

March 21, 2022
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, March 21, 2022, at Moore Elementary School, 1061 Lewisburg Pike, Franklin. A link to the recording may be found at <https://www.youtube.com/watch?v=nBaLqz9925Y>.

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 Sternenber, Shelly Robinson, Amanda Fisher, Jeremy Maxwell, Summer Carlton, Sam Vega, principals, other district leadership team members and community.

There was a reception to honor Teachers, Supervisor and Administrator of the Year beginning at 6:00.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:30.

II. PLEDGE OF ALLEGIANCE

Moore Elementary School 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.

III. RECOGNITIONS/GOOD NEWS

1. **Teachers, Principal and Supervisor of the Year** - Cornerstone Financial's Brendan Olsen, Business Development Office and Genny Uss, Assistant Branch Manager, were in attendance to present the gifts for our Teachers of the Year. Honored were: FSSD District Teachers of the Year Candace Simpson (FES) and Brittany Martin (FIS), school level Teachers of the Year Kara Kendle (JES), Melissa Lutche (LES), Bruce Coberly (MES), Kaylon Gilley (PGES), Genny Nash (PGMS) and Randy Stevens (FMS). Thanks to Cornerstone Financial for their support of our district's mission of "Excellence in Teaching and Learning for All". Recognized for Principal of the Year was Amy Patton (LES) and for Supervisor of the Year was Amy Fisher (FSSD Nursing Supervisor).

IV. PUBLIC INPUT

No one addressed the Board during this time.

V. REPORTS / PRESENTATIONS / DISCUSSIONS

1. **Teaching and Learning Spotlight** – "FSSD i-Ready Data and Its Implications", presented by Dr. Decker. More information is presented in the Summary of T&L Activity for March (on file).

2. **Construction Report** – Bond funded project updates were presented by Dr. Esslinger (report on file). The completion of the PAC is projected mid- to late-April; the PAC ribbon cutting is scheduled for May 20 at 3:30, the Board was invited to attend.
3. **COVID Update** – The COVID Team was on hand for questions from the Board. Before leaving for Spring Break, there were zero cases reported in the district.

VI. APPROVAL OF BOARD AGENDA

Robin Newman made a **motion** to approve the Board Agenda with “**Process for Acceptance of Offers for FSSD Property Sales**” added as **Item 6 under Business Before the Board**. Tim Stillings **seconded** the motion, which **carried 6-0**.

VII. APPROVAL OF CONSENT AGENDA

Allena Bell made a **motion** to approve the Consent Agenda as presented. Kevin Townsel **seconded** the motion, which **carried 6-0**.

Approved under Consent Agenda (on file) were:

1. **Minutes of Board Meeting dated February 21, 2022**
2. **Overnight Field Trip Request – MES 4th Grade Walk**
3. **Bid: CNP Kitchen Equipment**
4. **Surplus Property Authorization – 2008 Thomas Type D School Bus**

VIII. BUSINESS BEFORE THE BOARD

1. **Resolution Requesting No Legislative Action on HB2833/SB2168** – The Resolution was provided for the Board prior to the meeting for consideration. The bills referenced are related to some proposed changes for Charter Schools which reduces local decision-making. The administration recommended adoption.

Tim Stillings made a **motion** to approve the “Resolution Requesting No Legislative Action on HB2833/SB2168” as written. Allena Bell **seconded** the motion, which **carried 6-0**. The Resolution was signed by the entirety of the Board and Director of Schools for forwarding to legislators.

2. **Nabholz - JES Kitchen Renovation/Expansion and JES Roof** – Provided for consideration were Document A133-2019, the Standard Form of Agreement Between Owner and Construction Manager At Risk (Nabholz Construction Services with John Strack as principal); Document A201-2017, General Conditions of the Contract for Construction; and Document A133–2019 Exhibit B, Insurance and Bonds. These documents provide an estimate of \$2,073,931 for the kitchen; Nabholz will conduct value engineering to develop a Guaranteed Maximum Price (GMP). At this point in time options are continued to be evaluated on the roof project due to the current market conditions. The administration recommended approval of this contract.

