

July 19, 2021
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, July 19, 2021, at Johnson Elementary School, 815 Glass Lane, Franklin. A link to the recording may be found at <https://www.youtube.com/watch?v=DYA4SsPAkvI>.

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

Others present were: Dr. David Snowden, Dr. Mary Decker, Dr. David Esslinger, Carol Riordan, Susannah Gentry, Mark Anderson, Amy Fisher, Amber Whitley, Josh Bracamontes, Dr. Gina Looney, principals and other district leadership team members, community and media.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:31.

II. PLEDGE OF ALLEGIANCE

Johnson Elementary Principal Mrs. Tosha Robinson-Baugh welcomed those in attendance and led the Pledge of Allegiance. Chair Robert Blair called for a moment of silence.

III. PUBLIC INPUT

No one addressed the Board during Public Input.

IV. REPORTS / PRESENTATIONS / DISCUSSIONS

- 1. Teaching and Learning Spotlight:** "2021 Leadership Retreat" – presented by Dr. Decker. More can be found in the Summary of T&L Activity for July (on file). The Leadership Team met June 16-18 "for reflection, analysis, intense strategizing and planning, and fellowship". Dr. Decker's report summarized in part, a session around social emotional academic learning with Dr. Joelle Hood (Thriving YOUniversity); health and safety protocols for the coming months; a session around daring leadership, based on the writings of Brene' Brown; EL strategies; leveraging progress around implementation of high-quality materials; a review of legal updates from our attorney, Mr. Chuck Cagle; reflections on an article "What is Research, Anyway" written by Dr. Douglas Reeves; also reflections after viewing Kenneth Williams of Solution Tree video, who states "Above the heads of their students, teachers hold a crown they challenge them to become tall enough to wear." The retreat ended in the entire group with the annual required Drug Free Workplace training.
- 2. Construction Report** – presented by Dr. Esslinger (on file). There was a time designated for questions and discussion from the report provided to the Board.
- 3. NSBA Equity Symposium** – Mrs. Bell presented takeaways from the NSBA conference attended virtually.
- 4. Health and Illness Guidelines for 2021-2022** (on file) – Proposed Health and Illness Guidelines for the 2021-2022 school year were presented. Dr. Snowden noted that FSSD recently completed our four-week Summer Learning Program where approximately 400

students, 1st through 8th grade, attended at FES. We also had approximately 600 students who attended YSI at FIS for a two-week camp. Our MAC and WeeMAC programs have also operated all summer with several hundred students participating. There were no cases, to our knowledge, related to COVID-19; the use of masks were optional for these programs. Based upon those positive experiences we have recently completed, the administration proposed new, less restrictive Health Guidelines beginning FY 2021-22. As stated in the proposal, the FSSD will continue to closely monitor any COVID-19 illness in our schools and community and collaborate with the WCHD and other community partners. If needed, we will be prepared to add protocols and restrictions to help protect the health and safety of both students and employees. These guidelines were presented to the Board with the option of the Board to take formal action. Other than the continued use of social distancing when feasible, the guidelines are in line with our usual procedures that were in place prior to COVID-19. The District COVID-19 Team was available to answer questions from the Board related to the Health Guidelines and Illness Guidelines (two documents). Questions centered around the percentage of students that wore masks during the summer programs, which were observed to be very low. Blackboard Connect will be used to send out a message to parents with information regarding protocols.

VI. APPROVAL OF BOARD AGENDA

Dr. Snowden presented the agenda and noted that Item VI.4. needed to be removed from the agenda due to the winning bid for Major Vendor (food and non-food) removed themselves from the contract, and there needs to be time to evaluate the other bids.

Robin Newman made a **motion** to approve the board agenda as presented, with the removal of Item VI.4. Bids: Food and Culinary Services. Allena Bell **seconded** the motion, which **carried 5-0**.

VII. APPROVAL OF CONSENT AGENDA

Alicia Barker made a **motion** to approve the consent agenda with Item 4. Bids: Food and Culinary Services pulled. Kevin Townsel **seconded** the motion, which **carried 5-0**.

Approved under Consent Agenda (on file) were:

1. **Minutes of Board Meeting dated June 14, 2021**
2. **Minutes of Work Session dated June 21, 2021**
3. **Budget Amendments**
4. ~~**Bids: Food and Culinary Services**~~
5. **Surplus Authorization: FMS tables and desks**

VIII. BUSINESS BEFORE THE BOARD

1. **FSSD FY 2021-22 Budget** – Dr. Snowden presented the following budget report. “For the Board’s review are the final general purpose and debt service budget documents including a summary and complete revenues and expenditures. During the work sessions, much was accomplished through great questions and discussions by the Board members. We are extremely appreciative of your diligence during the 2021-22 budgetary process. I would also like to recognize the work done by Dr. Esslinger, the finance personnel, and the school and district administrators and supervisors during this process.

