

March 20, 2023
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, March 20, 2023, at Poplar Grove Middle School, 2959 Del Rio Pike, Franklin. A link to the recording may be found at https://youtube.com/live/t_q3yBnF3xk?feature=share.

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

Others present were: Dr. David Snowden, Dr. David Esslinger, Dr. Mary Decker, Carol Riordan, Robbin Cross, Leslie Duke, Dr. Cheryl Robey, Mark Anderson, Celby Glass, Dr. Pax Wiemers, Amy Fisher, Jeremy Maxwell, principals, other district leadership team members, FSSDEA and community.

I. MEETING CALLED TO ORDER

A reception was held beginning at 6:00 for Teachers, Supervisor and Principal of the Year. The meeting was called to order at 6:35.

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 – (all on file)

Teachers, Supervisor and Principal of the Year –

Elementary Teacher of the Year: Sondra Martin - FES 4th grade

Middle Grades Teacher of the Year: Christina Swart - FIS 5th grade math

Building-Level Teachers of the Year: Alice Irvin - JES 2nd grade; Laura Watts - LES library/media center; Kayla Eaton - MES 1st grade; Leigh Ann White - PGES SPED; Lauren Lowery – PGMS art; Catherine Curtis – FMS Spanish

Thanks to Cornerstone Financial Credit Union for their cash awards of \$500 to the district teachers of the year and \$100 each to our building-level teachers of the year, presented by Brendan Olsen, Business Development Officer.

Supervisor of the Year – Mark Anderson, FSSD Technology Supervisor

Principal of the Year – Dr. Charles Farmer from FMS

Good News Awards - March Student Artist of the Month LES 2nd grader Nishika

Vaithianathan was featured having created a mixed media crescent moon during a freestyle project offered in Elizabeth G's art class. Thanks to Sonic Drive-in and Chuck Sugg for sponsoring the student artist of the month with a \$15 gift card (on file).

Recognitions – School Resource Officers serving in FSSD: Deputy Jaclyn Spann – FES; Deputy Charles Edwards – JES; Deputy Kasondra Osborne – MES; Deputy Joseph Degati – LES; Deputy Josh Byram – PGS; Deputy Marty French – FIS; Deputy Richard Cole – FMS,

Supervisors in the WC Sheriff's Office: Sheriff Dusty Rhoades; Captain Leonardo Zollicoffer; Lieutenant Sammie Baker; Sergeant Brant Pewitt.

Claudia Harris, Community Relations with the Lantern at Morning Pointe presenting a check for \$700 to the FCS Department to pay FIS school lunch balances.

Williamson County Honor Orchestra students, from PGMS Emma Zhang and Yiming Huang, and from FMS Gracen Comer, Evey Monge, Matias Marcantoni Nunez and Elanor Miltner, special thanks to orchestra teachers Mickey Rybiski of PGMS and Julia Culp of FMS.

Williamson County Middle School Honor Band students Zachary Marlo, Jaiden Grimes, Austin Petruscu, Kat Stokes, Ethan Vincent, Eve Davis, Giana Carnevale and Sophia Mendoza, special thanks to Mark Garey and Julia Culp, FMS Band teachers.

Midstate Honor Ensembles – Orchestra and Band students Gracen Comer and Zachary Marlo.

Middle TN Vocal Assoc. Elementary Honor Choir students Paislee Lowery, Katelyn Ferguson, Presley Hooper, Kaylyn Jones, Savannah Stephens, Jillian Grimes, Maddie Sheehan, Ellie Lomelino, Jemma Ives, Kaylee Daman, Ella Willsey, Paola Rodriguez, Cecile Peltier, Katie McGarrah, Pippa Cotton, Andrew McClure, Josie Fitzgerald, Maddie Amos, Malaila Reed, Everly Bonilla, Bailey Minor, Audrey Henrick, Ayden Heydel, Judah Cox, London Raymond, Rebecca Leonhardt, Eliza Wiemers, Cece Prewitt, Aubrianna Patton, Alex Peltier, Avery Clark, Gracyn Eganey, Isabel Cleveland, Emily Williams, Maggie Smith, Etta Muterspaugh and Noel Custinger, special thanks to Candace Adams, FIS Music teacher for preparing these students for the performance.

Candace and Eli Adams, Erica Darr, Chris Strelecki and Kaylon Gilley, who prepared for the successful 4th Grade Choral Festival at the PAC.

