

Board of Education Regular Meeting

March 8, 2021 6:30 PM

Moore Elementary School, 1061 Lewisburg Pike, Franklin, Tennessee 37064

- I. **MEETING CALLED TO ORDER**
- II. **PLEDGE OF ALLEGIANCE**
- III. **RECOGNITIONS/GOOD NEWS AWARDS**
- IV. **PUBLIC INPUT**
- V. **REPORTS/PRESENTATIONS/DISCUSSIONS**
 - V.1. Teaching & Learning Spotlight
 - V.2. Construction Report
 - V.3. ESSER 2.0 Presentation
- VI. **APPROVAL OF BOARD AGENDA**
- VII. **APPROVAL OF CONSENT AGENDA**
 - VII.1. Minutes of Board Meeting dated February 8, 2021
 - VII.2. Budget Amendments
- VIII. **BUSINESS BEFORE THE BOARD**
 - VIII.1. Director of Schools Contract Extension
 - VIII.2. Payment of Bonus for Certified and Classified Employees
 - VIII.3. Policy Revision: Charter School Applications (1.901) - *2nd Reading*
 - VIII.4. Policy Revision: Interscholastic Athletics (4.301) - *2nd Reading*
 - VIII.5. Policy Revision: Medicines (6.405) - *2nd Reading*
 - VIII.6. Policy Revision: School and District Goals (1.700) - *1st Reading*
 - VIII.7. Policy Revision: Personnel Goals (5.100) - *1st Reading*
 - VIII.8. Policy Revision: Equal Opportunity Employment (5.104) - *1st Reading*
 - VIII.9. Policy Revision: Recruitment of Employees (5.105) - *1st Reading*
 - VIII.10. Policy Revision: Food and Culinary Services Management (3.500) - *1st Reading*
- IX. **DIRECTOR OF SCHOOLS REPORT**

X. **UPDATES**

X.1. **Teaching and Learning**

X.2. **Finance and Administration**

XI. **ANNOUNCEMENTS**

XII. **ADJOURNMENT**

FSSD Student Artist of the Month

Kate Walters, age 6

Franklin Elementary School



Franklin Elementary School kindergartner Kate Walters is the FSSD Student Artist of the Month for March. Kate completed her beautiful masterpiece in art teacher Jennifer Alvado's class. Students learned all about butterflies and drew them, focusing on making them symmetrical. Designs were added using oil pastels and then painted over with watercolors to create a resist. Once these were painted, students learned about the artist Vincent Van Gogh and his technique of painting with little, colorful brushstrokes. They explored his famous painting, *The Starry Night*, and used that as inspiration for painting their background.

These cheery butterflies will put a smile on the face of all FSSD employees who are lucky enough to receive a birthday card during the month of March! A special thank you to **Sonic Drive-In** for sponsoring the student artist of the month program with a generous \$15 gift card.

Franklin Special Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Appeals to and Appearances Before the Board	Descriptor Code: 1.404	Issued Date: 08/08/16
		Rescinds: 1.404	Issued: 09/14/98

1 APPEALS TO THE BOARD

2 Any matter relating to the operation of the school system may be appealed to the Board. However, the Board
3 desires that all matters be settled at the lowest level of responsibility and will not hear complaints or concerns
4 which have not advanced through the proper administrative procedure from the point of origin. If all steps of the
5 administrative procedure have been pursued and there is still a desire to appeal to the Board, the matter shall be
6 referred in writing to the office of the director of schools and the Board shall determine whether to hear the appeal.

7 APPEARING BEFORE THE BOARD

8 Individuals desiring to appear before the Board must submit a written request with descriptive materials to the
9 office of the director of schools six (6) days before the meeting. If the request is approved by the Executive
10 Committee, the item will be placed on the agenda. Individuals placed on the agenda will be recognized at the
11 beginning of the meeting and given time to speak when their topic of interest is addressed on the agenda. All
12 requests submitted will be included in the board packet.

13 If an individual wishes to address the Board on an item on the agenda, he/she may sign up on the form provided
14 before the beginning of the board meeting to request time to speak. Delegations must select only one individual
15 to speak on their behalf unless otherwise determined by the Board.

16 The chair may recognize individuals not on the agenda for remarks to the Board if it is determined that such is in
17 the public interest. A majority vote of members present can overrule the decision of the chair. Recognition of
18 individuals who are not citizens of the school system is to be determined by a majority vote of the Board.

19 Individuals speaking to the Board shall address remarks to the chair and may direct questions to individual board
20 members or staff members only upon approval of the chair. Each person speaking shall state his name, address,
21 and subject of presentation. Remarks will be limited to three (3) minutes unless time is extended by the Board.
22 The chair shall have the authority to terminate the remarks of any individual who is disruptive or does not adhere
23 to Board rules.¹ Members of the Board and the director may have the privilege of asking questions of any person
24 who addresses the Board.

