

February 8, 2021
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, February 8, 2021 electronically under Governor Bill Lee's Executive Order 71, extending authority to conduct electronic meetings through February 27, 2021, Franklin. All votes were taken by roll call. A link to the recording may be found at <https://www.youtube.com/watch?v=seSICMm5JKk&feature=youtu.be>.

The following members were present: Chair Robert Blair, Alicia Barker, Allena Bell, Robin Newman, Tim Stillings and Kevin Townsel.

Others present were: Dr. David Snowden, Dr. Mary Decker, Dr. David Esslinger, Carol Riordan, Susannah Gentry, Mark Anderson and Drew Bingham.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:30 and a moment of silence was observed.

II. PLEDGE OF ALLEGIANCE

III. RECOGNITION/GOOD NEWS AWARDS

- 1. Proclamation and Pinning National Board Certified Teacher:** Kiera Crite (JES music teacher) was honored by Proclamation (on file) and pinning by David Reynolds (MES art teacher) via pre-recorded video with Principal Tosha Robinson-Baugh and Associate Director Dr. Mary Decker.
- 2. Proclamation for Recognizing Pupil Transportation Personnel:** Dr. Alicia Barker read the Proclamation declaring February 23rd Pupil Transportation Appreciation Day (on file).
- 3. Good News Awards: Highlighted was** (on file): FMS 8th grader Seanna Bucknor, FSSD Student Artist of the Month for February. Our Artists of the Month for December through May will be invited to and honored at the May Board meeting.

IV. REPORTS / PRESENTATIONS / DISCUSSIONS

- 1. Teaching and Learning Spotlight, "FSSD Strategic Plan – Reach 2024"** – presented by Dr. Decker (on file).
- 2. Construction Report and Bond Funded Project Review** – presented by Dr. Esslinger (on file).

VI. APPROVAL OF BOARD AGENDA

Allena Bell made a **motion** to approve the board agenda as presented. Alicia Barker **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 9, 2021**
2. **Minutes of Board Meeting dated January 11, 2021**
3. **Surplus Property Authorization: 2009 Thomas Built Type D Bus**

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 via pre-recorded video. This year, twenty-five teachers were recommended for tenure. From FES Jennifer Alvarado, Julianne Bergman, Erin Dowling and Kortney Genaro; from JES Hannah Bush Pesta, Kiera Crite, Kim Daugherty, Mary Alice Irvin, Kelley Jones, Lindsey Lowery and Kathryn Milliken; from LES Andrew Aaroen, Mary-Clay Estes and Katie Giles; from MES Kayla Eaton, Katie Leech and David Reynolds; from PGES Whitney Chambers-Woods and Cinamon Collins; from FIS Erin Lien and Rhae Nell Poteet; from FMS Sonya Lee, Andre White and Brooke Grider; from PGMS Sarah Fleming.

Allena Bell made a **motion** to approve the teachers recommended for tenure. Kevin Townsel **seconded** the motion. The motion **carried 6-0** by roll call vote.

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 2021). 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 **99.0**, 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 2019-20 and award 100% of the Bonus Pool allocated to the Director of Schools for performance**. Alicia Barker **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 – “knocks the ball out of the park,” “thank you for your leadership through this unprecedented time, also giving families options in constantly changing circumstances,” “you have cared for our greatest assets, which are our kids,” State of the District report “detailed report behind the scoring, extremely lengthy and thorough.” Dr. Snowden remarked that he was again deeply humbled by the scores, 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, who have been phenomenal this year, as in each year.

Dr. Snowden requested that he have the opportunity to choose to donate this bonus back to the district and allow him to designate with his choice as to how it is distributed. Last year, Dr. Snowden used his bonus to purchase additional water filling stations so that all schools would have access to them. Chair Blair commended him for this request. No vote was needed for this request.

Mr. Townsel summarized the next step in the performance review process is for each Board member to review the current year goals and email any updates they would like to include back to Mr. Townsel, with an agreed upon due date of February 22nd.

