. He stated he had looked at all the grades to drain to the new storm drain.

The cost for this project with the 15% contingency would be approximately \$100,000.00. The price of the concrete would be around \$46,000.00 or \$47,000.00. The rest would be for site work.

He stated it could be broken up into projects if the Board wishes.

Mrs. Sparkman expressed concern and wanted to add that she was not opposed to this, but there are still issues with the football field with drainage, lightening and irrigation and thought that maybe Mr. Jones, Mr. Turner and Mr. Reel should set down and prioritize as money is becoming available to do these projects. Chairman Boring stated this could be something that is looked at the planning session in November.

Next is an update on demolition on softball contract. Angel Construction still has in their contract to do demolition of the old softball building and then do all finished concrete work. It is somewhere in the 75 to 80 thousand dollar range in the contract. He stated he did contact them about a month and a half ago, and was trying to be sensitive with Mr. Roy's passing. They did indicated they are planning on finishing up their contract and had told the Softball Boosters they were planning on doing the demolition in November. Chairman Boring requested that Mr. Jones follow up on the demolition with Angel Construction to verify.

The last project to be discussed was the Ag. Building behind the softball field. The topographical survey has been received. This brings out a 40' x 60' building. It provides drive through access into the barn so they can bring in animals, materials whatever they need to just go straight through. The reason for the long loop driveway is so that buses can come down and drop kids off and make a turn. Not included in this yet is pedestrian access as there is not really an easy way through the softball facility around the backside due to drainage around softball facility.

Site package will be on all new fill dirt. About a \$200,000 project for site work this does not include building. The grant budget its \$300,000.00. Some cost savings could be had if changed asphalt to gravel.

Mr. Collier requested that a restroom be added to the building and a lab if possible with heating and air.

Mr. Jones stated he could evaluate the pedestrian access and restrooms and bring that back to the Board.

Mr. Boring suggested that involved parties get together and discuss what is needed and bring it back to the Board in either November or December.

After much discuss no action was taken.

vote, but due to the absence of some Board member he would be voting on this agenda item. Mr. Reece questioned the pay scale has a bachelor's degree scale listed? Mr. Garret stated that would be for future use. Mr. Garrett also stated that the position did not require a Master's degree and should have stated Master's degree preferred. Mr. Garrett requested to make the change on the job description under requirements that a Bachelor's degree is required with Special Education endorsement and five years of experience as a Special Education teacher. Motion to approve title change and new pay scale and to make change to qualifications.

MOTION: Mr. Billingsley

SECOND: Mrs. Oakes

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: ABSENT Mr. Frady: YES

Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: ABSENT

14. Request by Mr. Corey Garrett, Special Education Supervisor, for the approval of a new position for Behavior Support Coach and pay scale.

Mr. Corey Garrett, Special Education Supervisor, explained that the Behavior Support Coach will assist teachers through observation in the classroom with behavior issues and supporting the teacher by providing positive behavior support for student.

Qualification for the position are as follows:

Possess at least two years of successful experience working with students in behavioral, alternative or alternative or at risk settings. Demonstrate instructional knowledge of crisis intervention strategies, ability to apply a gradually progressive system of verbal and non-verbal strategies to effectively de-escalate potentially dangerous situations and demonstrate knowledge of applies behaviors analysis, behavioral principles and strategies. Demonstrate knowledge of various methods of data collection and subsequent analysis and interpretation of data to drive appropriate behavioral interventions. Ability to conduct and interpret functional behavioral assessment for the development of effective behavior intervention plans. Ability to develop and present ideas effectively, orally and in written form and establish/maintain effective working relationships with school administrators, the schools staff and families. This is a non-certified position

Mr. Reece question how the experience would work for this position. Mrs. Sparkman stated it would be the same as any other position that was hired from the outside.

After a lengthy discussion and concerns were addressed on the role of this position in the classroom a motion was made to approve the position and pay scale.

