

October 18, 2021
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, October 18, 2021, at Moore Elementary School, 1061 Lewisburg Pike, Franklin. A link to the recording may be found at https://www.youtube.com/watch?v=EjR_LhWeet8 .

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, Amy Fisher, Celby Glass, Lisa Chatman, Susannah Gentry, Dr. Pax Wiemers, Dr. Cheryl Robey, Mark Anderson, Chip Sternberg, Bo Alexander, Amanda Parks Carol Riordan, Josh Bracamontes, Shelly Robinson, Summer Carlton, principals and other district leadership team members and community members. Guest Board members Mrs. Tiffany Johnson from Rutherford County Schools and Mr. Butch Campbell from Murfreesboro City Schools were present to critique the Board as part of attaining Board of Distinction renewal.

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 before being seated. Although there is a mask mandate with the district, Board members may be removing their masks to accommodate clearer speaking during the meeting.

III. RECOGNITIONS/GOOD NEWS

1. **Proclamation for Be Nice Week** – The Proclamation was read aloud, the week to be observed November 8-12, 2021 (on file).
2. **National Blue Ribbon School** – Liberty Elementary was honored as being named a U.S. Department of Education Blue Ribbon School – only one of six in Tennessee, which was awarded based on overall academic performance.
3. **Reward Schools** – The following schools were named Reward Schools based on state TCAP data: Franklin Elementary, Liberty Elementary, Moore Elementary, Poplar Grove Elementary, and Freedom Intermediate.
4. **School Resource Officers Recognition** – With our appreciation for the dedicated service of the men and women serving the FSSD, the following SROs were recognized: Sergeant Rhonda Casillas of FES, Deputy Charles Edwards of JES, Deputy Kassondra Osborn of MES, Deputy Josh Byram of PGES, Deputy Warren Cagle of PGMS, Deputy Marty French of FIS, and Deputy Richard Cole of FMS. Also recognized were their supervisors in the WC Sheriff's Office: Sheriff Dusty Rhoades, Captain Leonardo Zollicoffer, Lieutenant Sammie Baker, and Sergeant Brant Pewitt (also a SRO at LES).

5. **Good News** – PGMS 8th grader Reese Brown was recognized for finishing 1st overall in the HVAC Division A Girls Cross Country finals.

IV. **PUBLIC INPUT**

No one from the public addressed the Board.

V. **REPORTS / PRESENTATIONS / DISCUSSIONS**

1. **Teaching and Learning Spotlight, "Get to Know the T&L Team: Student Support Services Supervisor Dr. Lee Kirkpatrick"** - Dr. Kirkpatrick was introduced by Dr. Decker. Dr. Kirkpatrick invited the Board on November 2 to the State of the Schools event, spoke about the November 4 Junior Achievement Inspire Career Quest for 8th graders, and also expanded on the counseling aspect of his position, uplifting counselors' own words. This and more information is presented in the Summary of T&L Activity for October (on file).
2. **Construction Report** – Presented to the Board were the Bond Fund/Capital Projects Report Status Update for October 2021 and the Construction Report sent by Nabholz Construction Corporation which included pictures of the construction area. Dr. Esslinger was not in attendance; Mr. Chip Sternberg, Facilities Supervisor, was present to answer questions from the Board (reports on file).

VI. **APPROVAL OF BOARD AGENDA**

Robin Newman made a **motion** to approve the board agenda **with the addition of the Appointment of Interview Committee for Commercial Broker Services under Business Before the Board**. Alicia Barker **seconded** the motion, which **carried 6-0**.

VII. **APPROVAL OF CONSENT AGENDA**

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

Approved under Consent Agenda (on file) were:

1. **Minutes of Board Meeting dated September 20, 2021**

VIII. **BUSINESS BEFORE THE BOARD**

1. **A. Request for Proposal for Commercial Broker Services** (on file) – Dr. Snowden noted the plans as previously discussed, to sell the Annex property located at 1406 Cannon Street and the lot at 221 Fairground Street. Included for the Board's review is a Request for Proposal, developed by legal counsel, to secure a real estate firm specializing in commercial real estate to aggressively market and secure a buyer for no less than the appraised, fair market value. The administration recommended the approval of the Request for Proposal.

Robin Newman made a motion to approve the **Request for Proposal for Commercial Broker Services** as presented. Alicia Barker **seconded** the motion. During discussion, Mr. Stillings noted that the consulting services needed must help arrive at the highest and best use of the properties, and had concrete strategies in mind for the selection of the firm. Upon vote the motion **carried 6-0**.

1. **B. Commercial Broker Services Interview Team Selection** – As the next step upon approval of the RFP by the Board, the administration recommended the Board also decide the process they would like used to select the Commercial Broker Services.

