

February 10, 2020
Franklin, Tennessee

The Franklin Special School District Board of Education met on Monday, February 10, 2020 at 6:30 p.m. at Poplar Grove Middle School, 2959 Del Rio Pike, Franklin, with the following members present:

Tim Stillings, Chair
Robert Blair, Vice Chair
Kevin Townsel, Secretary
Allena Bell, Treasurer
Alicia Barker
Robin Newman

Others present were: Dr. David Snowden, Dr. Catherine Stephens, Dr. David Esslinger, Carol Riordan, T&L Department members Mark Anderson, Dr. Mary Decker, Celby Glass, Dr. Lee Kirkpatrick, Dr. Cheryl Robey, Amber Whitley, Josh Bracamontes, and F&A Department members Lisa Chatman, Leslie Duke, Amy Fisher, Chip Sternenberg, Bo Alexander, Robbin Cross, Amanda Parks and other staff, principals, teachers, parents, FSSDEA and community members.

Prior to the meeting a reception was held to honor our teachers attaining tenure beginning at 6:00 p.m.

I. MEETING CALLED TO ORDER

Chair Stillings called the meeting to order at 6:34 p.m. and called for a moment of silence.

II. PLEDGE OF ALLEGIANCE

PGMS Principal Mr. Chris Treadway welcomed those in attendance and led the Pledge of Allegiance.

III. RECOGNITIONS/GOOD NEWS AWARDS

- 1. Proclamation to Recognize Pupil Transportation Personnel**
- 2. Good News Awards: Highlighted were (on file):** Student Artist of the Month for February, FMS 8th grader Hallie Gill; Sonic Drive-In for sponsoring the student artist of the month program with a generous \$15 gift card for each student.

IV. PUBLIC INPUT

- Susan Phelps, 5009 Viola Lane in Rizer Point subdivision, phone 205-616-0788. Mrs. Phelps is a PGS parent, PGES PTO Chair, substitute and member of Dr. Erickson's Advisory Committee. Mrs. Phelps spoke of her concern of dwindling

student numbers at PGS as well as her concern for declining programs that may be the result of the change of student number. She would be an opponent of open enrollment and not of rezoning.

V. REPORTS / PRESENTATIONS / DISCUSSIONS

1. **Teaching & Learning Spotlight – “Building Level Instructional Technology Leaders”**, introduced by Dr. Catherine Stephens, Associate Director. Mr. Josh Bracamontes and Mrs. Amber Whitley, Instructional Technology Specialists, gave a presentation on the “Teacher-Leader Role.” More updates on the T&L Department are in the January 2020 summary (on file).
2. **Construction Report** – Presented by Dr. David Esslinger, Associate Director (on file).
3. **NSBA Equity Symposium and Advocacy Institute** – Highlights were provided by Mr. Stillings and Dr. Barker.

VI. APPROVAL OF BOARD AGENDA

Allena Bell made a **motion** to approve the board agenda as presented. Robert Blair **seconded** the motion, which **carried 6-0**.

VII. APPROVAL OF CONSENT AGENDA

Robin Newman made a **motion** to approve the consent agenda as presented. Alicia Barker **seconded** the motion, which **carried 6-0**.

Approved under Consent Agenda (on file) were:

1. **Minutes of Board Retreat dated January 11, 2020**
2. **Minutes of Board Meeting dated January 13, 2020**
3. **Budget Amendments**

VIII. BUSINESS BEFORE THE BOARD

1. **Teachers Recommended for Tenure** – In addition to being provided with a copy of the recommendation letters from principals for those individuals recommended for tenure status in the FSSD, documentation of attendance, summative evaluations and other information is available for review by the Board members in the HR Department upon request. Also, an additional background check was conducted within the past few months on each person eligible for tenure. Principals recommended each of their teachers during this meeting. This year, nineteen teachers were recommended for tenure. From FES Kristen Carter and Melissa Miller; from LES Amy Layton, Allison Rogers and Kellie Spence; from MES Eli Adams, Bruce Coberly, Ashley Fern and Katie Osborne; from PGES Jamie Betts and Kristen Letsinger; from FIS Madison Land; from FMS Priscilla Conerly, Kelly Kramer, Rachel Lessing and Jason Marlin; from PGMS Martha Haynes and Tonya Iturri; and District-Wide Renny Henry.

