

# **Board of Education Regular Meeting**

April 20, 2020 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
  2. Teacher of the Year
  3. Holland Scholarship Awards
- VI. Consent Agenda**
  1. Approval of Minutes
- VII. Unfinished Business**
  1. Building and Grounds Report
  2. 2020-2021 Budget
  3. Policy Adoption: TSBA Recommendations
  4. Board Policy 6.204
- VIII. New Business**
  1. 2020-2021 Tuition Rates
  2. Teacher Tenure
  3. Policy Resolution
  4. Central Office Flooring
  5. Central Office Furniture
  6. School Closure
- IX. Superintendent's Report**
  1. City Board Liaison Report
  2. Personnel
- X. Adjournment**

**TULLAHOMA CITY SCHOOLS**  
**Board of Education Regular Meeting**  
**March 16, 2020 5:30 PM**  
**Central Office**

**Attendance Taken at 5:30 PM:**

Present Board Members:

Mrs. Jessica Fogarty  
Mr. Sid Hill  
Mrs. Amy Johnson  
Mrs. Gigi Robison  
Mr. Pat Welsh

Absent Board Members:

Mrs. Teresa Lawson  
Mrs. Kim Uselton

**Approval of Agenda**

**Motion Passed:** To approve agenda as presented with the addition of the consideration of a change to study session times.

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

**5 Yeas - 0 Nays.**

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

**Special Items**

**Individuals to Address the Board**

There were no individuals wishing to address the board.

**Special Recognition**

Mr. Greg Gressel was recognized by the Board for his assistance in the THS production of Romeo and Juliet. He was recognized for his dedication to the students in the theatre arts program at Tullahoma High School.

**Consent Agenda**

**Motion Passed:** To approve the consent agenda as presented.

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

**5 Yeas - 0 Nays.**

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

**Approval of Minutes**

Minutes from the regular Board of Education meeting held on February 18, 2020, and minutes from the special called Board of Education meetings held on February 25, 2020; February 26, 2020; March 4, 2020; March 5, 2020; and March 11, 2020, were presented for approval.

**200-Day Accountability**

The 2020-2021 200-Day Accountability report was 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."

East Lincoln Elementary submitted a list of surplus for approval. This list will be included as an attachment to the minutes.

## **Unfinished Business**

### **Building and Grounds Report**

Chairman Welsh provided an update from the building and ground committee:

There is a wall in the Garrison wing at the high school that continuously has to be repainted due to moisture issues. OLG has taken a look at it and determined that there is a drainpipe in the wall that has been broken. Replacing this pipe will fix this problem.

There is a doorway in the band room that a double door is going to be installed to make for easier access with band equipment. This will be completed by the TCS maintenance department.

The awning on the gym side of Tullahoma High School will be altered with the installation of another gutter to help with the problem of cascading water off of this awning in rainy weather.

THS tennis courts will be placed at East Middle campus. Specs will go out soon on these courts by Business Director, Jason Ray.

Central office: OLG is going to give the committee some ideas on an awning for the front. Bids will go out soon on the office remodel.

Ceiling tile at Bel-Aire Elementary and East Middle School will be replaced soon.

The chimney at Bel-Aire Elementary will be removed. There is room in original budget for this demolition and it will not have to be rebid.

### **2020-2021 Budget**

Jason Ray shared that TCS is still in the preliminary process and is expecting numbers next month from the city and preliminary BEP numbers from the State. That will give TCS a framework of where to go with the 2020-2021 budget.

**Board Policy Review and Adoption Consideration**

The policy committee reviewed several policies at the February study session. These policies were presented for board approval in February for the first reading and again in March for the second and final reading.

**Motion Passed:** to adopt recommended changes to policy 6.402, 6.4031, 6.405, 6.411, 6.412, 5.200, 5.201, 4.700, 3.201, 4.200 and to adopt TSBA model policies 6.4052, 4.201, 4.606 and 4.802 on the second and final reading.

**Passed** with a motion by Mrs. Gigi Robison and a second by Mrs. Amy Johnson.

**5 Yeas - 0 Nays.**

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

**THS Track Resurfacing**

Bids were recently accepted to repair and resurface the track at Tullahoma High School. Pro Court Construction, Inc. was the only bidder with a total project cost of \$102,900. Administration recommends accepting this bid from Pro Court Construction in the amount of \$102,900.