Robert Blair made a **motion** to have the Director of Schools, the Associate Director for Finance & Administration, and Board member Mr. Tim Stillings serve as the Committee to make a recommendation to the Board for the Commercial Broker Services to be used for the properties on the Request for Proposal (approved in 1.A.). Allena Bell **seconded** the motion, which **carried 6-0**.

2. **Additional Position – PAC Services Coordinator and House Manager** - As we approach the completion date of the FSSD Performing Arts Center, we are proposing the addition of a PAC Services Coordinator and House Manager. Your Board packet includes both the rationale for the position and a proposed Job Description. If the additional position is approved, we would begin the hiring process with the hopes of having the individual join the FSSD beginning in January, 2022. The administration recommends approval.

Allena Bell made a **motion** to approve the additional position of **PAC Services Coordinator and House Manager**. Alicia Barker **seconded** the motion, which **carried by roll call vote 6-0**.

3. **Policy Revision: Insurance Management (3.600) – 2nd Reading** - This revision request is to further outline the stipulations of the post-retirement benefit for retirees of paying the cost of health insurance at retirement until the age of 65 who were employed prior to 2009-2010 without a break in service. This better meets the intent of this benefit provided by the Board for this group of personnel. 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 policy revisions for **Insurance Management (3.600) – 2nd Reading** as presented. Allena Bell **seconded** the motion, which **carried 6-0**.

4. **Policy Revision: Special Programs – Homebound Instruction (4.2061) – 2nd Reading** - This policy revision is from review due to a change to State Board of Education Regulation 0520-01-13-.01 for homebound instruction. Noted is the addition of specifying the *treating* physician to certify or recertify the homebound need. Duplicate language has been removed and references have been updated. There were no changes requested by the Board upon 1st Reading. The administration recommended approval of the 2nd Reading.

Robin Newman made a **motion** to approve the policy revisions for **Special Programs – Homebound Instruction (4.2061) – 2nd Reading** as presented. Kevin Townsel **seconded** the motion, which **carried 6-0**.

5. **Policy Revision: Textbooks and Instructional Materials (4.400) and Deletion: Textbooks (4.401) – 1st Reading** - TSBA has provided a model policy for direction on combining the current policies for instructional materials (4.400) and textbooks (4.401) to clarify the relationship between textbooks and instructional materials. With approval of this update, the title of Policy 4.400 changes from “Instructional Materials” and is rewritten to combine policies, and Policy 4.401, “Textbooks”, will be deleted. Also included in the rewriting of this policy under the “Selection” heading is the provision for seeking a waiver to use materials that are not included on the list approved by the State Textbook Commission, based on a new State Board of Education regulation. To date we have selected materials on the State list and have not requested a waiver. There were no changes requested by the Board upon 1st Reading. The administration recommended approval of the 2nd Reading.

Allena Bell made a **motion** to approve the policy revisions for **Textbooks and Instructional Materials (4.400) and to delete Textbooks (4.401) – 2nd Reading** as presented. Alicia Barker **seconded** the motion, which **carried 6-0**.

6. **Policy Revision: Physical Examinations and Immunizations (6.402) – 2nd Reading Reading** - State law now includes an additional vaccine exemption in TCA 49-6-5001. If in the future any COVID-19 or variant vaccine is required for students, an exemption will be granted for individuals whose religious tenets and practices conflict with vaccination. This is *in addition* to exemption provided by TCA 49-6-5001 due to medical reasons if the student has a written statement from his or her doctor excusing him/her from such immunization. TSBA has provided updated language for this additional exemption. 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 policy revisions for **Physical Examinations and Immunizations (6.402) – 2nd Reading** as presented. Alicia Barker **seconded** the motion, which **carried 6-0**.

7. **New Policy: COVID-19 Sick Leave (5.3023) – New Policy - 1st Reading** – Due to the Board tabling this policy at the September meeting, it needs to have a motion, second and vote of approval to bring it off the table and back for consideration. Once taken off the table, the consideration of the policy will follow the regular process.

Tim Stillings made a **motion** to take **COVID-19 Sick Leave (5.3023)** off of being tabled and to have it for Business Before the Board. Allena Bell **seconded** the motion, which **carried 6-0**.

The policy was now available to be considered:

The previous adoption of this policy expired as of June 30th, and deleted at the July meeting. Due to the fact that many personnel have been negatively impacted again this year by COVID-19, the administration believes it would be prudent to provide such leave. The administration requested that this policy be reinstated and retroactive to July 1, 2021, and that it carry through December 17, 2021 for an employee being unable to work because the employee has a confirmed diagnosis of COVID-19. To date for this school year, there have been 52 employees who have contracted COVID-19 and utilized 390 sick days. There has been a total of 79.5 substitutes used to cover those 390 days. As noted, some positions don't require subs and in many cases classes had to be covered by internal staff due to not enough subs being available. Also, some of the infections occurred prior to the return by students and did not require subs. The absences average approximately 7.5 days/employee because some infections are not recognized as COVID immediately and the 10 days of isolation would cover at least 1 weekend and some infections started prior to the beginning of the year as stated earlier. The administration again discussed this policy with Mr. Cagle, legal counsel, and he strongly suggested that the district not pass a policy that excludes any employee who can provide substantiated evidence they have had COVID-19. The administration recommended approval of the 1st Reading and to waive the 2nd Reading.

