

Board of Education Regular Meeting

February 23, 2021 5:30 PM

Electronic Meeting

I. Call to Order

II. Pledge of Allegiance to the Flag

III. Roll Call

IV. Approval of Agenda

V. Special Items

1. Individuals to Address the Board

VI. Consent Agenda

1. Approval of Minutes

VII. Unfinished Business

1. 2020-2021 Budget Adjustment
2. 2021-2022 Budget
3. Building and Grounds Report
 - a. East Middle Ditch and Fence Area Cleanup
4. Policy Recommendations
5. Disciplinary Hearing Authority Appointment

VIII. New Business

1. THS Reallocation of Funds
2. Fall Club Sports
3. Suspension of Weighting TCAP Scores (Policy 4.700)

IX. Superintendent's Report

1. City Board Liaison Report
2. Personnel
3. Monthly Financial Report

X. Adjournment

TULLAHOMA CITY SCHOOLS
Board of Education Regular Meeting
January 19, 2021 5:30 PM
Tullahoma High School

Attendance Taken at 5:30 PM:

Present Board Members:

Mrs. Amy Dodson
Mrs. Jessica Fogarty
Mr. Sid Hill
Mrs. Amy Johnson
Mrs. Teresa Lawson
Mrs. Kim Uselton
Mr. Pat Welsh

Approval of Agenda

Motion Passed: To approve agenda as presented.

Passed with a motion by Mrs. Jessica Fogarty and a second by Mrs. Amy Johnson.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

Special Items

Individuals to Address the Board

There were no individuals wishing to address the board.

Consent Agenda

Motion Passed: To approve the consent agenda as presented.

Passed with a motion by Mrs. Teresa Lawson and a second by Mrs. Jessica Fogarty.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

Approval of Minutes

Minutes from the regular Board of Education meeting held on November 17, 2020, were presented for approval.

Surplus

Pursuant to TCS Board Policy 2.403 "When equipment, books, materials, and other personal property no longer have an intended use by the system or are no longer capable of being used because of condition, the Board shall declare them surplus property and authorize their disposal."

The TCS Technology Department submitted a list of surplus for approval.

Unfinished Business

Building and Grounds Report

Pat Welsh provided an update from the building and grounds committee.

Facilities Review & Assessment Proposal

Dr. Stephens shared that since her arrival it was clear to her that the board desired that there be a full facilities assessment conducted. Members of both the Finance Committee and Building & Grounds Committee believe this is a natural next step. This facilities assessment will cover the 7 school buildings. A team of architects and staff will evaluate school buildings, focusing on the following: architectural, mechanical, and electrical. A completed assessment and a report of findings will be provided. This information will help in future planning, as a clear plan is needed for facilities maintenance, upkeep, and enhancement. The Building & Grounds committee is ready for this next step so priorities can be established for both short and long term goals.

Motion Passed: Administration recommends approval of Orcutt Winslow to return to TCS and do a complete facilities assessment in the amount of or to not exceed \$34,300.

Passed with a motion by Mr. Pat Welsh and a second by Mr. Sid Hill.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

Curriculum, Instruction and Assessment Report

Jessica Fogarty provided an updated from the curriculum, instruction and assessment work group.

Policy Recommendations

The policy committee presented recommendations to update several policies.

Motion Passed: To accept adoption of updates to policies 4.100, 4.201, 4.202, 4.206, 4.300, 4.302, 4.303, 4.405, 4.406, 4.408, 4.409, 4.500, 4.501, 4.607, 4.803, 4.804, 4.805, 6.604; and issue date update on policies 4.205, 4.407, 4.608, 4.800, 4.802, 4.805 on first and final reading.

Passed with a motion by Mrs. Amy Johnson and a second by Mr. Pat Welsh.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

Differentiated Pay Plan

State law requires school districts to adopt and implement differentiated pay plans to aid in filling hard to staff positions, to recognize unique individual roles and responsibilities and/or performance-based pay. The plan proposed focuses on hard to staff positions as well as recognizing unique individual roles and responsibilities. The plan proposed impacts nine individuals, six of whom are identified in hard to staff roles. All six are speech and language pathologists. The other three positions qualify in the instructional role/responsibility category--including the Behavior Specialist, Fine Arts Coordinator and Assessment/Testing Facilitator.

Motion Passed: To accept the differentiated pay plan as presented.

Passed with a motion by Mrs. Teresa Lawson and a second by Mrs. Amy Johnson.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

New Business

System-wide Professional Learning Program

Board policy 5.113 notes the necessity to involve central office personnel and other employees as needed in developing the district-wide professional learning program. This program shall be presented to the board and submitted for board approval. Administration presented the 2020-2021 system-wide professional learning program plan for approval.

Motion Passed: To accept the system-wide professional learning program plan as presented.

Passed with a motion by Mrs. Jessica Fogarty and a second by Mr. Pat Welsh.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

COVID-19 Emergency Paid Sick Leave

The Families First Coronavirus Response Act (FFCRA) provided for employees to receive up to ten (10) days of emergency sick leave. Essentially, this allowed individuals impacted by COVID (quarantined, positive, caring for children due to COVID, etc.) to have up to 10 days to use that did not impact their own accrued leave. Any days used after that 10 would then require employees to use their own days. This portion of the FFCRA expired on December 31, 2020, and was not renewed or extended. Administration requested board consideration to extend this benefit to employees until the end of the 2020-2021 school year. Extension of this relief would allow teachers and staff to have up to 10 days of emergency sick leave for COVID-19 related absences available before having to use regular sick leave days. Teachers and staff that had taken any portion of the 10 days prior to December 31, 2020, would have these remaining days available for use. The process for using this emergency, COVID-19, related leave would be the same as before where employees would notify Jennifer Matlock and request this leave. She would provide the necessary form and assist them through the process.