During the budget process, as well as during our Board meetings over the past sixteen months, a significant amount of discussion was around the difficult challenges faced by the FSSD teachers/staff and all FSSD employees during the pandemic! As was stated regularly during this past school year, our teachers/staff did phenomenal work insuring our students continued to receive appropriately rigorous instruction while also continuing to address their social and emotional needs. Our school administrators were also remarkable in the creative way they addressed the shortage in the number of substitutes available almost every day so all classes would be adequately supervised so learning could continue. Additionally, all FSSD employees provided the needed support to students and families to make a successful year possible whether a student was attending in-person or virtually.

During each budget year, we believe it is incumbent upon the district to continue to strive to increase the compensation package (salary and benefits) for our valued employees. As you may recall, the FY 20-21 budget, for obvious reasons, did not include a Cost of Living increase for any FSSD employee. Employees did receive a very small bonus during the 20-21 year which was much appreciated by our employees.

The proposed 21-22 budget provides the school district with the opportunity to not only verbally thank our employees for their remarkable work during the 20-21 school year but to provide a salary increase of 5% to demonstrate our vast appreciation! Three percent (3%) is a Cost of Living adjustment and two percent (2%) is a step increase for all employees (regardless of their current status on the salary scale). A step increase equates to an average of approximately two percent (2%) for FSSD employees.

At the last budget work session, Mr. Stillings brought up for discussion the Consumer Price Index and the jump that it has taken since the pandemic began this past year. The CPI as of June, on a seasonally adjusted basis, increased .9% and the annually adjusted All Items Index increased 5.4%, which was the largest increase since 2008. This has had a significant impact on everyone.

The total cost to fund the 2021-2022 increased compensation package for all FSSD employees is \$2,342,721.

Also, as you recall, during the budget process, we asked all principals to scrutinize their pupil-teacher ratios to determine positions that could be reduced due to the drop of enrollment related to the pandemic. There were 12 total positions reduced back in March and early April. We have seen enrollment numbers increase during the summer and we have already had to add back one of those positions and we anticipate the need to add back more in the coming weeks. The reduction of those positions equated to a reduction of approximately \$1,036,992. Also, we are utilizing one-time federal dollars for 8 nursing positions, 2 social worker positions and 1 safety and attendance position which further reduces 21-22 expenditures by \$816,157.

The amount of additional tax revenue needed to fund the employees' increase of \$2,342,721 and to partially offset the positions being funded by one-time federal dollars, is 7.80 cents. It will take 6.2 cents of the increase to fund the increase for employees which will leave 1.6 cents to partially off-set those one-time funded employees. Additionally, it is our understanding (no official word has been received) the County Commission increased

the tax rate for schools by 3 cents. If that is the case, by Dr. Esslinger's calculation, our share of that increase would be approximately \$369,000. That additional amount could also help to offset those one-time federally funded employees.

I know you as a School Board take your fiscal responsibility extremely seriously and our goal is to not have to increase taxes to our constituents. The last time the FSSD increased taxes was in FY 2015-2016 and the total of that increase was 7.66 cents.

As we discussed at the last budget work session and to again provide some perspective of what this proposed increase would mean to homeowners, we have calculated the increase for a house valued at \$400,000 and one at \$500,000. We understand that not all houses are at either of those values but these calculations will provide some idea. A homeowner of a \$400k house would see a \$10 annual increase for each penny of increase to their property tax and a homeowner of a \$500k house would see a \$12.50 annual increase for each penny of increase to their house.

Also through the budget process, we presented and discussed budgets for federal, capital projects, Food and Culinary Services, and MAC."

The administration recommended approval of all the budgets presented during the process.

Allena Bell made a **motion** to approve the **FSSD FY 2021-22 Budget** as presented. Robin Newman **seconded** the motion. **By roll call vote**, the motion **carried 5-0**.

- 2. FSSD Tax Rate of 2021-22** – Once the 2021-2022 budgets were approved, a tax rate was set for both the General Purpose and Debt Service budgets. Since this was a reappraisal year, the certified tax rate (revenue neutral) for the FSSD would be .6271. As was noted in the budget documents, the assessed value for property within the FSSD increased by 36.6%. The tax rate to fund the proposed budgets is .5311 cents for the General Purpose and .1740 cents for the Debt Service, for a total of **\$0.7051**. The administration recommended approval.

Alicia Barker made a **motion** to approve the **FSSD Tax Rate FY 2021-22** as presented. Kevin Townsel **seconded** the motion. **By roll call vote**, the motion **carried 5-0**.

- 3. Policy Deletion: COVID-19 Sick Leave (5.3023) – 1st Reading** - During the 2021 FSD Board Retreat, the Board chose to adopt a policy to voluntarily extend the emergency paid sick leave benefit to employees until the end of the 20-21 school year. As written into the policy, benefits expired as of June 30th of this calendar year. This request was to delete the policy. The administration recommended approval.

