

March 8, 2021
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, March 8, 2021, at Moore Elementary School, 1061 Lewisburg Pike, Franklin. 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, Drew Bingham, principals and other district leadership team.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:30.

II. PLEDGE OF ALLEGIANCE

Moore Elementary Principal Mrs. Janet Carroll welcomed those in attendance and led the Pledge of Allegiance. Chair Robert Blair called for a moment of silence.

III. RECOGNITION/GOOD NEWS AWARDS

1. **Good News Awards: Highlighted** was (on file): FES Kindergartner Kate Walters, FSSD Student Artist of the Month for March. Our Artists of the Month for December through May will be invited to and honored at the May Board meeting.

IV. PUBLIC INPUT

There was no one that addressed the Board during this time opportunity.

V. REPORTS / PRESENTATIONS / DISCUSSIONS

1. **Teaching and Learning Spotlight**, "*Get to Know the T&L Team – Spotlight on Communications Specialist Susannah Gentry*" – introduced by Dr. Decker, Mrs. Gentry elaborated on one of the most impactful aspects of her position as the district Communications Specialist. More on her position as well as the monthly summary of Teaching and Learning activity is on file.
2. **Construction Report and Bond Funded Project Review** – presented by Dr. Esslinger (on file).
3. **ESSER 2.0** – presented by Dr. Decker and Dr. Esslinger, the plan for allocating the ESSER 2.0 funds was illustrated through a PowerPoint. Funding for a state bonus for certificated and nurse positions was outlined, as well as a bonus for classified employees. Planning for summer learning and fall tutoring was highlighted, with

necessary purchasing and staffing needs as part of the cost being funded by ESSER 2.0.

VI. APPROVAL OF BOARD AGENDA

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

VII. APPROVAL OF CONSENT AGENDA

Kevin Townsel 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 Meeting dated February 8, 2021**
2. **Budget Amendments**

VIII. BUSINESS BEFORE THE BOARD

1. **Director of Schools Contract Extension** – Mr. Townsel introduced and led the discussion of this agenda item. A copy of the current contract was included in BOEconnect for the Board’s reference. The item to be considered is a two year extension of the current contract. There are updates in the extension based on the years involved and compensation; the extension is a contract apart from the contract currently in effect. All statutory requirements have been complied with for the district: no contract may be extended within the period of forty-five days prior to the general election and within thirty days after the election; notice of consideration of an extension must be given at least fifteen days prior to the scheduled meeting at which action may be taken (notice was provided to all media outlets on February 22, 2021); and the item must be first on the agenda. It was noted that Dr. Snowden had met with Mr. Townsel and all Board members were open to the extension.

Allena Bell made a **motion** to approve the **Director of Schools Contract July 1, 2021 to June 30, 2023**. Kevin Townsel **seconded** the motion. **By roll call vote, the Director of Schools Contract carried by unanimous vote 6-0**.

2. **Payment of Bonus for Certified and Classified Employees** – As presented earlier in the meeting and also discussed at the February meeting, during the special legislative session the General Assembly passed a bill that included a one-time payment for all certified employees and school nurses in the state. As previously noted, the revenue for that one-time payment for the district included only the current BEP funded employees for the FSSD. That number is 397.36 positions. The total locally funded certified positions (those positions above BEP funded) is 141.14. The total funding received, based upon the 397.36 BEP funded positions, will be \$163,000. The administration recommends the payment of \$440.00 as a one-time

bonus for all certified and nurse employees. The total cost would be \$206,169.44. The difference between the amount allocated from the BEP and the total cost is \$43,169.44. We have proposed this amount to come from ESSER 2.0 funds. As also mentioned at the February Board meeting and presented earlier, the administration believes it is important to also provide a one-time bonus to all classified employees, and recommend that all full-time classified employees (employed as of February 26, 2021) receive \$250.00. We are also recommending part-time classified employees (employed as of February 26, 2021) receive \$125.00. The total cost to provide this one-time bonus to classified employees is \$86,775.00. We are also proposing this amount be paid out of ESSER 2.0 funds. The plan is to include the bonus payment as a part of the April 20th payroll.