Motion Passed: To extend the COVID leave benefit to employees until the end of the 2020-2021 school year.

Passed with a motion by Mr. Pat Welsh and a second by Mr. Sid Hill.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

Superintendent's Report

Dr. Stephens shared an update to the board.

City Liaison Report

Rupa Blackwell provided an update to the board.

Personnel

Personnel changes from December 2020/January 2021 were presented in an attachment.

Adjournment

There being no further business, the meeting was adjourned at 6:34 p.m.

Motion Passed: To adjourn at 6:34 p.m.

Passed with a motion by Mr. Sid Hill and a second by Mrs. Jessica Fogarty.

7 Yeas - 0 Nays.

Mrs. Amy Dodson	Yea
Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Kim Uselton	Yea
Mr. Pat Welsh	Yea

Minutes approved February 16, 2021

Kim Uselton, Board Chairman

Dr. Catherine Stephens, Director of Schools

Personnel - February 2021

Hires

Bailey Masingille	B-A	Part-time/EA	01/20/2021
Caitlin Brown	ELE	EA/Sped	02/01/2021
Kathy Abbott	JTF	Part-time/EA	02/08/2021

Resignations

Jessica Skala	JTF	Part-time/EA	02/5/2021
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REVENUE	2020-2021	ACTUAL THRU
ACCOUNT NUMBER	AMENDED	Jan 2021
UNDESIGNATED FUND BALANCE	1,519,444	
40100 COUNTY TAXES		
TOTALS ACCOUNT NUMBER 40100	6,385,558	3,156,974
40600 CITY SCHOOL DISTRICT REVENUES		
TOTALS ACCOUNT NUMBERS 40600/40700	4,200,701	2,381,616
41000 LICENSES & PERMITS		
TOTALS ACCOUNT NUMBER 41000	1,300	863
43000 CHARGES FOR SERVICES		
TOTALS ACCOUNT NUMBER 43000	256,476	114,039
44000 OTHER LOCAL REVENUE		
TOTALS ACCOUNT NUMBER 44000	95,240	36,637
46500 STATE EDUCATION FUNDS		
TOTALS ACCOUNT NUMBER 46500	18,244,351	10,875,311
REVENUE	2020-21	ACTUAL THRU
ACCOUNT NUMBER	AMENDED	Jan 2021
46800 OTHER STATE REVENUES		
TOTALS ACCOUNT NUMBER 46800	89,674	42,599
47100 FEDERAL FUNDS through STATE		
TOTALS ACCOUNT NUMBER 47100	218,780	116,390
49000 OTHER SOURCES /NON-REVENUE		
TOTALS ACCOUNT NUMBER 49000	4,738,867	2,000,000
TOTALS FOR GENERAL PURPOSE FUND	35,750,391	18,724,429

EXPENDITURES	2020-21	ACTUAL THRU	
ACCOUNT NUMBER	AMENDED	Jan 2021	PERCENTAGE
71100 REGULAR EDUCATIONAL PROGRAM			0.50
TOTAL 71100 ACCOUNT	19,308,893	9,155,133	0.47414
71200 SPECIAL EDUCATION PROGRAM			0.50
TOTAL 71200 ACCOUNT	3,721,941	1,786,883	0.48009
71300 VOCATIONAL EDUCATION PROGRAM			0.50
TOTAL 71300 ACCOUNT	652,898	301,612	0.46196
72110 ATTENDANCE			0.50
TOTAL 72110 ACCOUNT	125,644	56,052	0.44612
72120 HEALTH SERVICES			0.50
TOTAL 72120 ACCOUNT	519,943	306,295	0.58909
72130 OTHER STUDENT SUPPORT			0.50
TOTAL 72130 ACCOUNT	812,365	425,119	0.52331
72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.			0.50
TOTAL 72210 ACCOUNT	559,611	331,487	0.59235
72220 SPECIAL EDUCATION PROGRAM			0.50
TOTAL 72220 ACCOUNT	583,245	209,066	0.35845
72250 TECHNOLOGY	(ORIGINALLY INCLUDED IN 71100)		0.58
TOTAL 72220 ACCOUNT	0	288,731	
72310 GENERAL ADMIN/BD OF EDUCATION			0.58
TOTAL 72310 ACCOUNT	1,428,258	620,057	0.43414
72320 OFFICE OF THE SUPERINTENDENT			0.58
TOTAL 72320 ACCOUNT	448,305	234,007	0.52198
72410 OFFICE OF THE PRINCIPAL			0.50
TOTAL 72410 ACCOUNT	1,491,346	737,923	0.49480
72510 FISCAL SERVICES			0.58
TOTAL 72510 ACCOUNT	358,314	213,248	0.59514
72520 HR/PERSONNEL			0.58
TOTAL 72110 ACCOUNT	292,388	148,267	0.50709
72610 OPERATION OF PLANT			0.58
TOTAL 72610 ACCOUNT	2,729,249	1,563,061	0.57271
72620 MAINTENANCE OF PLANT			0.58
TOTAL 72620 ACCOUNT	1,014,001	686,629	0.67715

2020-21 GEN PURPOSE BUDGET

2/10/2021

72710 TRANSPORTATION			0.50
TOTAL 72710 ACCOUNT	374,547	284,898	0.76065
76100 REGULAR CAPITAL OUTLAY			
TOTAL 76100 ACCOUNT	1,329,444	305,543	0.22983
TOTAL EXPENDITURES GENERAL PURPOSE FD	35,750,391	17,654,011	0.49381