25 Individuals desiring additional information about any item on the agenda shall direct such inquiries to the office
26 of the director of schools.

Legal References

1. TCA 39-17-306

Cross References

- School Board Meetings 1.400
- Agendas 1.403
- Complaints About School Personnel 5.502

FSSD Teaching and Learning

Excellence in Teaching and Learning for All



Date: March 1, 2021
To: David Snowden, Director of Schools
From: Mary Decker, Associate Director of Schools for Teaching and Learning
Subject: Summary of Teaching and Learning Activity for the March Board Meeting



Spotlight:

This month, in the fourth installment of a continuing series of “Get to Know the T&L Team” presentations, the T&L spotlight illuminates Communications Specialist Susannah Gentry. With the advent of the COVID-19 pandemic, communication, already a priority, took on even more critical importance as we strive to keep our families, staff, and the community fully informed as to health and safety protocols, scheduling and attendance adjustments, and remote access to instructional resources and other school-related information.

Thus, Susannah’s efforts with regard to routinely updating the district website in her role as the webmaster are to even more of an extent ongoing and multi-faceted; she supervises the individual school webmasters as well. Susannah also coordinates the use of district social media, including Facebook, Twitter, and Instagram, and oversees the FSSD mobile app. As part of this component of her responsibilities, Susannah provides social media training for the faculty of each school and oversees the creation and implementation process of district-approved social media accounts. In a related duty, Susannah maintains a master list of students whose parents have requested Family Educational Rights and Privacy Act (FERPA) protections. This relates to situations related to the privacy and safety of students by request of their guardians or family members.



When delivering messages to the media, Susannah advises the school board, staff, and school and district administrators. She works with each of these entities or individuals when the need for recurring and/or one-time notifications arises. For parents, guardians and faculty members specifically, Susannah composes and sends important district memorandums via the voice, email,

and text message components of Blackboard Connect. In further support of educators, staff, and administrators, Susannah records and shares through email the minutes of each District Advisory Committee meeting. In a key communications piece, Susannah assists the safety and attendance supervisor with crisis planning, strategy, and response.

Susannah's role in communicating the FSSD story with the immediate community and beyond is far-reaching. She writes articles for school newsletters, district publications and the website and coordinates media interviews. Every year, she plays an integral part in the planning, organization, and coordination of special events and activities such as the annual FSSD Retirement Celebration, School Board Recognition Awards, Top 40 Recognitions, and the Classified Employee Awards.

Please welcome Ms. Gentry as she describes one of the most impactful aspects of her position.

Instructional Technology – Josh Bracamontes

Virtual Learning Update

- To assist with planning for the 2021-2022 school year, a survey inquiring about interest in a virtual learning option for next school year was developed and sent to families who are currently enrolled in the FSSD. The results of this survey will help the district determine if there is a need, as well as preliminary details, for a virtual learning option.
 - As of the day the survey closed, February 22, the total number of respondents was 1,212.
 - 15% expressed interest in a virtual learning option for next year. This is similar to the current number of students enrolled in virtual learning.
 - 52% of those who expressed interest in a virtual learning option stated they will have at least one child in seventh or eighth grade. Families of kindergarten and first grade students showed the least interest, with 6% and 5% respectively (note that many incoming kindergarten families would not have received this survey).
 - Given the choice to select multiple factors causing their interest in a virtual option, 89% of respondents chose “COVID-19 related health concerns” as at least one of the factors.
 - The next most frequent responses were “flexibility with schedule” and “flexibility to learn from other locations” with 34% and 31% respectively.
- Later this semester, a different survey will be conducted with families who are currently enrolled in the virtual learning program. Perceptions of the 2021-2022 school year's virtual learning initiative will be evaluated and will serve to provide feedback to the district about the effectiveness of the program. If virtual learning is continued next year, this information will be used as part of the continuous improvement process.

Alternative Growth Measure Pilot – ESGI

- As was communicated in previous board reports, teachers within the FSSD selected the ESGI assessment platform as the required measure of student growth for voluntary pre-k and kindergarten classes (this was a pilot program). Specific members of the Teaching and Learning Team collaborated with designated teachers to develop the assessments for this initiative. The pre-test (or point A) was successfully administered in September and teachers continued to work diligently to ensure all students grew academically. The post-test (or point B) was scheduled to take place in April, but in accordance with recent legislation, the FSSD considered discontinuing the initiative. It was determined that it is in the best interest of our students and teachers to discontinue the process this year and this determination has been met with united agreement from teachers. Select teachers will complete the post-assessment

and provide feedback on the process. The following bullet points are highlighted communications from the Tennessee Department of Education.

