

February 21, 2022
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, February 21, 2022, at Poplar Grove Middle School, 2959 Del Rio Pike, Franklin. A link to the recording may be found at <https://www.youtube.com/watch?v=-FS3cegssGY> .

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, Mark Anderson, Amy Fisher, Celby Glass, Lisa Chatman, Susannah Gentry, Carol Riordan, Dr. Cheryl Robey, Josh Bracamontes, Dr. Pax Wiemers, Dr. Lee Kirkpatrick, Chip Sternenberg, Gina Looney, Shelly Robinson, and other district leadership team members and community.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:31.

II. PLEDGE OF ALLEGIANCE

Poplar Grove Middle School Principal Dr. Chris Treadway welcomed those in attendance and led the Pledge of Allegiance. Chair Robert Blair called for a moment of silence before being seated.

III. RECOGNITIONS/GOOD NEWS

1. **Proclamation in Honor of Pupil Transportation Appreciation Day** – On March 1, 2022 the FSSD Transportation Team will be honored for their service. Robin Newman read the Proclamation presented at this meeting (on file).
2. **Good News and Recognitions – FSSD awardees at the February 7th Tech & Learning Innovative Leader Awards** held at the Dallas Regional Leadership Summit were: Josh Bracamontes, Shelly Robinson and Amber Whitley, finalists in the Best Implementation of Data Policy category; Lee Kirkpatrick, finalist in the Best Example of Teacher & Student Well Being Programs category; Gina Looney and Summer Carlton, winners in the Best Implementation of Digital Curriculum category; and Mary Decker, winner in the Best Example of Sustainable Classrooms category.

IV. PUBLIC INPUT

- **Susan Phelps**, PGES personnel and parent of PGMS student, spoke regarding the upcoming open enrollment and student population at PGS.

V. REPORTS / PRESENTATIONS / DISCUSSIONS

1. **Teaching and Learning Spotlight** – Introduced by Dr. Decker was Summer Carlton, Curriculum and Professional Learning Supervisor, who gave the Board more insight into

her responsibilities. More information is presented in the Summary of T&L Activity for February (on file).

2. **Construction Report** – Presented by Dr. Esslinger (report on file).
3. **COVID Update** – The COVID Team was on hand for questions from the Board. As of this date, there is only 1 student excluded with COVID, 6 students excluded due to household exposure, and no teachers were excluded. As the COVID Omicron variant declines in this area, it is certainly positive for our district.

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

Tim Stillings 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 January 10, 2022**
2. **Minutes of Board Retreat dated January 22, 2022**
3. **Minutes of Special Called Meeting January 31, 2022**
4. **Surplus Property Authorization – FIS Media Center furniture**
5. **Budget Amendments**

VIII. BUSINESS BEFORE THE BOARD

1. **Teachers Recommended for Tenure** – Copies of the recommendation letters from principals for those individuals who are being recommended for tenure status in the FSSD have been submitted for your review. We have documentation of attendance, summative evaluations and other information in the Human Resource Department for the Board's review upon request. Also, an additional background check has been conducted within the past few months on each person eligible for tenure. Twenty four teachers were recommended for tenure. We congratulate these individuals!

Teachers attaining tenure:

FES – JoAnna Salce, Sarah Strasser

JES – Kara Kendle

LES – Lauren Cochran, Julie Ennamorato, Shelly Francis, Alyson Roberts, Jeanna Winn, Joy Stephens

MES – Colin Henson, Jessica Rosenthal, Jane Barnes

PGES – Ginger Colvett, Keisha Covington, Brittany Nole, Megan Blonder

FIS – Miguel Alvarado, Deborah Gleason, Emily Valadez-Rodriguez

FMS – Shannon Barnes, Aleesha Hoag, Sara Simmons

PGMS – Lisa Onusaitis, Cara Pearson

Tim Stillings made a **motion** to approve the candidates recommended for tenure as presented. Allena Bell **seconded** the motion, which **carried 6-0**.

- 2. Approval of Central Office Complex Construction - Phase 1B and Phase 2** – Provided for the Board were the Initial Budget Estimate/Updated Scope Assignment and an updated Bond-Funded Projects outline (on file). Mr. John Strack, EVP of Operations for Nabholz and Mr. Steve Griffin, Wold-HFR Design Principal and Director of the General Architecture Division were on hand for this item.