3. **New Policy: Threat Assessment Team (3.204) – 2nd Reading** - Tailored for FSSD, this new policy aligns with TCA 49-6-2701 which allows Boards to create a threat assessment team. Our district has this team already in place as an active part of day to day operations of the district. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Alicia Barker made a **motion** to approve the 2nd Reading of revisions for the policy Threat Assessment Team (3.204) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

4. **Policy Revision: Procedural Due Process (6.302) – 2nd Reading** - This revision is part of the review of the Section 6 group of policies. Referencing the TSBA model policies, updates highlight differences between corrective measures of minor and

severe offenses, and removes language that is duplicated in Policy 6.317, Student Disciplinary Hearing Authority. References are also updated. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Robert Blair made a **motion** to approve the 2nd Reading of revisions for the policy Procedural Due Process (6.302) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

5. **Policy Revision: Admission of Suspended or Expelled Students (6.318) – 2nd Reading** – Updates to this policy are to clarify the last paragraph and update references. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Kevin Townsel made a **motion** to approve the 2nd Reading of revisions for the policy Admission of Suspended or Expelled Students (6.318) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

6. **Policy Revision: Physical Examinations and Immunizations (6.402) – 2nd Reading** – Updates to this policy are part of the Section 6 review, updating to current TCA language and references. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Robin Newman made a **motion** to approve the 2nd Reading of revisions for the policy Physical Examinations and Immunizations (6.402) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

7. **Policy Revision: Emergency Contact Information (6.410) – 2nd Reading** – Updates to this policy are part of the Section 6 review, updating to current TCA language and references. The title changes from “Accidents and Illnesses” to better capture the intent of the policy, as well as bringing it up to practice. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Robert Blair made a **motion** to approve the 2nd Reading of revisions for the policy Emergency Contact Information (6.410) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

8. **Policy Revision: Students with Disabilities-Special Education Services (6.500) – 2nd Reading** - Updates to this policy align it with state law. Language has been provided by TSBA as part of their review of board policies that are required by law. As an elementary and middle school district, placement of students in age appropriate classrooms and settings is a procedure that is followed throughout our district. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Allena Bell made a **motion** to approve the 2nd Reading of revisions for the policy Students with Disabilities-Special Education Services (6.500) as presented. Tim Stillings **seconded** the motion, which **passed 6-0**.

9. **Policy Revision: Charter School Applications (1.901) – 1st Reading** – Per TSBA Director of Policy & Staff Attorney, this revision updates our policy to recent legislation that changes the charter school process, which went into effect January 1, 2021. This moves the date of application for a charter school being filed with the Board back from what was previously required and adds filing the application also with the Department of Education. If there would be an application filed, reviewed, and denied by the district, any appeal with amendments must be filed with the Tennessee Charter School Commission, instead of the State Board of Education, as was previously the case. To date there have been no applications filed with the district. The administration recommended approval of the 1st Reading.

Tim Stillings made a **motion** to approve the 1st Reading of revisions for the policy Charter School Applications (1.901) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

10. **Policy Revision: Interscholastic Athletics (4.301) – 1st Reading** – Updates to this policy add the Williamson Middle Athletic Association (WMAA) to TSSAA for bylaws, as we use both associations for our athletics, as well as to references. The administration recommended approval of the 1st Reading.

Kevin Townsel made a **motion** to approve the 1st Reading of revisions for the policy Interscholastic Athletics (4.301) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

11. **Policy Revision: Medicines (6.405) – 1st Reading** - Updates to this policy add language regarding administration-assisted and self-administration of asthma-reliever inhalers and anaphylaxis medication, as well as updating references. The administration recommended approval of the 1st Reading.

Allena Bell made a **motion** to approve the 1st Reading of revisions for the policy Medicines (6.405) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

IX. DIRECTOR OF SCHOOLS REPORT

- **Brief Overview of Recent Legislation from the General Assembly’s Special Session** – Summaries of the four bills passed during the Special Session were provided prior to the meeting, the overall impact of this legislation was discussed as well as some of the challenges as this legislation is implemented.
 - During the September 2020 meeting, the Resolution in Support of BEP Hold Harmless Legislation for 2021-22 was approved by our Board: Dr. Snowden believes our resolution as well as others led to our legislators passing the