- “To alleviate stress associated with educator evaluations and school accountability metrics, recent legislation removes negative consequences associated with evaluation and accountability for the 2020-21 school year. Assessment scores from the 2020-21 school year, including those generated by student growth portfolio model and alternative growth measure model implementation, will only be used to generate Level of Overall Effectiveness (LOE) scores if those scores benefit the teacher.”
- “If your district or charter chooses to discontinue implementation of a previously selected student growth portfolio or alternative growth model for your non-tested teachers, the school-wide growth measure selected for the educator during the measure selection window will be used to calculate the LOE score, which the teacher may elect to nullify.”
- “Districts or charters electing to **discontinue implementation** of a previously selected student growth portfolio model(s) or alternative growth measure(s) need to **take no action.**”

Cognitive Abilities Test (CogAT)

- Continuing with the recommendation from the FSSD Accelerated Learning Committee, the Cognitive Abilities Test (CogAT) will again be administered to all second-grade students. This assessment provides specific data that will be used as part of the admittance criteria for the Accelerated Learning program. All tests will be proctored by the school accelerated learning teachers and psychologists during the March 1 -12 testing window. Mr. Bracamontes, Dr. Robey, and Dr. Wiemers coordinated specialized training for all individuals who will be proctoring this assessment and provided continued support as needed.

Curriculum & Professional Learning – Summer Carlton District Improvement Plan

- Mrs. Carlton worked with a committee of district leaders to complete our District Improvement Plan for the 2021-22 school year. Mrs. Carlton focused on the goal regarding Educator Professional Development. Strategies and action steps for this goal were developed along with benchmark and performance measures. Mrs. Carlton presented this information to a committee of parents on February 19 for parent feedback.

5-8 Virtual Teacher Collaboration

- Dr. Cook, Mrs. Whitley, Dr. Looney, and Mrs. Carlton facilitated a virtual collaboration meeting for the five through eight virtual teachers on February 4. This Zoom meeting provided time for virtual staff to collaborate and share ideas, celebrate successes, and problem-solve challenges with virtual teaching and student support. Topics covered were student engagement in the virtual environment, changes made from the first semester to the second semester regarding virtual teaching and learning, challenges teachers continue to encounter and possible solutions, successful strategies for meeting the needs of our at-risk virtual students, and most successful technology tips and tools. An FSSD virtual teacher shared her success with conducting Socratic seminars virtually. The session ended with the sharing of other possible tools for increasing student engagement and a discussion over effective strategies for taking attendance.

Math and Literacy Coaches Meeting

- In collaboration with Dr. Looney, Mrs. Carlton facilitated a combined math and literacy coaches' meeting. This meeting focused on best practices for coaching and building teacher capacity. A variety of Jim Knight videos discussing types of coaching and the skill of listening when working with adult learners were viewed, followed by time for collaborative conversation and self-reflection about individual coaching practices and areas for growth. Using the TEAM rubric as a useful tool in meeting coaching outcomes when working with teachers was also discussed. This was a valuable time for the coaches to learn, collaborate, and share ideas over successes and challenges when working with teachers to improve instruction.

Instructional Technology – Cindy Cook

5-8 Virtual Collaboration Session

- On February 4, grades five through eight teachers met virtually to share successes and challenges experienced throughout the school year. Teachers discussed strategies that have been successful when using the additional district-provided technology resources as well as Zoom strategies. Teachers were appreciative of the extra screens provided for monitoring students closely during virtual sessions. Throughout the session teachers shared the success of utilizing the breakout rooms during Zoom to provide additional support for struggling students. The newly-adopted GoGuardian resource was highlighted with regard to communicating and monitoring students during Zoom meetings.

Benchmark Assessment Pilot

- During the month of February, Dr. Cook researched and collaborated with various administrators regarding a request to pilot the Case 21 Benchmark Assessment resource. The Case 21 Benchmark resource provides a standards-based test bank of questions for creating common assessments, allowing teachers to identify areas of weakness. The goal for piloting this resource is to provide targeted intervention and support for students based on data analysis of the reports and ultimately to improve TCAP test scores.

MTETA Professional Learning for Educators

- On February 11, Dr. Cook presented a session titled "Zoom Challenges and Successes" to educators in the Middle Tennessee Educators Technology Association (MTETA). Participants were engaged in the session using a Kahoot interactive game to review successes, challenges, and various components of virtual learning. Finally, participants discussed opportunities for addressing the needs of students in a virtual learning environment.