Phase 1B includes most of the site work for the entire project and the interior work on the Maintenance & Transportation Center. The projected construction cost of the MTC Phase 1A and 1B is \$6,042,918 of which \$1,540,800 is the previously approved budgeted amount for Phase 1A. Phase 1B does require planning commission approval. The projected cost of Phase 2, Central Office building, is 21,694,299.11. The projected costs of the originally approved Phase 1A and the projected costs of Phase 1B Phase 2 were presented and discussed at the Board Retreat on January 22nd. We appreciate the Board's questions and discussions during the presentation. The City of Franklin will view Phase 1B and Phase 2 (CO office building) as one single project and both will require planning commission approval. Wold/HFR Design would like to present plans to the Planning Commission on February 28th for the possible approval on April 28th. This timeline should provide an appropriate transition for Nabholz as they finish up the Gym and PAC, begin Phase 1A then move into Phase 1B and Phase 2. The Nabholz Team will continue to conduct value engineering on all three projects as they work to provide the district with a guaranteed maximum price in the future. The design plan going to the Planning Commission is the exact same as was presented at the Retreat, no changes have been made. The administration recommended approval of Phase 1B and Phase 2.

Alicia Barker made a **motion** to approve Phase 1B and Phase 2 of the Central Office Complex as presented. Allena Bell **seconded** the motion, which **carried 6-0 by roll call vote**.

- 3. Director of Schools Performance – Total Composite Score** – Provided for the Board were the Total Composite Score sheet and Performance Review Process outline (on file). Mr. Townsel led this item of Business. After review of the Annual Report for 2020-21 submitted by Dr. Snowden, Board Members have completed their Individual Score Sheets and they have been returned to the Administrative Assistant, averaged according to the rules set forth by the Board, and verified by the Associate Director for Finance & Administration. Based on this final score, a percentage of the bonus pool will be awarded to the Director of Schools in compliance with the Performance Review Process previously approved for the 2020-21 year and upon approval by the Board. Based on the composite score received of 98.25%, Dr. Snowden is eligible to receive 100% of the Bonus Pool as a Performance Bonus, equal to 10% of current annual salary. The next step is for the Board to meet in a work session, ideally prior to the first budget work session, to revise the performance objectives for the 2022-23 year.

Kevin Townsel made a **motion** to approve Dr. Snowden's performance bonus for 100% of the Bonus Pool available based on the composite score of 98.25%, which is equal to 10% of Dr. Snowden's current annual salary, as set forth in the Performance Goals approved by the Board for the 2020-21 year. Robin Newman **seconded** the motion, which **carried 6-0 by roll call vote**.

Dr. Snowden thanked the Board, also saying that the score reflected work on the part of each person within the district, great parental support and outstanding representation from our students. Dr. Snowden accepted the bonus and will conditionally return the bonus back to the district with the request that expenditures of these funds will be of his choosing, such as in this past year some of the money went to purchasing facility dogs for two of the schools.

- 4. Policy Revision: Interscholastic Athletics (4.301) – 1st Reading** – This revision request adds Harpeth Valley Athletic Conference (HVAC) to the listing of bylaws that will be followed with our sports teams, as we fall under that conference for girls softball. There were no other changes requested to this policy. The administration recommended approval of the 1st Reading.

Alicia Barker made a **motion to approve the 1st Reading** of revisions to Interscholastic Athletics (4.301) as presented **and to waive the 2nd Reading**. Robin Newman **seconded** the motion, which **carried 6-0**.

- 5. Policy Revision: Teacher Tenure (5.117) – 1st Reading** – This policy update removes number 6 under additional guidelines for earning tenure: A background check within six (6) months prior to tenure being granted. State law requires all employees to be fingerprinted at least every 5 years of employment with the school district (T.C.A. 49-5-413). Additionally, FSSD Board Policy 5.108 states that current employees shall report being charged with any criminal offense to their immediate supervisor within 72 hours of the offense. Removing the background check requirement from the tenure policy will allow all employees to complete their background checks on a 5-year rotation throughout their employment with FSSD while eliminating the potential for duplicate checks in the same year based on our current policy, in adherence to both the 6-month from tenure and the 5-year check as required by law. The administration recommended approval of the 1st Reading.

Robin Newman made a **motion** to approve the 1st Reading of revisions to Teacher Tenure (5.117) as presented. Alicia Barker **seconded** the motion. After discussion, the **motion carried 6-0**.

