

January 9, 2021
Franklin, Tennessee

The Franklin Special School District Board of Education met on Saturday, January 9, 2021 at 12:30 p.m. for a **Board Retreat** at the Teacher Center at Moore Elementary, 1061 Lewisburg Pike, Franklin.

Present:

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

Others present were: Dr. David Snowden, Dr. Mary Decker, Dr. David Esslinger, Leslie Duke, Carol Riordan, Susannah Gentry, Mark Anderson and Chip Sternenberg.

Please note that this Retreat was a non-voting meeting and topics were for Board discussion only.

Dr. Snowden and Mr. Blair welcomed and gave an overview of topics.

Prior to the Retreat, the Board and Leadership Team met with Mr. Derek Young for a Professional Development Session entitled Culture Strategies.

COVID-19 HR Discussion – Presenter Mrs. Leslie Duke, HR Supervisor

- Substitute Teacher Update – Current pay is \$80 for less than 4 year degree, \$90 with 4 year degree, \$100 with TN active certified teacher, \$120 for registered nurse. 104 are currently available to sub, 29 are on approved leave. There have been 24 resignations but 24 newly hired for the sub pool. There was a larger pool last year; however, some have not resigned but simply not renewed as a sub for this year. There have been less absences and sub requests with a 79% fill rate. Comparison with other districts: WCS has raised rates with graduated increases, \$100-\$120 depending on how many days the sub has worked; some nearby counties have bonus programs for their subs.
- FFCRA Relief Act – The government previously provided 10 days/up to 80 hours of paid leave at the rate of 100% or 2/3% of pay, depending on the circumstances. This relief expired as of December 31, 2020.
- COVID-19 Leave options for Spring semester – Not knowing if there would be an extension of the FFCRA Relief Act past December 31st, Boards have the option of extending the benefit themselves. As of the Retreat, language was added to the Sick Leave policy 5.302 for 1st Reading, beginning as of January 1 and expiring May 31st, to use leave left from 2020, up to the total of 10 days that was previously provided, with an additional allowance to use personal accumulated sick leave for lack of child care for COVID-19-related reasons. Note: if the teacher, para pro or other personnel can work from home while quarantined, administrators have been flexible so that personnel can continue to work. Scenarios were discussed. The Board preferred a separate policy from the current Sick Leave policy 5.203 for language to provide the benefit of another paid leave up to 10 days/80 hours effective January 1, 2021 expiring June 30, 2021 for specific reasons.
- Teacher vaccines – FSSD has applied and waiting to be approved to be a point of distribution for vaccines. At this time vaccinations are still in another category and teachers are not yet

eligible.

- Stimulus money for additional funding of COVID-19 relief – ESSER had provided FSSD \$360,000 previously for facilities and learning loss, FSSD used this money toward technology items for remote and virtual learning. ESSER 2.0 is expected to provide \$1.3 million; consideration will be given toward reimbursement for subs with this new amount when it is received.

2021-2022 Calendar - Presenter Dr. Mary Decker, T&L Supervisor

- Following established protocols and norms for calendar development, a calendar committee composed of 74 teachers, administrators and paraprofessionals met during the Fall semester and based on priorities for professional development, holiday time off and alignment with WCS for families in both districts, Versions 1 and 2 of the calendar were presented for the Board. There were only 2 days difference between the two calendars; 78% of the calendar committee voted for Version 1. Time was allotted for discussion and questions by the Board; no changes were made to the draft calendars. Both versions will be presented for the Board's consideration at the January Board meeting.

Update on Student Enrollment – virtual vs in-person – Presenter Dr. Mary Decker, T&L Associate Director

- Total virtual learners, Fall semester – 825, or 25%, Spring semester 505, or 15%.
- Students with IEPs in virtual learning, Fall semester 12%, Spring semester 10%.
- All Elementary virtual teachers except 2 were full-time virtual. In comparison, 5-8 Grade teachers that taught virtual classes also taught in-person.
- Dr. Snowden related concerns expressed by in-person teachers requesting asynchronous days. After discussion with principals, it was concluded that this would be more days the students would not be in the classroom, and if teachers expressed that they need more planning time, the administrators will work with these teachers on an as needed basis.
- Consideration is being made for a virtual option to be made available FY 2021-2022 as well.

Construction Projects Update – Presentation by HFR's Jared Brown (Designer) and Beth Meadows (Executive Associate) and Dr. David Esslinger, F&A Associate Director

- Updates were presented for the Board for the construction of the Poplar Grove gymnasium and District Performing Arts Center and Liberty Elementary renovations of interior and HVAC.
- Future plans for re-roofing projects at Franklin Elementary and Johnson Elementary, JES kitchen renovation and expansion, and long-range Central Office/Maintenance/Transportation complex were noted.
- Property Appraisal – Property has been appraised during November with consideration for a possible possible Maintenance and Transportation Departments site. The property appraised includes an office building as well as a large metal building with need of renovation for a meeting room, restroom and parking area. After discussion, an additional agenda item will be on the agenda for January for the Executive Committee authority to enter into negotiations.
- Projected Bond Schedule Expenditures – An update of district projects with a projected funding schedule was presented to the Board with yearly breakdown until FY 2023-24 (on file).
- JES and FES roof bid - Approval will be requested for inclusion in the February Board meeting agenda.

Board Policy Manual update – with reference to FSSD Policy 1.600

- As our Board Meeting agendas with attachments have moved to online availability, and the Board Policy Manual has been available online as a first resource, policies are now readily accessible and current to all employees, members of the Board, and to the community. Physical manuals throughout the district and belonging to Board members will be obsolete moving forward with reference and usage of the online version of the Policy Manual only.

The Retreat adjourned at 3:05 p.m. with *no action taken by the Board.*

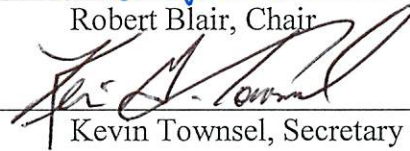


Robert Blair, Chair

2-8-2021

Date

ATTEST:



Kevin Townsel, Secretary

2-8-2021

Date