**Motion Passed:** To accept the bid from Pro Court Construction, Inc. in the amount of \$102,900.

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

**5 Yeas - 0 Nays.**

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

### **Potential Daycare**

**Motion Passed:** The School Board will endorse the concept for a daycare facility for children of staff and employees for the 2020-2021 school year and directs administration to continue to plan for the same including hiring a director.

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

**5 Yeas - 0 Nays.**

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

### **New Business**

#### **Trustees for Non-Certified Retirement**

**Motion Passed:** To accept the Chairman of the Board, the Superintendent, and the Director of Business as the trustees for the non-certified retirement plan.

**Passed** with a motion by Mrs. Jessica Fogarty and a second by Mr. Gigi Robison.

**5 Yeas - 0 Nays.**

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

**Civil Rights Coordinator**

**Motion Passed:** To appoint HR Specialist, Jennifer Matlock, as the Civil Rights Coordinator.

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

**5 Yeas - 0 Nays.**

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

**Bus Purchase Authorization**

**Motion Passed:** To authorize the purchase of two, model year 2020, 78 passenger conventional buses from Mid South Bus Center for a total price of \$170,844 to be included in the budget year 2020-2021.

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

**5 Yeas - 0 Nays.**

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

### **Study Session Time Change**

**Motion Passed:** To change study session times to the first Tuesday of each month with a meeting time of 1:00 beginning in April.

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

**5 Yeas - 0 Nays.**

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

### **Superintendent's Report**

Chairman Welsh wished to recognize Director Hargrove for his help, attention, and selfless action during this time. Chairman Welsh stated that Director Hargrove has been trying to work in a very fluid environment.

### **City Liaison Report**

Rupa Blackwell was unable to attend.

### **Personnel**

Personnel changes from March 2020 were presented in an attachment.

### **Adjournment**

There being no further business, the meeting was adjourned at 6:12 p.m.

**Minutes approved April 20, 2020**

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**J. Patrick Welsh, Board Chairman**

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**Scott Hargrove, Interim Director of Schools**

**TULLAHOMA CITY SCHOOLS**  
**Board of Education Special Called Meeting**  
**March 30, 2020 1:30 PM**  
**Central Office/Electronic Meeting**

**Attendance Taken at 1:30 PM:**

Present Board Members:

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

**Approval of the Agenda**

**Motion Passed:** To approve agenda as presented

**Passed** with a motion by Mrs. Amy Johnson and a second by Mr. Sid Hill.

**7 Yeas - 0 Nays.**

Mrs. Jessica Fogarty	Yea
Mr. Sid Hill	Yea
Mrs. Amy Johnson	Yea
Mrs. Teresa Lawson	Yea
Mrs. Gigi Robison	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.

**Resolution: Electronic Meetings****Motion Passed:** To approve resolution as presented.**Passed** with a motion by Mrs. Teresa Lawson and a second by Mrs. Kim Uselton.**7 Yeas - 0 Nays.**

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

**Unfinished Business****Contract Consideration for Director of Schools****Motion Passed:** To accept contract as presented.**Passed** with a motion by Mrs. Jessica Fogarty and a second by Mr. Sid Hill.**7 Yeas - 0 Nays.**

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

**Adjournment**

**Motion Passed:** To adjourn meeting at 1:43 p.m.

**Passed** with a motion by Mrs. Gigi Robison and a second by Mrs. Amy Johnson.

**7 Yeas - 0 Nays.**

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

**Minutes approved April 20, 2020**

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**J. Patrick Welsh, Board Chairman**

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**Scott Hargrove, Interim Director of Schools**

# [Insert School System]

## Employee Designations During Emergency Closure

1.8011.3

1 *General*

2 In the event of an emergency that requires closure of a school building, group of schools, or the entire  
3 district, the Director of Schools is authorized to continue to pay employees who are not able to  
4 physically report for duty as a result of the ongoing emergency. During such emergencies, the Director  
5 of Schools may designate certain employees as essential. Such employees shall work as directed by the  
6 Director of Schools, whether that is by physical appearance at work or teleworking under Policy  
7 5.1151.