Robin Newman made a **motion** to approve the Payment of Bonus for Certified and Classified Employees from the ESSER 2.0 funds as presented. Allena Bell **seconded** the motion. By roll call vote, the **motion** passed with 5 ayes, 0 nays, with Mr. Stillings abstaining.

3. **Policy Revision: Charter School Applications (1.901) – 2nd Reading** – Per TSBA Director of Policy & Staff Attorney, this revision updates our policy to recent legislation that changes the charter school process, effective January 1, 2021. This moves the filing date of a charter school application with the Board back from what was previously required and adds an additional filing to 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. There were no changes requested by the Board upon 1st Reading. The administration recommended approval of the 2nd Reading.

Kevin Townsel made a **motion** to approve the 2nd Reading of revisions for the policy Charter School Applications (1.901) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

4. **Policy Revision: Interscholastic Athletics (4.301) – 2nd 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 update references. There were no changes requested by the Board upon 1st Reading. The administration recommended approval of the 2nd Reading.

Kevin Townsel made a **motion** to approve the 2nd Reading of revisions for the policy Interscholastic Athletics (4.301) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

5. **Policy Revision: Medicines (6.405) – 2nd 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. There were no

changes requested by the Board upon 1st Reading. The administration recommended approval of the 2nd Reading.

Robert Blair made a **motion** to approve the 2nd Reading of revisions for the policy Medicines (6.405) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

6. **Policy Revision: School and District Goals (1.700) – 1st Reading** – TSBA has provided model policies regarding educator diversity following the State Board of Education’s February meeting, where they adopted a policy on this topic to require local education agencies to set goals for educator diversity. TSBA recommends that Boards revise their policies to reflect this responsibility. These goals must be submitted to the Tennessee Department of Education in the 2021-2022 school year. While templates of the submittal have not been issued by the TDOE as of yet, our Human Resources Department has been actively addressing this challenge through a detailed plan of recruitment to enhance our diversity to more accurately reflect our student population. The overview of this plan has been included for you in your packets with Policy 5.100 this month. The administration recommended approval of the 1st Reading.

Alicia Barker made a **motion** to approve the 1st Reading of revisions for the policy School and District Goals (1.700) as presented. Kevin Townsel **seconded** the motion, which **passed 6-0**.

7. **Policy Revision: Personnel Goals (5.100) – 1st Reading** – As in 1.700, TSBA has provided model policies regarding educator diversity following the State Board of Education’s February meeting, where they adopted a policy on this topic. While FSSD has already been working toward this challenge, revision to this policy streamlines wording as well as adds into policy language “to set goals for educator diversity that take into consideration the diversity of the student population.” Please note Item 7. is deleted in this revision as it is encompassed in Item 2. as “working environments.”

As already noted, a detailed plan of recruitment to enhance our diversity to more accurately reflect our student population is in practice through our HR Department. The overview of this working, evolving plan has been included for your review as an attachment with this policy. The administration recommended approval of the 1st Reading.

Allena Bell made a **motion** to approve the 1st Reading of revisions for the policy Personnel Goals (5.100) as presented. Kevin Townsel **seconded** the motion. Robin Newman **amended the motion** to approve the 1st Reading for revisions and **waive the 2nd Reading**. Allena Bell **seconded** the amended motion, which **passed 6-0**.

8. **Policy Revision: Equal Opportunity Employment (5.104) – 1st Reading** – This revision is included in the policy updates as part of the review of the personnel policies being presented for your consideration. Revisions are to bring the policy up to date. The administration recommended approval of the 1st Reading.