- 6. Policy Revision/Reactivation: COVID Sick Leave (5.3023) – 1st Reading** - The previous adoption of this policy expired as of December 17, 2021. Due to the negative impact our personnel continue to experience with this illness, this extension request adds a possible additional five (5) days to paid leave due to a positive diagnosis of the illness of the employee, for a cap of ten (10) days paid leave for this fiscal year. Dr. Snowden noted that the Omicron variant has been much more contagious and many FSSD employees contracted COVID even though they were fully vaccinated and had received the booster. We have had

165 employees who have contracted COVID since January 1, 2022. The administration recommended approval of the 1st Reading.

Tim Stillings made a **motion to approve the 1st Reading** of revisions/reactivation to **COVID Sick Leave (5.3023)** as presented **and to waive 2nd Reading**. Kevin Townsel **seconded** the motion. After discussion, the motion **carried 6-0 by roll call vote**.

7. **Policy Revision: Transfers Within the System (6.206) – 1st Reading** - This revision follows with amendments to TCA 49-2-128 and additional language from TCA 49-6-3113 which will be effective for students beginning with the 2022-23 school year. With new legislation, districts must post open spaces in each school by grade, class and program level and provide an open enrollment period for consideration of movement from the zoned school to a school of their choice. TSBA has provided a model policy for updated language and incorporation into our existing policy. As noted by the double asterisks in Line 17, this policy is not effective in the event of a federally-mandated desegregation order, which FSSD has been under since 1974. We believe we are very close to attaining “unitary status” (released from court oversight) in the very near future; however, legal counsel has recommended we should continue to be very conservative in our declaration and transfers of students within the school district. Also, based upon legal counsel, this new law is not intended to create any additional financial burden on school districts; space (seat) availability should be based on current staffing needs across the district and in each school.

We have been working with principals over the last couple weeks to determine how many seats may be available, if any, in each school as we prepare to post those seats. The tentative plan is to post the number of seats available on or before March 14th. The Open Enrollment period will begin April 1st and run through April 30th.

FSSD has had a transfer policy in place since 1998. The following are the current in-district transfers by school:

FES – 15	JES – 17
LES – 7	MES – 10
PGES – 20	PGMS – 20
FIS – 1	FMS – 2

The administration respectfully requests approval of the 1st Reading and to waive the 2nd Reading.

Tim Stillings made a **motion to approve the 1st Reading** of revisions to **Transfers Within the System (6.206)** as presented **and to waive the 2nd Reading**. Kevin Townsel **seconded** the motion. Discussion before the vote included additional considerations that will go into the number of transfer spots that will be available. The motion **carried 6-0**.

VIII. DIRECTOR OF SCHOOLS REPORT

- **Annex Property Update**– The draft real estate agency agreements with Joyce Friedman (Crye-Leike) and Tom Magli (Magli Realty) were submitted to legal counsel for review on February 3rd and we are awaiting counsel’s written approval. In addition, the district has

selected Boozer & Company P.C. of Franklin to conduct the appraisal of the Annex property.

- **Presidents Day** – February 17th will be an early dismissal day. The district will be closed February 18th for a Mid-Winter Break. Students will not be in school on Presidents Day, February 21st, however, personnel will be having school-centered professional learning that day.
- **Visit to Columbia State Community College** – A visit for our 8th graders is tentatively set during the week of March 7th.
- **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 in person with an assembly for 8th grade students only. This event will be video-taped for the Booker family, who will not be present this year. 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. 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.
- **Special Education Preschool and Voluntary Pre-Kindergarten (VPK) Program availability** – These early learning programs are open at this time for enrollment for the coming year.
- **Conferences and meetings update:** below is an update on conferences:
 - Legislative and Legal Institute – February 14-15 – Thanks to the Board members that were able to participate.
 - TSBA Day at the Capitol – Washington, DC – May 16-17 (tentative dates)

X. UPDATES

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

- Demographics Report for February 2022

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

- Personnel Change Report January/February 2022
- Investment Report
- Revenue and Expenditure Reports
- Sales Tax Revenue Comparison Report for February

XI. ANNOUNCEMENTS

- Sales tax collection is up 19.9% February 2022 over February 2021, and collections are 17.4% higher at this time than at the same time in 2021.
- Legislative and Legal Institute – TSBA reported to the attendees there are over 300 bills filed on education pending in the General Assembly.
- Mr. Townsel recently served as the Board representative in the WCS/FSSD Pre-K Advisory Council meeting hosted by Dr. Kirkpatrick.
- Board members appreciated the schools hosting them during School Board Appreciation Week.

XII. ADJOURNMENT

Chair Blair adjourned the meeting at 8:22 p.m.

		
	_____ Robert Blair, Chair	_____ Date
ATTEST:		
	_____ Kevin Townsel, Secretary	_____ Date