8 **CUSTODIAL STAFF**

9 During school district closures related to quarantine efforts, all custodial staff, including ten- and  
10 eleven-month employees, are deemed essential. All custodial staff must report to their assigned  
11 buildings for work unless approved for leave or directed otherwise by their supervisor. Building  
12 assignments may fluctuate to meet needs.

13 **FOOD SERVICE WORKERS**

14 In order to operate community feed sites, certain food service workers may be deemed essential by the  
15 Director of Schools. If deemed essential, employees must report to any assigned location. Assigned  
16 locations may vary to meet changing needs.

17 **LEAVE REQUESTS FOR ESSENTIAL STAFF**

18 If an employee has exhausted his or her leave, the employee must obtain approval from **the Director of**  
19 **Schools** before being allowed to take any specially approved paid leave during an emergency closure.

20 Failure to report without approved leave will result in disciplinary measures up to and including  
21 termination.

Click here to choose a school board.			
Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>FFCRA LEAVE</b>	Descriptor Code: <b>5.3051</b>	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*<sup>1</sup>

2 Under the Families First Coronavirus Response Act (FFCRA), this policy will be in effect from April  
3 1, 2020 until December 31, 2020.

4 The Director of Schools/designee shall post notice of FFCRA requirements and create any necessary  
5 administrative procedures. Employees should seek clarification from **HR Specialist, Jennifer Matlock,**  
6 if they have questions regarding the total amount of leave and pay available to them.

7 **PAID SICK LEAVE**

8 Employees are entitled to up to two (2) weeks of paid sick leave if they are unable to work or telework  
9 because the employee:<sup>2</sup>

- 10 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- 11
- 12 2. has been advised by a health care provider to self-quarantine related to COVID-19;
- 13
- 14 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
- 15
- 16 4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The
- 17 individual must be someone with a personal relationship to the employee;
- 18
- 19 5. is caring for his/her son or daughter whose school or place of care is closed, or person who
- 20 regularly provides child care is unavailable, for reasons related to COVID-19 and no other
- 21 suitable person is available to care for the child during the requested period of leave. Son or
- 22 daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child
- 23 of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older
- 24 who is incapable of self-care because of a mental or physical disability; or
- 25
- 26 6. is experiencing any other substantially similar condition specified by the Secretary of Health
- 27 and Human Services, in consultation with the Secretaries of Labor and Treasury.

28 This paid leave may be taken if there is work available for the employee to complete and the employee  
29 is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave  
30 that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to  
31 exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

## 1 EXPANDED FMLA LEAVE

2 Full-time or part-time employees who have been on the payroll for thirty (30) calendar days prior to  
 3 the beginning of the leave are eligible for expanded FMLA leave (EFMLEA). This includes employees  
 4 who were laid off or terminated after March 1, 2020, who had worked for the district for at least thirty  
 5 (30) of the prior sixty (60) calendar days and were subsequently rehired or otherwise employed by the  
 6 district.<sup>3</sup>

7 Under the FFCRA, an employee qualifies for EFMLEA leave if the employee is unable to work or  
 8 telework due the need to care for his/her son or daughter because of a school or child care facility  
 9 closure or because the person who regularly provides child care (i.e. this could include a family  
 10 member or a neighbor) is unavailable for reasons related to COVID-19.<sup>4</sup> In these circumstances, a son  
 11 or daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a  
 12 person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is  
 13 incapable of self-care because of a mental or physical disability.

14 Qualifying employees may take twelve (12) weeks of EFMLEA leave.<sup>5</sup> The amount of leave available  
 15 may be impacted by any prior use of FMLA.<sup>6</sup>

16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take  
 17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds  
 18 (2/3) the rate of the employee's regular rate of pay, unless he/she chooses to utilize accrued sick leave  
 19 or annual leave to cover those days or the amount is capped per federal law.<sup>7</sup>

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### Legal References

1. Families First Coronavirus Response Act, Pub. L. No. 116-127, §§ 3102, 5101, et seq. (2020)
2. 29 CFR § 826.20(a); 29 CFR § 826.21; 29 CFR § 826.30(a)
3. 29 CFR § 826.30(b); Coronavirus Aid, Relief, and Economic Security Act (CARES Act), § 3605 (2020)
4. 29 CFR § 826.20(b)
5. 29 CFR § 826.23
6. 29 CFR § 826.23(b); 29 CFR § 826.70
7. 29 CFR § 826.24

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### Cross References

- Sick Leave 5.302  
 Family and Medical Leave 5.305

Click here to choose a school board.