Allena Bell made a **motion to approve the deletion** of the policy **COVID-19 Sick Leave (5.3023) – 1st Reading** as presented **and waive the 2nd Reading**. Robin Newman **seconded** the motion, which **carried 5-0**.

- 4. New Policy: New Project Planning (3.211) – 1st Reading** - The State Board of Education revised its regulation on plans for new facilities. These plans are no longer required to be submitted to the Commissioner of Education for approval. Based on current building within our district, the administration is presenting this as a new policy for our district.

TSBA has provided recommendations on language for this policy. The administration recommended approval.

Robin Newman made a **motion** to approve the new policy **New Project Planning (3.211) – 1st Reading** as presented **and waive the 2nd Reading**. Alicia Barker **seconded** the motion, which **carried 5-0**.

5. **New Policy: Access to Private Facilities (3.220) – 1st Reading** - Per TSBA, “Public Chapter 452 allows students and employees to request reasonable accommodations if greater privacy is desired in a multi-occupancy restroom, changing facilities, or sleeping quarters when attending a school-sponsored activity. This new law also makes it possible for students and employees to pursue a legal action against the school district if: (1) they enter a bathroom or changing facility; (2) they encounter a member of the opposite sex; and (3) the school district intentionally allowed that member of the opposite sex to enter the facility while others were present. While this policy is not required by law, having a policy in place on this topic is one way that the district can attempt to address this matter proactively.” TSBA has created a model policy that aligns with this new law. The administration recommended approval.

Allena Bell made a **motion** to approve the new policy **Access to Private Facilities (3.220) – 1st Reading** as presented **and waive the 2nd Reading**. Robin Newman **seconded** the motion, which **carried 5-0**.

6. **New Policy: Instructional Standards (4.1011) – 1st Reading** - Per TSBA Policy Department recommendations: “Several recent changes to state law impact the materials and content that can be included in classroom instruction. (TSBA has) created this new model policy to align with these updated state laws. Adopting this policy is not required by state law, however, doing so would allow the Board to show compliance with the new standards.” The administration recommends approval.

Robin Newman made a **motion** to approve the new policy **Instructional Standards (4.1011) – 1st Reading** as presented. Kevin Townsel **seconded** the motion, which **carried 5-0**.

7. **New Policy: Summer Instructional Programs (4.2041) – 1st Reading** - During the past legislative session, laws were also passed that impact summer programming. TSBA has provided a model policy to be adopted to include the additional summer programs that will be offered to students in addition to the traditional summer school. Certain factors, as outlined in this new state law, determine student eligibility for these programs. Boards have the discretion when determining whether to require the attendance of priority students in summer instructional programming. If the Board chooses to require the attendance of priority students, this information must be included in policy. The administration recommends approval.

Robin Newman made a **motion** to approve the new policy **Summer Instructional Programs (4.2041) – 1st Reading** as presented. Alicia Barker **seconded** the motion. Answers to questions the Board had: for students that needed to be promoted, attendance is required; however, attendance is not required for Summer Learning Programs. Priority for

admission into these programs is given to those that need the most help. After discussion, the motion **carried 5-0**.

8. **New Policy: Enrollment in Advanced Courses (4.205) – 1st Reading** - Boards are now required to adopt a policy detailing how students can enroll in advanced courses. This policy must list objective enrollment criteria including TCAP scores and grades. TSBA has updated their policy 4.205, up for our adoption, to align with this change to state law. TSBA recommends that Boards include the criteria of those courses offered by the district. The administration recommended approval.

Alicia Barker made a **motion** to approve the new policy **Enrollment in Advanced Courses (4.205) – 1st Reading** as presented. Allena Bell **seconded** the motion, which **carried 5-0**.

9. **Policy Revision: Emergency Closings (1.8011) – 1st Reading** - Public Chapter 384 prevents local governmental entities from designating certain employees as essential. At the beginning of the pandemic, our policy was updated to align with the need to allow some employees to be physically present in the building while others worked from home, resulting in some employees being designated as essential. Based on this new law, however, the language required by law regarding essential employees has been removed. The administration recommended approval of revisions.

Allena Bell made a **motion** to approve the policy revision for **Emergency Closings (1.8011) – 1st Reading** as presented **and waive the 2nd Reading**. Kevin Townsel **seconded** the motion, which **carried 5-0**.

10. **Policy Revision: Interscholastic Athletics (4.301) – 1st Reading** - Guidance has been provided by TSBA for this policy language. As outlined by TSBA, two new laws change the requirements for student athletics. 1) Public Chapter 40 requires Boards to adopt a policy that ensures student athlete compliance with new standards for participation in sports. This new requirement only permits members of one biological sex to compete on sex segregated athletic teams. 2) Additionally, Public Chapter 272 includes new requirements for coaches and the safety of student athletes. In particular, coaches must now adhere to locally developed codes of conduct and undergo trainings on severe weather and other safety protocols. The TSBA Policy Department has provided language in their updated model policy to align with these new legal requirements. The administration recommended approval.