- “Accountability Hold Harmless Law” to hold our schools, teachers and students harmless from negative consequences resulting from the 2020-21 TCAP assessment. Among other “flexibilities” for this bill, districts must administer TCAP assessments to at least 80% of eligible students or receive a waiver.
- Teacher (and Nurse) Pay in the Appropriations Bill – the FSSD calculation would amount to approximately \$163,000 for the period January 1 – June 30, 2021. Not covered in the calculations for this disbursement were teacher salaries over the BEP cut off, as well as those teachers not a part of those designated and all other personnel. Disbursements from ESSER 2.0 may be used to bonuses as long as it is tied to COVID-19; we hope to have a recommendation for the Board at the next meeting.
 - TN Learning Loss and Student Acceleration Act – All districts in Tennessee will be required to offer learning loss remediation summer programs for students in grades K-8 beginning this summer. Summer learning camps for students entering grades 1-5 will be 6 weeks in duration; Bridge camps for students entering grades 6-8 (we will apply for a waiver to include 5th grade with grades 6-8) will be 4 weeks in duration; After school Summer learning mini camps using the STREAM educational approach for students entering 1-5 will be 4 days per week for 6 weeks. Funding, eligibility, participation, staffing and support are all factors, as well as measuring progress with pre- and post-assessments.
 - Tennessee Literacy Success Act – Outlines new expectations in this area – a Foundational Skills Literacy Plan must be developed and submitted to the TDOE which includes measurement, reporting, intervention for students and training and professional development for teachers in this area.
- **Update of Monitoring of COVID-19 Data Spread** – Even though we have seen an increase over the past three weeks for active cases and active quarantines, our evidence indicates the transmission of the virus at schools is extremely low. Our teachers, staff members, school administrators, students and parents continue to diligently follow the mitigation protocols which, we believe, helps us to be able to continue in-person teaching and learning. We know there will continue to be situations that call for quarantines of individuals and possibly classes and/or entire grade levels. Our goal is to be able to address these situations so that the smallest number of students and teachers possible are excluded so in-person school may continue for most students. There is no additional information on when our FSSD employees will be able to receive the vaccine. As we all understand, the demand greatly exceeds the current supply even though we continue to hear positive news about the possible increase in the supply chain in the coming weeks. A sign-up email was sent out to all personnel, interims, student teachers, substitutes and YSI teachers so the vaccine schedule can be assigned when it is available. We all hope this becomes a reality soon!
 - **JA Career Quest 2021** – Held virtually this year on January 28th, all FSSD and WCS 8th graders had a chance to “visit” the conference and explore the many opportunities available to them. Thanks to Dr. Kirkpatrick, Mrs. Duke and Mrs. Gentry, and many

others who helped create this different but positive experience for our students this year.

- **Food and Culinary Services** - Our Child Nutrition Department has a new name and logo! Along with this comes an updated department vision “to serve every student a fresh, colorful, well-balanced quality meal every day in a safe, positive and welcoming environment.” We share their department’s excitement as they continue to make positive changes to this significant program! The department has done a great job throughout last spring, the summer, and throughout this year.
- **Presidents Day** – The district will be closed February 15th in observance of this holiday.
- **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. This year, the scholarship and community recognition will be awarded for the Monroe and Mary Booker Awards for Leadership and Service; however, there will not be a ceremony held as it usually is due to the pandemic, it will be held virtually. We congratulate the recipients and thank the Booker family for their service to our community.
- **Teachers, Principal and Supervisor of the Year** – Building Teachers of the Year, District-Level Teachers of the Year, Principal of the Year, and Supervisor of the Year have been selected. The FSSD Principal of the year is Dr. Joel Hoag, the FSSD Supervisor of the Year is Dr. Mary Decker. All of these individuals will be honored at the March Board meeting, with a reception preceding the meeting if it is possible to have gatherings. Congratulations to all! We are so proud to have them leading and educating our students and serving as great examples of the education profession within our schools and the district.
- **Conferences and meetings** – Updates have been provided to each Board member.

X. UPDATES

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

- Demographics dated 1/22/2021

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


- Personnel Change Report January/February 2021
- Investment Report dated 12/31/2020
- Revenue and Expenditure Reports dated 2/2/2021
- Sales Tax Revenue Comparison Report for February

XI. ANNOUNCEMENTS


- Dr. Esslinger presented the tax comparison: collections have provided a 3.5% increase compared with this time last year.
- Board members commented on their experiences during School Board Appreciation Week.
- The online Junior Achievement Career Quest was “phenomenal”.
- Mr. Townsel read to FES in honor of Black History Month, as well as being invited to LES where students learned about local figures Wilma Rudolph and Dr. James Townsel.
- Due to the NSBA Annual Conference being held virtually this year, the **April Board Meeting will be held on April 12th** instead of April 19th.

XII. ADJOURNMENT

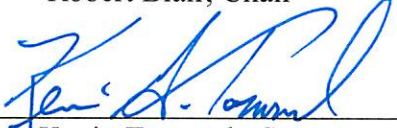
Chair Blair adjourned the meeting at 8:43 p.m.




Robert Blair, Chair



Date

ATTEST: 

Kevin Townsel, Secretary



Date