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Telework During Emergencies</b>	Descriptor Code: <b>5.1151</b>	Issued Date:
		Rescinds:	Issued:

1 *General*

2 Teleworking is a work arrangement where designated employees are allowed to perform their normal  
3 duties and responsibilities through the use of hardware and software at an alternate location from their  
4 normal work site.

5 The Director of Schools may require an employee to telework if the duties and responsibilities of the  
6 position are required during times of emergency. An employee's participation in the program will be  
7 determined by the length and duration of the emergency and will be both initiated and ended at the  
8 discretion of the supervisor and/or the Director of Schools.

9 **WORK ENVIRONMENT**

10 Employees approved for telework shall maintain a dedicated and safe work environment.

11 An employee who teleworks shall not allow anyone other than district employees to utilize district  
12 provided services or equipment. Employees shall keep remote work and information confidential, in  
13 accordance with district policies, procedures, and applicable privacy laws.

14

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Cross References

Emergency Closings 1.8011

Click here to choose a school board.

Monitoring: <b>Review: Annually, in August</b>	Descriptor Term: <b>Emergency Closings</b>	Descriptor Code: <b>1.8011</b>	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Board authorizes the Director of Schools to close schools in the event of hazardous weather, a  
3 public health emergency, or any other emergency which presents a threat to the safety of students, staff  
4 members, or school property.<sup>1</sup>

5 As soon as the decision to close schools is made, the Director of Schools will notify the public media  
6 and request that an announcement be made.

7 If school is not in session or is dismissed early due to snow or inclement weather, the Director of  
8 Schools in consultation with the principal(s) of the impacted school(s) shall determine if all scheduled  
9 activities in which students are involved shall be postponed or cancelled.

10 **EMPLOYEE RESPONSIBILITIES**

11 In the event of an emergency that requires closure of a school building, group of schools, or the entire  
12 district, the Director of Schools is authorized to continue to pay employees who are not able to  
13 physically report for duty as a result. These employees shall receive their regular wages. Such  
14 payments shall not exceed the number of days budgeted for each employee.

15 During such emergencies, the Director of Schools may designate certain employees as essential. Such  
16 employees shall work as directed by the Director of Schools, whether that is by physical appearance at  
17 work or teleworking under Policy 5.1151. Essential employees must use leave to be excused from  
18 work absent special permission as determined by the Director of Schools/designee.

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Legal References

1. TCA 49-6-3004(e)(1); TRR/MS 0520-01-03-.02(1)(b)

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Cross References

- Emergency Preparedness Plan 3.202  
Telework During Emergencies 5.1151

# Tulahoma City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Attendance of Non-Resident Students</b>	Descriptor Code: <b>6.204</b>	Issued Date: <b>06/20/16</b>
		Rescinds: <b>6.204</b>	Issued: <b>02/24/14</b>

1 Students residing outside the boundaries of the school system may attend schools within the school system  
2 under the following conditions:

- 3 1. They must be approved by the director of schools.<sup>1</sup>
- 4 2. They must pay a tuition fee established annually by the Board. Annual tuition may not exceed per  
5 student, per annum, an amount equal to the amount of local funds actually used for school purposes by  
6 the school system per student during the preceding school year minus any funds received from the  
7 student's resident system. Tuition for out-of-state non-resident students shall be charged at the same  
8 rate as the average cost per student (state and local funds) in the system attended.<sup>2</sup>
- 9 3. Non-resident students must make application at least two weeks prior to the first day of school.
- 10 4. Requests from students from adjoining states to attend school shall be considered on a case-by- case  
11 basis.<sup>3</sup>
- 12 5. Students who become residents of the school system shall be refunded any unused portion of the tuition  
13 on a pro-rata basis.
- 14 6. When and if complete tuition payment is not received by the end of April of the year in which the  
15 student(s) attend a school in the TCS system, the student(s) shall be excluded from attendance in school  
16 years subsequent to the current year of Tulahoma City Schools until all prior and current tuition is paid  
17 in full.
- 18 7. If a teacher of this school system has a residence outside the school system, his/her children may be  
19 allowed to attend if the appropriate tuition requirements are met, provided that there is available room  
20 and teaching capacity and other determinations made by the Board according to applicable law.<sup>4</sup>  
21