Allena Bell made a **motion** to approve the teachers recommended for tenure. Robert Blair **seconded** the motion, which by show of hands, the motion **carried 6-0**.

- 2. Director of Schools Performance – Total Composite Score** – Mr. Townsel led this item of business. The total composite score sheet and accompanying information was provided in advance for the Board’s review (on file). Based on the Performance Review Process, “annually, upon receipt of the State of Tennessee Report Card for the recently concluded school year, the Director of Schools shall prepare and present a “State of the System” report for delivery to the Board of Education at its next regularly scheduled meeting (January 2020). This report shall serve also as the Director’s self-evaluation, specifically addressing progress in each area of performance measurement.... Prior to the next regularly scheduled meeting of the Board of Education, each board member shall have individually scored the Director’s performance within each individual objective and submitted his/her individual evaluation to the Board of Education Assistant for compilation. The Board’s Assistant may request the Board chairperson to appoint an additional person(s) to assist in validating and reporting scores. Each individual board member shall directly contact the Director to discuss any aspect of the performance evaluation in which the member does not feel acceptable performance levels were attained... A Total Composite Score from scored evaluations submitted by members of the Board of Education shall be determined” through a formula, and “annually, the Director of Schools is eligible to receive a Performance Bonus equal to 10% of current annual salary, based on” predetermined criteria, this year receiving a total composite score of **96.50**, which is in the range of 100% of the Bonus Pool allocated.

Kevin Townsel made a **motion** to approve the **Total Composite Score based on the Director of Schools performance for the FY 2018-19 and award 100% of the Bonus Pool allocated to the Director of Schools for performance.**

Robin Newman **seconded** the motion. **By roll call vote**, the Director of Schools Total Composite Score and Bonus Pool allocation **carried by unanimous vote 6-0**.

The Board commented on Dr. Snowden’s performance for the district – “his door is always open,” “always ready for challenges and looks for the benefit of the children,” “applauded for exceptional leadership,” “19 years of service and 18 years of evaluations,” State of the District report “detailed and informative data,” “the Board sets standards and he constantly outperforms.” Dr. Snowden remarked that he was again deeply humbled by the scores, and remarked that the things that we accomplish as a district are because of the faculty, staff, parents and leadership all working together, and scores are representative of everyone in the district.

Dr. Snowden requested that his bonus be donated back to the school district with his choice as to how it is distributed. Chair Stillings noted that Dr. Snowden has donated his bonus back each year and as always it has been very humbling; as a representative for the Board thanked Dr. Snowden and accepted his request. No vote was needed.

- 3. Policy Revision: Class Size (4.410) – 2nd Reading** - Based on our annual TSBA audit, language is being added to this policy that will align the policy to current law. It is now required that the policy for class size states that class sizes should not exceed the averages allowed by state law. In addition, there was a sentence added referencing the goal of the school district related to pupil-teacher ratio without the inclusion of a specific number of students. FSSD class sizes are in compliance. The administration recommended approval of the second reading as presented.

Robin Newman made a **motion** to approve the revisions in the second reading of **Class Size (4.410)** as presented. Kevin Townsel **seconded** the motion, which **passed 6-0**.

- 4. Policy Revision: Supervision (5.108) – 2nd Reading** - This revision request is to add direction to employees in reporting charges of any criminal offense to their immediate supervisor within 72 hours of the employee's charge of the offense. There were no changes requested by the Board upon 1st Reading. The administration recommended approval of the second reading as presented.

Robert Blair made a **motion** to approve the revisions in the second reading of **Supervision (5.108)** as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

- 5. Policy Revision: Basic Curriculum Program (4.201) – 1st Reading** – The suggested revisions are to align with current district practices for alignment with curricular standards and the textbook adoption cycle. Additionally, the changes support sound stewardship of the resources (fiscal and material) that the Board of Education approves during the annual budgetary cycle. The administration recommended approval of the first reading as presented.

Tim Stillings made a **motion** to approve the revisions in the first reading of **Basic Curriculum Program (4.201)** as presented and **waive the second reading**. Robin Newman **seconded** the motion, which **passed 6-0**.