IV. PUBLIC INPUT

- Jennifer Lampley, PGES teacher and President of the FSSDEA, recently attended the National Education Association with fellow FSSDEA officer and teacher Rochelle Wright. Ms. Lampley spoke to the Board regarding one of the speakers they heard at the conference, Mr. Charles Best, creator of Donors Choose. She had noted from his speech that when teachers use Donors Choose, Mr. Best outlined there is higher buy-in from the teacher, and higher student retention rates and test scores.

V. REPORTS / PRESENTATIONS / DISCUSSIONS

1. **Teaching and Learning Spotlight** – "Get to Know the Teaching and Learning Team Series: Student Performance & Federal Programs Supervisor Dr. Pax Wiemers" – Dr. Wiemers presented to the Board an overview of his responsibilities and focused on the McKinney Vento portion of his job. For additional information as well as updates from the T&L Department, the T&L Summary was provided for the Board (on file).
2. **Construction Report** – Presented by Dr. Esslinger (on file).

VI. APPROVAL OF BOARD AGENDA

Allena Bell made a **motion** to approve the Board Agenda as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

VII. APPROVAL OF CONSENT AGENDA

Alicia Barker made a **motion** to approve the Consent Agenda as presented. Kevin Townsel **seconded** the motion, which **passed 6-0**.

Approved under Consent Agenda (on file) were:

1. **Minutes of Board Meeting dated February 13, 2023**
2. **Overnight Field Trip: MES 4th Grade Natchez Trace Walk**
3. **ESSER 3.0 Public Plan for Remaining Funds and Safe Return to In-person Instruction and Continuity of Services Plan update**
4. **Surplus Property Authorization: 2008 Thomas Type D Diesel School Bus**
5. **Budget Amendments**
6. **Textbook Certification of Adoption**

VIII. BUSINESS BEFORE THE BOARD

1. **Director of Schools – 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 2021-22 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 2021-22 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 2023-24 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 2021-22 year. Tim Stillings **seconded** the motion, which **carried 6-0 by roll call vote**. Dr. Snowden addressed the Board that he is honored by the scores and thanked the great team of district leaders and personnel, and as Dr. Wiemers stated in his presentation, "Excellence is an expectation." He said that he is honored to have earned 100% bonus percentage, and would like to donate that back to the district, as he has in past years, to use as he chooses for the benefit of the district.

2. **Policy Revision: Community Use of School Facilities (3.206) – 2nd Reading** – Our legal counsel has reviewed this policy and has made revisions to bring it up to date as we begin to consider future requests for the rental of the Performing Arts Center. There were no changes requested by the Board upon 1st Reading. The administration recommended approval.

Tim Stillings made a **motion to approve the 2nd Reading** of revisions to Community Use of School Facilities (3.206) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

3. **Policy Revision: Code of Ethics (1.106) – 1st Reading** - As part of our policy subscription, the TSBA Policy Department reviews existing policies to ensure clarity and alignment with state law. Due to increased questions around state ethics laws, TSBA has revised their model policy 1.106 on ethics to focus solely on the requirements of TCA 8-17-103 and placed information on conflicts of interest in model policy 1.107. By separating these topics and updating the language, requirements are clarified. Note that per state law, Boards are required to submit any policies that differ from TSBA's model code of ethics policy to the State Ethics Commission. Accordingly, if our Board makes substantive revisions, TSBA recommends filing the revised policy with the Commission separately.

This policy has been revised to focus solely on prohibitions against accepting items intended to influence a board member's vote and how to handle ethics complaints.

The administration recommended approval of the first reading.

Allena Bell made a **motion to approve the 1st Reading** of revisions to Code of Ethics (1.106) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

4. **Policy Revision: Board Member Conflict of Interest (1.107) – 1st Reading** - As in 1.106, the TSBA Policy Department has reviewed this and the Code of Ethics policy to ensure clarity and alignment with state law, and has revised the two policies to focus solely on the requirements of TCA 8-17-103 and TCA 12-4-101. The two topics are separated, language in the two policies are updated, and requirements are clarified. This policy aligns with TCA 12-4-101 which defines conflicts of interest for school board members. The administration recommended approval of the first reading.

Kevin Townsel made a **motion to approve the 1st Reading** of revisions to Board Member Conflict of Interest (1.107) as presented **and to waive the 2nd Reading**. Allena Bell **seconded** the motion, which **passed 6-0**.