Kevin Townsel made a **motion** to approve the 1st Reading of revisions for the policy Equal Opportunity Employment (5.104) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

9. **Policy Revision: Recruitment of Personnel (5.105) – 1st Reading** – This revision is also part of the review of personnel policies due to the change in State Board of Education policy adoption regarding educator diversity. Language has been added to this policy as well as bringing it up to date. The administration recommended approval of the 1st Reading.

Kevin Townsel made a **motion** to approve the 1st Reading of revisions for the policy Recruitment of Personnel (5.105) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

10. **Policy Revision: Food and Culinary Services Management (3.500) – 1st Reading** – This revision updates the policy to the new departmental name as well as adding to policy updated district faculty and staff responsibility for payment. The administration recommended approval of the 1st Reading.

Allena Bell made a **motion** to approve the 1st Reading of revisions for the policy Food and Culinary Services Management (3.500) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

IX. DIRECTOR OF SCHOOLS REPORT

- **Update of Monitoring of COVID-19 Data Spread** – We continue to be extremely proud of our students, teachers/staff and leaders for the work they are accomplishing during this pandemic. We also believe the constant adherence to our mitigation and safety protocols has been the primary reason we have been able to provide in person teaching and learning to those who have chosen that option this school year. Our active cases and quarantine numbers are very low and we hope that trend continues. Even though the Williamson County government has lifted the mask mandate, we will continue to require the use of masks in all schools and district offices. We believe this has made a difference. We have also had one vaccination clinic for all employees who want to receive the vaccine, receiving the first dose on March 6th, with the second dose to occur on March 27th. 431 of our personnel were vaccinated on this day, with 14 that were not able to make the appointment able to be rescheduled. The process was very smooth. We are excited to provide this opportunity and we believe it will provide some comfort with the knowledge of this level of immunity. Mrs. Glass and Mrs. Fisher commented during this portion of the Director’s report of their appreciation of the Williamson County Health Department and Emergency Management partnership, and that it was a “joy filled day” for our employees.
- **Spring Break** – The district will be closed March 15-19.

- **Young Scholars Institute** – To be held the weeks of June 7th and June 14th at Freedom Intermediate. As posted on our website and FSSD social media, our Teaching & Learning team is currently hard at work to redesign the camp structure to ensure health and safety protocols can be followed. A smaller number of students will be able to attend this year – 350 to 400 instead of the larger numbers that are usually attending. Teaching & Learning will be announcing more information, including class descriptions and registration, through our automated email system to families in mid-March. Since we were not able to host YSI last summer, we are excited to offer this opportunity to our students and families this year.
- **Budget Process FY 2021-2022** - Proposed dates for the budget work sessions are **April 26, May 17 and June 21**. The first session will concentrate on the Operations Budgets for both Finance & Administration and Teaching & Learning. Revenue and Personnel will be the focus in the second work session. The third work session will review the cumulative impact of the budget work from the first two sessions and facilitate the possible completion of the budget process. Please review these dates and let Carol know if there are any conflicts.
- **Expansion of Therapy Dog Program** – We are excited to announce the addition of two lab mix puppies to our Therapy Dog program. A breeder is donating a female Golden Retriever/Labrador Retriever mix (Goldador) to the FSSD and Poplar Grove School (“Alma”), and we also have a teacher at FIS who has acquired a puppy from the same litter and wants to have it trained to be a Therapy Dog and have it serve primarily at FIS (“Tag”). The same training will be expected from all handlers and dogs that will be in the schools. We are currently working on a Memorandum of Agreement for this dog, and there will need to be \$1 million liability insurance in place. Obviously, it will be some time before either of the puppies can become a therapy dog. There is some initial acclimation to being around small groups of students (with written parent permission) and adults. When the puppies reach approximately six months of age, they will need to pass the Canine Good Citizenship test which includes basic commands. When they are a year old, they are eligible to take the Therapy Dog Test and if they pass, they are officially a Therapy Dog. On a side note, Mattie Grace appeared on the front page of the Williamson Herald “above the crease” highlighting her part in the FSSD.
- **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 2/18/2021

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

- Personnel Change Report February/March 2021