MOTION: Mr. Frady

SECOND: Mr. Billingsley

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: ABSENT Mr. Frady: YES

Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: ABSENT

15. Request by Mr. Corey Garrett, Special Education Supervisor, for the approval of a new position for a Special Education Assistant. This position will be a floating position. This position will be stationed at Bledsoe County Middle School, but will be placed where needed when absences occur. The person filling this position will receive the proper training to fill in for Special Education positions.

MOTION: Mr. Frady

SECOND: Mr. Reece

VOTE: Mr. Billingsley: YES Mr. Boring: YES Mr. Farmer: ABSENT Mr. Frady: YES

Mrs. Oakes: YES Mr. Reece: YES Mr. Snow: ABSENT

16. Mr. Corey Garrett, Special Education Supervisor, to give a Special Education update. Mr. Garrett reported that they had held some good intensive trainings. The professional company from Spire did a full day of reading intervention program, not only with Special Education professionals, but also with para-professionals also. That was also the case for focus math intervention training. It is a research based math intervention support. Para-Professionals and specialty strength education teachers were both involved in half-day trainings for that math intervention. He stated that they have six great trainings for the month of October. There will be a first-time administrative training in 504 that will be done by the state.

Policy # 4.700 Testing – TABLED

MOTION: Mr. Boring SECOND: Mr. Frady

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: ABSENT Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: ABSENT

23. Old Business. No old business

24. New Business.

24a.Appointment of Delegates for TSBA Convention.

MOTION: Mr. Billingsley SECOND: Mr. Reece

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: ABSENT Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: ABSENT

25. Director's update.

Bledsoe County High Schools

Student of the Month Program

Nathan Ray Speaker on Vaping

Homecoming Week

Field Trips to Chattanooga State, Roane State, TCAT and Tennessee Tech
and Military on campus visits

Intro to teaching student gave new teachers books and read to students

Bledsoe County Middle School

Student Leadership Team

Homecoming was two weeks ago.

House Competition

Bench Mark testing finished today.

Basketball season started, with two new coaches, Jake Sears and Catherine Brown

Stem classes completed projects

13 eight grade band member performed at BCHS on Friday.

Cecil B. Rigsby

Foodservice review was at Rigsby Elementary

Two trees donated by Lazy-Boy. One in honor of veterans and the other was for alumni

Rewarding for perfect attendance

Caught in the act of kindness and they get picture on bulletin board

PTO has had two meetings

Fall Carnival on Thursday night

Celebrated Little Blue Homecoming

Mary V. Wheeler

Finished Kristy Kreme donut sales

Fifth grade completed Codex project

Planning Fall Festival for November 2, 2023

Benchmark testing just finished

Pikeville Elementary

Third Grade parent detention meeting

First round of Benchmark completed

PTO and Coordinated School health bought new soccer nets

Little Blue Homecoming week dress up

Fifth Grade won most attendance at the game, so they will have a pizza party

Character Education Classes

Fifth Grade using Science Lab

Community Business meeting will be on October 3, 2023, Board members are invited.
Celebration on October 17, 2023 at 12:00 p.m. if any Board members want to attend.

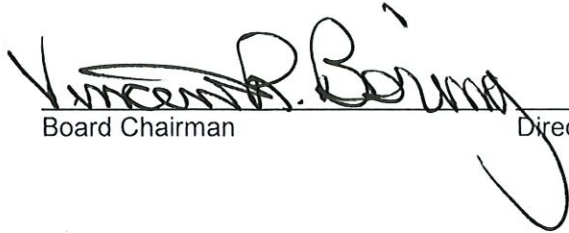
Meeting	Date	Time	Place
Planning Session	November 6, 2023	5:00 p.m.	Bledsoe County Middle School
Regular Meeting	November 6, 2023	6:00 p.m.	Bledsoe County Middle School

26. Adjourn.

MOTION: Mr. Billingsley

SECOND: Mr. Reece

VOTE: Mr. Billingsley: AYE Mr. Boring: AYE Mr. Farmer: ABSENT Mr. Frady: AYE
Mrs. Oakes: AYE Mr. Reece: AYE Mr. Snow: ABSENT


Board Chairman


Director of Schools