5. **Policy Revision: Testing Programs (4.700) – 1st Reading** - The State Board of Education has made changes to their regulation on non-public schools. This updated regulation now mandates that Boards include policy language if they require students transferring from these schools to take an exam for credit or grade placement. While FSSD does not require a written exam when entering our district, our district administrators generally place students according to age; standardized testing may also be a deciding factor in placement. Language is taken from the TSBA model policy. The administration recommended approval of the first reading.

Alicia Barker made a **motion to approve the 1st Reading** of revisions to Testing Programs (4.700) as presented **and to waive the 2nd Reading**. Kevin Townsel **seconded** the motion, which **passed 6-0**.

6. **Policy Revision: Student Assignments (6.205) – 1st Reading** - Revisions are to add language for grade placement for students transferring from Category IV church-related schools, Category V private schools, and home school, based on the State Board of Education's changes to their regulation on non-public schools. Policy 4.700 is added to the reference section for further policy on placement. The administration recommended approval of the first reading.

Alicia Barker made a **motion to approve the 1st Reading** of revisions to Student Assignments (6.205) as presented **and to waive the 2nd Reading**. Allena Bell **seconded** the motion, which **passed 6-0**.

VIII. DIRECTOR OF SCHOOLS REPORT

- **Visit to Columbia State Community College** – We again had the opportunity for our 8th graders to tour and learn about the various programs Columbia State offers on March 6 and 7. Thanks to the many teachers, administrators and members of the Teaching & Learning Team who helped chaperone the event. We continue to be grateful for Dr. Lampley and the Columbia State instructors and staff who work to make this important opportunity available for our students. Dr. Decker organizes this opportunity with Dr. Lampley, who will continue this practice next year. It is invaluable for our students to learn about some of the programs that are being offered. We look forward to continuing this partnership with Columbia State. Dr. Barker commends our district leaders that did not back down in exposing our students to what is available, and appreciates the visits coming to fruition.
- **Spring Break – March 13-17** – Our district and district offices were closed.
- **FSSD Recruitment Fair – March 25** – Our recruitment fair will be held from 9:00 – 11:00 both in person at PGS 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 again 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 has also been busy recruiting at both in-state and out-of-state colleges and universities.
- **Spring Holiday – April 7** – This is a district holiday, all offices will be closed.
- **District Retirement Celebration – April 27** - This year’s celebration will be held at the PAC with a reception beginning at 5:00 and program beginning at 6:00. We look forward to celebrating our retirees!
- **Young Scholars Institute – Weeks of June 5-9 and 12-16** - Registration is open for the 2023 camp for “independent and highly motivated students” who have completed 1st through 8th grade. Applications are online.
- **Summer Learning Camps** – There are several learning camps open this summer. Information about the camps is being sent out through our schools as well as linked on our website. Along with in-depth planning for each day, administrators are currently identifying priority students who would benefit most, and Teaching & Learning is accepting teachers and staff for the camp. The highest priority of students identified will be those who do not make the required score on the TCAP ELA assessment and need the Summer Learning Camp to earn a promotion to the fourth grade.
- **Budget Process FY 2023-24** – Proposed dates for the budget work sessions are **April 17, May 15 and June 19**. 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.

- **Conferences and meetings update:** We look forward to participating in the **2023 Inaugural COSSBA Annual Conference** – March 30-April 2 – Tampa. Several of our Board members are also attending the pre-conference **Urban Boards Alliance Day**. Thank you!

XII. UPDATES

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

- Demographics Report for March 2023

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

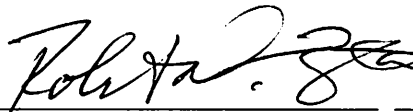
- Personnel Change Report February/March 2023
- Investment Report
- Revenue and Expenditure Reports
- Sales Tax Revenue Comparison Report for March

XI. ANNOUNCEMENTS

Dr. Esslinger reported on sales tax collections compared to last year at this time.

XIV. ADJOURNMENT

Chair Blair adjourned the meeting at 7:40 p.m.

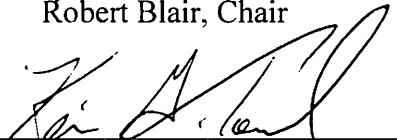


Robert Blair, Chair

4/10/23

Date

ATTEST:



Kevin Townsel, Secretary

4/10/23

Date