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## Legal References

1. TCA 49-6-3104; TCA 49-6-3105;  
TRR/MS 0520-01-03-.03(11)(f)—(i)
2. TCA 49-6-3003; TCA 49-6-403(f)
3. TCA 49-6-3108
4. TCA 49-6-3113; TCA 49-6-3103

TULLAHOMA BOARD OF EDUCATION

RESOLUTION No. 2

Dated April 20, 2020

WHEREAS, TCA 49-2-203 authorizes local boards of education to govern their respective districts, including adopting, revising, and suspending local board policies;

WHEREAS, on April 2, 2020, Governor Bill Lee signed Public Chapter 652 which removed the requirement for TCAP testing and allowed the State Board of Education to promulgate necessary rules to address issues created by COVID-19 in the 2019-2020 school year;

WHEREAS, on April 9, 2020, the State Board of Education revised several rules and policies in response to COVID-19 effective only for the 2019-2020 school year;

WHEREAS, changes made by the State Board of Education conflict with certain current local board policies;

NOW THEREFORE BE IT RESOLVED, that the Board of Education hereby suspends the following policies or provisions of its policies for the remainder of the 2019-2020 school year, including but not limited to those identified below, to the extent that they conflict with Public Chapter 652 or State Board of Education policies or rules and regulations for the 2019-2020 school year:

- 1) Policy 4.600 – Grading System. Students taking courses for high school credit shall receive no grade lower than the grade they earned in the course as of March 20, 2020, but grades may improve after March 20, 2020 through online courses. Additionally, Students taking post-secondary and/or AP courses are not required to participate in the associated exam in order to receive GPA weighting for Spring 2020.
- 2) Policy 4.605 – Graduation Requirements.
  - a) For the class of 2020, the following graduation requirement is modified as follows:
    - i. Achieve twenty-two (22) units of credit.
  - b) For the class of 2020, the following graduation requirements are waived:
    - i. ACT/SAT;
    - ii. Civics exam;
    - iii. End of Course (EOC) exams; and

- iv. All other graduation requirements remain in full forces and effect.
- c) Students scheduled to receive an occupational diploma in the 2019-2020 or 2020-2021 school year shall only be required to demonstrate one year of work experience.
- 3) Policy 4.700 – Testing Program. Students shall not be required to take TCAP exams for the spring 2020 semester.
- 4) Policy 5.109 – Evaluation.
  - a) Level of overall effectiveness scores shall not be generated for educators in the 2019- 2020 school year.
  - b) Pre-kindergarten and kindergarten teachers shall not be evaluated using the growth portfolio model for the 2019-2020 school year.
  - c) Any observations required by State Board of Education Policy 5.201 that were not completed during the 2019-2020 school year as a result of COVID-19 are not required.
  - d) No student data from this year shall be allowed to negatively impact a teacher.
- 5) Policy 5.802 – Qualifications and Duties of the Director of Schools. The Director of Schools may request an extension from the State Board of Education to report information that would impact educator licensure (e.g. alleged employee misconduct, discipline of employees for actions that violate the teacher code of ethics, etc.).
- 6) Policy 6.200 – Attendance.
  - a) Students may not be penalized for non-attendance of online courses.
  - b) Non-attendance of online courses shall not count as unexcused absences and shall not be recorded. Further, students shall not be counted truant for failure to attend online courses.

BE IT FURTHER RESOLVED that the Director of Schools shall consult with the Board as feasible and appropriate and shall timely report to the Board regarding implementation of board policies in alignment with Public Chapter 652 and updated State Board Policies and Rules and Regulations.