Allena Bell made a **motion** to approve the new policy revisions for **COVID-19 Sick Leave (5.3023) – 1st Reading as presented and to waive the 2nd Reading**. Robin Newman **seconded** the motion, which **carried by roll call vote 6-0**.

VIII. DIRECTOR OF SCHOOLS REPORT

- Dr. Snowden reported that Mr. Sternenberg notified him during the meeting that the construction crew at PGS had hit a gas line and that Atmos Energy was on site. It was originally thought that there would not be gas for hot lunch on Tuesday but that it would not impact other aspects of the school. Mr. Sternenberg reported before the end of the meeting that the gas line was repaired and the gas was back on.
- **National School Lunch Week** – The week of October 4-8 will have the theme of “Wild About School Lunch”. Fun giveaways are planned for those enjoying a lunch. All students eat lunch and breakfast at no cost this year.
- **United Way Campaign** – By all indications FSSD had another successful virtual campaign October 1-8.
- **Director of Schools Advisory Council** – Updating you from last month, the members of the Director of Schools Advisory Council have been selected, and the first meeting will be October 21st.
- **Career Quest 2021** – To be held November 4th virtually for our 8th graders, they will be preparing for the day using the Junior Achievement curriculum. Thank you to Dr. Lee Kirkpatrick, the Teaching & Learning Team, and the teachers and school administration for the yearly success of this program.
- **Be Nice Week** – The annual Be Nice Week is November 8-12. Ambassadors are in the process of being chosen for this and the parade. As one of many districts and governmental agencies across Williamson County who strive every day to represent themselves with character and kindness, this week puts special emphasis on our message throughout the

district with many activities. We hope that you will be able to visit our schools during this week.

- **Veteran's Day Parade** November 11th – Back to the regular route this year, we look forward to participating in the parade. Six FSSD “Be Nice Student Ambassadors” from each school will walk in the City of Franklin’s Veteran’s Day Parade alongside our fourth graders, FIS Bulldog Council, and FMS/PGMS band, followed by the Story Bus Plus. We also invite you to ride or walk in the Veterans Day Parade on November 11th if your schedule permits.
- **Flu vaccines** – Vaccines for our personnel will be available October 19 and 20th at each location. They will be administered by the WC Health Department this year instead of CVS. Thank you to the WCHD for partnering with our district.
- **Williamson Chamber State of the Schools Event** - Scheduled for November 2nd this year, we hope that you will join us that day. Please let Carol know if you would like to be registered to attend.
- **Monitoring of COVID-19 Data Spread** – The district’s COVID -19 numbers have remained relatively steady during the first part of October and moving in the right direction. We continue to update the COVID-19 Data Dashboard each Friday. We have also continued our weekly meetings with the local governmental officials and medical professional representatives from Williamson Medical Center. The trend in the county continues to decline. As an update regarding the law suit against FSSD, WCS and the Governor, final briefs have been submitted and we are waiting for the Judge’s ruling. At this point we are still under a temporary restraining order. Dr. Snowden reviewed case statistics provided by email to the Board prior to the meeting.
- **Board of Distinction** – We thank our visiting Board Members for their time in critiquing our meeting, and we thank each of you for your commitment to serving our district.

X. UPDATES

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

- Demographics Report for October 2021

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

- Personnel Change Report September/October 2021
- Investment Report
- Revenue and Expenditure Reports
- Sales Tax Revenue Comparison Report for October


XI. ANNOUNCEMENTS

- TSBA Delegate Assembly items should be received by our delegates in the convention in the next few days for inclusion in time for consideration by the Assembly.
- Mr. Townsel encouraged COVID-19 vaccinations if at all possible for the protection of yourself and others.

XII. ADJOURNMENT

Chair Blair adjourned the meeting at 7:45 p.m.

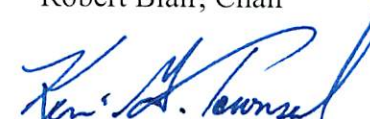
After adjournment, the Board met with Mr. Campbell and Mrs. Johnson to discuss comments and questions after the critique of the meeting. This critique was part of the professional learning of our Board and qualifications for the renewal of their Board of Distinction status.



Robert Blair, Chair

11-8-2021
Date

ATTEST:



Kevin Townsel, Secretary

11/8/21
Date