Robin Newman made a **motion** to approve the contracts for Nabholz - JES Kitchen Renovation/Expansion and JES Roof as presented. Alicia Barker **seconded** the motion. **By roll call vote, the motion carried 6-0**.

- 3. Crye-Leike Realtors and Magli Realty Contract Ratification** – The Board Appointed Committee has negotiated the real estate agency agreements with Joyce Friedman of Crye-Leike and Tom Magli of Magli Realty and are now requesting the Board to ratify the agreements. Legal Counsel reviewed the agreements and changes were made based upon his advice as well as Mr. Stillings’ expertise in this process. The administration requested ratification.

Tim Stillings made a **motion** to ratify the Crye-Leike Realtors and Magli Realty agreements as presented. Allena Bell **seconded** the motion. Mr. Stillings specifically thanked Ms. Friedman and Mr. Magli who have recognized FSSD as a public entity and look forward to working with them. There are six separate listings for the properties. **By roll call vote, the motion carried 6-0.**

- 4. Policy Revision: Teacher Tenure (5.117) – 2nd 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. Upon 1st Reading, two items were requested to be considered by administration. First, since tenure comes at the five year mark of district employment or just after the five year mark, the administration requests that the duplicative background check is removed from the policy. Second, the steps that are required to attain tenure in FSSD are thorough, and are requested to remain as is without anything additional. The administration certainly understands and appreciates discussions related to the possible addition of criteria for the earning of tenure by FSSD teachers. We have discussed the tenure process with administrators and our HR Supervisor to determine possibilities. After discussions, we strongly believe the current tenure process is very thorough and demanding. What we don’t discuss during the tenure presentation to the Board is how much emphasis is placed on the principals and assistant principals to use the evaluation process to coach and mentor teachers, new to the FSSD as well as new to the profession, to insure they are meeting the high expectations. We do have individuals who are not successful in meeting the high expectations so they are either non-renewed or leave prior to the time of non-renewal. Some data to demonstrate the rigorous process of earning tenure are: in 2016, 24 teachers were hired and the number granted tenure was eight (8) - the others were non-renewed or chose to resign. In 2017, 39 teachers were hired, four (4) have earned tenure and 14 are on track to earn tenure. The process is very thorough and comprehensive: only the very best earn and are recommended for tenure in the FSSD. The administration recommended approval of the 2nd Reading.

Allena Bell made a **motion** to approve the 2nd Reading of revisions to Teacher Tenure (5.117) as presented. Kevin Townsel **seconded** the motion, which **carried 6-0.**

- 5. Policy Revision: Board Members Legal Status (1.102) – 1st Reading** – Updates to this policy have been sent by the TSBA Director of Policy & Staff Attorney based on House Bill No. 72, the state law on partisan school board elections. While this law does not currently impact every district, state law allows school board elections to be conducted on a partisan basis if at least one county primary board of a political party opts-in. Previously, state law prohibited school board members from being elected on a partisan basis. Our current policy has policy language that reflects that prior requirement. The administration recommended approval of the 1st Reading.

Robin Newman made a **motion to approve the 1st Reading of revisions to Board Members Legal Status (1.102)** as presented. Alicia Barker **seconded** the motion, which **carried 5-1** with Mr. Townsel voting against. On record, Mrs. Newman and Mr. Townsel expressed disappointment in the need to allow partisan school board elections, thus the need for revisions in this policy.

- 6. Process for Acceptance of Offers for FSSD Property Sales** – Communicated by email to the Board from Dr. Snowden regarding suggestion from Chuck Cagle to use the current real estate committee (Mr. Stillings, Dr. Esslinger, Dr. Snowden) to evaluate offers from the six properties offered and to bring back recommendations to the Board at the next regular meeting. Mr. Cagle stated the Board could grant the committee the authority to accept offers contingent upon Board approval at the next regular meeting. Regardless of the process, the sale of FSSD properties can only be finalized with Board approval. Possibilities for the Board to consider for a motion would be to use the current committee or not, if using the committee, for the committee to accept and make a recommendation to the Board or bring offers back to the Board for them to accept, and/or for the committee to accept on contingency for approval by the full Board. There would be six separate properties to consider. Mr. Stillings noted that a Special Called Meeting may be required based on notification requirements for acceptance of offer(s).