BE IT FURTHER RESOLVED that the Director of Schools will consult with the Board if he/she determines that additional policies or provisions of policies not contained in this resolution are found to conflict with current State Board rules or policies.

BE IT FURTHER RESOLVED that the Director of Schools may apply for any waiver or extension that ensures consistency with this resolution, board policies, and Public Chapter 652 or the State Board of Education policies or rules and regulations implemented to effectuate Public Chapter 652.

BE IT FURTHER RESOLVED that the Director of Schools shall inform the Board of any waiver or extension request made pursuant to this resolution.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effect from and after its passage, the public welfare requiring it, this the 20<sup>th</sup> day of April, 2020, it having been approved by a majority of the members of the Board of Education of Tullahoma, Tennessee.

THE BOARD OF EDUCATION OF THE CITY OF TULLAHOMA, TENNESSEE

BY: \_\_\_\_\_  
CHAIRMAN

ATTEST:

BY: \_\_\_\_\_  
SECRETARY

TULLAHOMA BOARD OF EDUCATION

RESOLUTION No. 1

Dated April 20, 2020

WHEREAS, Coronavirus Disease 2019 (COVID-19) is a respiratory disease that can result in mild to severe symptoms, including fever, cough and shortness of breath, and can lead to serious illness or death, particularly in cases of older adults and persons with serious chronic medical conditions; and

WHEREAS, COVID-19 is frequently spread through close contact between persons and respiratory transmission; and

WHEREAS, on March 4, 2020, the first case of COVID-19 in the State of Tennessee was identified, and several additional confirmed or presumptively positive cases of COVID-19 have since been identified in Tennessee; and

WHEREAS, the spread and identification of additional cases of COVID-19 in Tennessee is likely to continue, and therefore, taking proactive steps to prevent a substantial risk to public health and safety is paramount; and

WHEREAS, on March 12, 2020, pursuant to the authority granted by Tenn. Code Ann. § 58-2-107, the Governor of Tennessee, Bill Lee, issued Executive Order No. 14, declaring a state of emergency to facilitate the response to COVID-19; and

WHEREAS, on March 13, 2020, the President of the United States, Donald J. Trump, declared a national state of emergency with respect to COVID-19; and

WHEREAS, in light of the recent outbreak of COVID-19, the Tullahoma City Schools closed effective March 16, 2020 through March 31, 2020 and that closure has been extended to April 24, 2020; and

WHEREAS, on April 15, 2020, the Governor of Tennessee, Bill Lee recommended that all public and private schools in Tennessee remain closed through the end of the 2019-2020 school year; and

WHEREAS, both federal and state health officials have determined and advised that extraordinary and immediate measures must be taken to respond quickly to COVID-19, to prevent community spread, and to alleviate the suffering of people exposed to and those infected with the virus, as well as those that could potentially be infected or affected by COVID-19; and

WHEREAS, Policy 1.8011 provides in pertinent part that “[i]f the director of schools recommends closing ... schools for longer than three (3) days, the Board shall call a special meeting to act upon the director’s recommendation.”

WHEREAS, the Interim Director, Scott Hargrove, in light of the foregoing, has recommended to the Tullahoma Board of Education to close the Tullahoma City School system through the end of the 2019-2020 school year; and

WHEREAS, the Tullahoma Board of Education has determined that closing the Tullahoma City School system is necessary to protect public health, safety, and welfare in light of the recent outbreak of COVID-19 and the foregoing.

NOW THEREFORE BE IT RESOLVED that the Tullahoma City School system shall be closed through the end of the 2019-2020 school year.

BE IT FURTHER RESOLVED that this Resolution shall be in full force and effect from and after its passage, the public welfare requiring it, this the 20<sup>th</sup> day of April, 2020, it having been approved by a majority of the members of the Board of Education of Tullahoma, Tennessee.

THE BOARD OF EDUCATION OF THE CITY OF TULLAHOMA, TENNESSEE

BY: \_\_\_\_\_  
CHAIRMAN

ATTEST:

BY: \_\_\_\_\_  
SECRETARY

**Personnel - April 2020**

**Hires**

Treva Buris	ELE	EA/Sped	4/01/2020
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**Terminations**

Tyler Luttrell	JTF	Custodian	3/16/2020
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