- 6. Policy Revision: Reporting Student Progress (4.601) – 1st Reading** – Revisions in part change the method of the reporting procedure for student progress reports in grades 5-8. Beginning with the next progress report (Spring 2020), parents/guardians of students in grades 5-8 will access their child's report card in the online student management system (Skyward), with the exceptions of paper format for those students having unsatisfactory progress and those students (parents/guardians) without access to Skyward. Parents/Guardians will be able to digitally sign off online. Those receiving a paper copy of their student's progress report will still sign and return the report through their student. Other changes expand on parent conferences and puts into policy language regarding compliance with laws and regulations regarding withdrawals. The administration recommended approval of the first reading as presented.

Robin Newman made a **motion** to approve the revisions in the first reading of **Reporting Student Progress (4.601)** as presented. Kevin Townsel **seconded** the motion. After discussion, the motion **passed 6-0**.

7. **Policy Revision: Workplace Bullying (5.504) – 1st Reading** – These changes are being recommended in order to further identify the steps to be taken in the event of workplace bullying. The administration recommended approval of the first reading as presented.

Tim Stillings made a **motion** to approve the revisions in the first reading of **Workplace Bullying (5.504)** as presented. Robert Blair **seconded** the motion, which **passed 6-0**.

IX. DIRECTOR OF SCHOOLS REPORT

- **Demographics Report** – Please note that a new item has been added to this report, located in the center section: grade bands with corresponding current class size.
- **Presidents Day** – February 17th is scheduled for students to have a holiday while personnel are in a district-wide professional learning day.
- **African-American History Month event** - February is African-American History Month, and our schools will be recognizing the contributions of many outstanding African-American men and women at varying times during the month. The annual awards ceremony honoring recipients of the Monroe and Mary Booker Awards for Leadership and Service is scheduled for Friday, February 28th at 1:00 p.m. in the Freedom Middle School's gymnasium. The students being honored are always outstanding and their peers are always excited for them to be recognized. We hope your schedule will allow you to attend.
- **Voluntary Pre-K Registration for the 2020-21 School Year** – The Voluntary Pre-K application process for next school year is underway. Interested parents should complete the initial application at our website, or call the Office of Student Support at our Annex with any questions regarding the VPK program. Once the application is completed, more information will be mailed to the home addresses no later than Friday, March 13th. Flyers are posted in our schools, information is on our website, and flyers have been placed throughout our community to inform the public about the Voluntary Pre K program.
- **Teachers, Principal and Supervisor of the Year** – Building Teachers of the Year as well as District-Level Teachers of the Year have been selected. Additionally, the Principal and Supervisor of the Year have been selected. All of these individuals will be honored at the March Board meeting with a reception preceding the meeting. Congratulations to all! We are so proud to have them leading and educating our students and serving as great examples of the educational profession within our

schools and the district. Supervisor and Principal of the Year will be announced at the upcoming Leadership Team meeting.

- **2019-20 Conference update:** Thank you for your representation at these conferences and the investment of time that you put in to leadership development. Registrations are ongoing as you plan your year.
 - **Legislative and Legal Institute – February 17-18** – All Board members and Dr. Snowden are registered.
 - **NSBA Conference – April 4-6**, Chicago – All are registered and hotels secured, travel dates are needed for flights and any adjustments to hotel reservations.

X. UPDATES

Teaching & Learning – Dr. Catherine Stephens, Associate Director for Teaching & Learning, provided the following (on file):

- Demographics dated 1/30/2020

Finance & Administration – Dr. David Esslinger, Associate Director for Finance & Administration, provided the following (on file):


- Personnel Change Report January/February 2020
- Investment Report dated 12/31/2019
- Revenue and Expenditure Reports dated 2/4/2020
- Sales Tax Revenue Comparison Report for February

XI. ANNOUNCEMENTS

- Dr. Esslinger presented the tax comparison: collections for November were 3.8% more than the previous November.
- School Board Appreciation month – highlights were relayed by the Board members.

XII. ADJOURNMENT

Chair Stillings adjourned the meeting at 8:07 p.m.

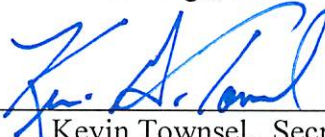


Tim Stillings, Chair



Date

ATTEST:



Kevin Townsel, Secretary



Date