Robin Newman made a **motion** for the current Real Estate Committee comprised of Mr. Stillings, Dr. Esslinger and Dr. Snowden to negotiate and contingently accept offers to recommend at the following meeting for Board approval, for the sale of the FSSD properties. Allena Bell **seconded** the motion, which carried 6-0.

VIII. DIRECTOR OF SCHOOLS REPORT

- **Visit to Columbia State Community College** – A visit for our 8th graders, March 7 and 8, was very successful. Thanks to the many teachers, administrators and members of the Teaching & Learning Team who helped chaperone the event. Additionally, we are so grateful for Dr. Lampley and the Columbia State instructors and staff who work to make this important opportunity available for our students.
- **Spring Break – March 14-18** – Our district and district offices will be closed.
- **FSSD Recruitment Fair – March 26** – Our recruitment fair will be held from 9:00 – 11:00 both in person at Freedom Intermediate and virtually. We are currently recruiting for full- and part-time jobs for both the current year as well as next year. Staff EZ will be on hand

this year to recruit for substitute teachers. School administrators, department supervisors and the HR Department will be on hand to give information about their needs; salary and benefit package information will also be available. Information is posted on our website, as well as on social media and on yard signage. Our Human Resources Supervisor will continue recruiting throughout the area as well as reaching out to the universities, in addition to our local event. Thanks goes to Mrs. Duke for her hard work recruiting, which has already produced excellent candidates.

- **Spring Holiday – April 15** – This is a district holiday, all offices will be closed.
- **District Retirement Celebration – May 5** - This year’s celebration will be a reception beginning at 5:00 and program beginning at 6:00, at Freedom Intermediate School. We look forward to celebrating our retirees!
- **Young Scholars Institute – Weeks of June 6-10 and 13-17** - Registration opened March 11th for the 2022 camp for “independent and highly motivated students” who have completed 1st through 8th grade. Applications are online and in print. The camp will be hosted at Freedom Intermediate. Mrs. Carlton reported that over 300 students are registered since the registrations opened.
- **Summer Learning Camps** – Planning for these weeks is well underway. Along with in depth planning for each day, administrators are currently having the task of identifying students who would benefit most, and Teaching & Learning is accepting teachers and staff for the camp. The camps will be held at both PGS campuses.
- **Therapy Dog Program** – We are excited to announce the addition of two additional dogs! We will be receiving Bella to be at PGES and Wilson to be at FMS, expected to be with our handlers April 2. Both are coming from Retrieving Independence, and are fully trained facility dogs. FMS’s Siggy, obtained from our local shelter, has since been adopted by a family as he was not suitable for completion of the therapy dog program.
- **Budget Process FY 2022-23** – Proposed dates for the budget work sessions are **April 18, May 16 and June 20**. 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. The Board was asked to review these dates and notify us with any conflicts.
- **Conferences and meetings update:** below is an update on conferences:
 - NSBA Annual Conference – April 2-4 – San Diego – Plans are being set for this conference. Thank you for continuing your growth as a Board member!
 - 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 March 2022

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

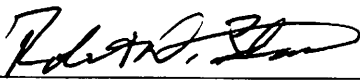
- Personnel Change Report February/March 2022
- Investment Report
- Revenue and Expenditure Reports
- Sales Tax Revenue Comparison Report for March

XI. ANNOUNCEMENTS

- Sales tax revenue reports provide month to month comparisons for the past three years. We have enjoyed double digit growth; however, March was only 1.6% greater than March 2021, but we are still up for the year 14.6%.

XII. ADJOURNMENT

Chair Blair adjourned the meeting at 7:20 p.m.

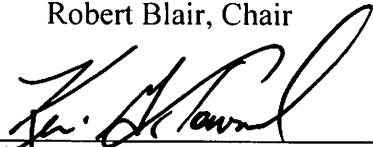


Robert Blair, Chair

4/11/22

Date

ATTEST:



Kevin Townsel, Secretary

4/11/22

Date