Allena Bell made a **motion** to approve the policy revisions for **Interscholastic Athletics (4.301) – 1st Reading** as presented **and waive the 2nd Reading**. Robin Newman **seconded** the motion. Answers to questions the Board had: there are set procedures already in place for severe weather, also the District Nurse Supervisor and Athletic Director has required training in place, they will be reviewing any additional training that is required. After discussion, the motion **carried 5-0**.

11. **Policy Revision: Application and Employment (5.106) – 1st Reading** - Recently passed, Public Chapter 211 allows the Director of Schools to hire individuals with a teaching permit if a teacher with a valid license is not available. TSBA has provided language in their updated model policy to clarify that this is an option. The administration recommended approval.

Kevin Townsel made a **motion** to approve the policy revisions for **Application and Employment (5.106) – 1st Reading** as presented. Alicia Barker **seconded** the motion, which **carried 5-0**.

- 12. Policy Revision: Qualifications and Duties of the Director of Schools (5.802) – 1st Reading** - Also part of Public Chapter 211, which allows the Director to hire individuals with a teaching permit if a teacher with a valid license is not available, Policy 5.802 is impacted, as the Director of Schools would be required to report potential misconduct by these individuals to the State Board of Education in the same manner that is done for licensed teachers. The administration recommended approval.

Kevin Townsel made a **motion** to approve the policy revisions for **Qualifications and Duties of the Director of Schools (5.802) – 1st Reading** as presented. Allena Bell **seconded** the motion, which **carried 5-0**.

VIII. DIRECTOR OF SCHOOLS REPORT

- **Shelly Robinson**, our new Instructional Technology Specialist, was introduced to the Board.
- **Summer Learning Camp and Learning Loss Bridge Camp Recap** – We were excited to have approximately 400 students who completed the FSSD Summer Camp program. The feedback from parents, students and staff has been very positive. Our Summer Camp administrators, Dr. Collins and Dr. Wallace, will provide the Board with an update at the August Board meeting. As with any new program, there will be modifications as we plan for the Summer Camp in 2022.
- **Opening Day** - On **August 2nd** we will have our official *Opening of Schools Program*. Personnel will begin the day in their own schools. Beginning at 7:00 a.m., our “Partnership Fair” sponsors will be divided: some will be located at each school. At 8:00 a.m., all employees will attend the opening virtually, and then the remainder of the day will be utilized for professional learning sessions. It is being held virtually this year due to the construction that is going on at the PGS campus for the new gym and PAC. We will be live-streaming the opening from the Teacher Center beginning at 8:00 and you are welcome to be a part if your schedule permits. Our keynote speaker, Dr. John Hodge, will begin his remarks around 8:30. Dr. Hodge is president and co-founder of Urban Learning and Leadership Center, an organization focused on student achievement and reduction of the achievement gap. We hope your schedule will allow you to join us that morning to be recognized.
- **EQUIP Training** - The new teacher induction program will be conducted **July 27-29**. The first two days will have the entire group, with the last day focusing on the teachers of students with disabilities only. We have 14 new teachers this year, with 13 attending EQUIP. We look forward to working with our new teachers and administrators as the new school year begins!
- **Transition of Programs/Personnel Related to Eddy Lane Property and Movement of Programs/Personnel from CO Annex** – As of this time, Chip as well as the

Transportation Department (including buses and drivers) have moved to the Eddy Lane property. The WeeMac program is being moved July 18th to their permanent location at Freedom Middle, with classrooms being unpacked the week of July 19-23rd. Due to the move, the WeeMac program will be closed that week and will reopen on July 26th. We will keep you up to date as plans are further developed.

- As of the end of last week, Community Healthcare will now have therapist services at 5 of the campuses 5 days per week, one at 2 days per week, and 2 at 1 day per week.
- **Conferences and meetings update:** Updates were provided separately.

X. UPDATES

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

- Demographics Report for July 2021

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

- Personnel Change Report June/July 2021
- Investment Report
- Revenue and Expenditure Reports
- Sales Tax Revenue Comparison Report for July

XI. ANNOUNCEMENTS

- Sales tax for July has a 39.3% increase over last year at this time, and has surpassed the budgeted collections as of last year by 7.5%.
- We will have a therapy dog or therapy dog in training at each school as of the end of next week.

XII. ADJOURNMENT

Chair Blair adjourned the meeting at 7:26 p.m.



Robert Blair, Chair

8/9/21

Date

ATTEST:



Kevin Townsel, Secretary

8/9/21

Date