Communications – Susannah Gentry

COVID-19 Vaccines

- As a member of the FSSD COVID Response Team, Susannah was involved in the development of and communication around the FSSD Vaccine Clinics, along with the Williamson County Health Department and the Emergency Management Agency. Faculty and staff were alerted of the opportunity, provided a registration survey, and those who chose to participate were notified of their scheduled vaccination date and time. Additional details and required paperwork followed in a subsequent communication.

Communications Updates

- Recent communication efforts included the Teachers of the Year, the tenured teachers and the recent Nationally Board-Certified Teacher, Kiera Crite. We are continuing to promote the open application period of the FSSD's early learning programs, the Voluntary Pre-K, and the special education preschool programs.

Public Information Matters

- Susannah participates regularly in a weekly public information officers' conference call to stay abreast of urgent matters that affect the cities and counties in Williamson County.

Young Scholars Institute 2021

- The 2021 Young Scholars Institute information was placed online and on district social media accounts. This information informed the public that a decision on the YSI would be made by the end of February.

Attendance – Celby Glass

Truancy Tier Protocol

- The truancy tier protocol is still working well across the district. The families that rise to the level of Tier 3 truancy (which equates to ten or more unexcused absences) have participated in phone calls or Zoom meetings with Celby instead of in-person meetings, due to COVID-19 safety protocols.

Truancy Court Dockets

- Williamson County Juvenile Court continues to hold their truancy court dockets via Zoom and families have been able to attend these hearings without issue.

Attendance Secretaries

- Celby recently met with the attendance secretaries via Zoom. A variety of topics were discussed, including attendance coding in Skyward and virtual/remote attendance procedures. The group discussed the possibility of virtual learning being offered for the 2021-2022 school year. Feedback from this conversation was shared with Dr. Decker. Each attendance secretary also shared successes and challenges from this school year thus far.

Safety

- Signs bearing the FSSD logo and directing visitors to the office have been placed on select doors at each campus. This vinyl signage is part of the third phase of the Eversafe security laminate project. Celby has received a tremendous amount of positive feedback from teachers and administrators with regard to these signs, which create a cohesive look district-wide and aid in reinforcing safety protocols.

COVID-19 Vaccines

- Celby worked with Amy Fisher, the Williamson County Emergency Management Agency, and the Williamson County Health Department to finalize dates for the FSSD employee vaccinations at the Williamson County Agricultural Center. The first dose of the vaccine was administered on March 6 and the second will be administered on March 27.

Safety Drills

- Celby is reviewing each school's drill logs to ensure that the multiple drills that are required each year are up-to-date.

Student Support Services – Lee Kirkpatrick

Voluntary Pre-K

- Online applications are now being accepted and parent application appointments have been set for the first week of April 2021. Parents will submit all required application paperwork to determine eligibility to the office of Student Support Services at the Central Office Annex. FSSD VPK consists of approximately 100 students in six pre-k classes in all five elementary schools. Eligibility criteria are as follows: (Tier 1) First priority goes to families meeting State of Tennessee established income guidelines. (Tier 2) Students may qualify when an IEP team determines a pre-k class is the least restrictive educational environment for a student with an identified disability, a student who is an English Learner, a student in state custody or determined to be a victim of abuse or neglect. (Tier 3) If space remains in the program, the LEA may enroll any child that meets the age requirement and the requirements set forth by the Community Pre-K Advisory Council (CPAC). These students are considered unserved or underserved and may be enrolled by the process established by the advisory council.
- The Community Pre-K Advisory Council will meet in March to discuss the VPK Grant Application process. The Voluntary Pre-K Grant Application was submitted to TDOE by February 26. The district should receive a grant award letter by April 15. Dr. Kirkpatrick would like to extend a word of thanks to the VPK teaching team for their active participation and expertise provided during the grant writing process. The team looks forward to receiving favorable feedback from the TDOE Office of Early Learning regarding the contents and quality of the grant application.

District Translator and Parent Liaisons

- Parent liaisons enter a busy season in the spring as they assist families with online registration via Skyward beginning April 1, translate Blackboard Connect messages and documents, provide interpretation for parent meetings, and ensure schools are able to communicate clearly and effectively with Spanish speaking families. The parent liaisons play an integral role in eliminating language barriers to ensure school personnel are able to fully include all students and families whose primary language is one other than English.

School Counselors and Social Workers

- The FSSD partners with Mercy Community Healthcare to provide year-round counseling services to identified students who have intensive mental health needs. The goal of the partnership is to make mental health counseling easily accessible to students, minimize barriers that can make it difficult for students to receive needed services, and positively influence their school experience. For those who do not have health insurance or TN Care, Mercy provides a sliding scale that creates affordable services for students who require this level of care.

Reading & Rtl Coordinator – Gina Looney

Reading/RTI Update

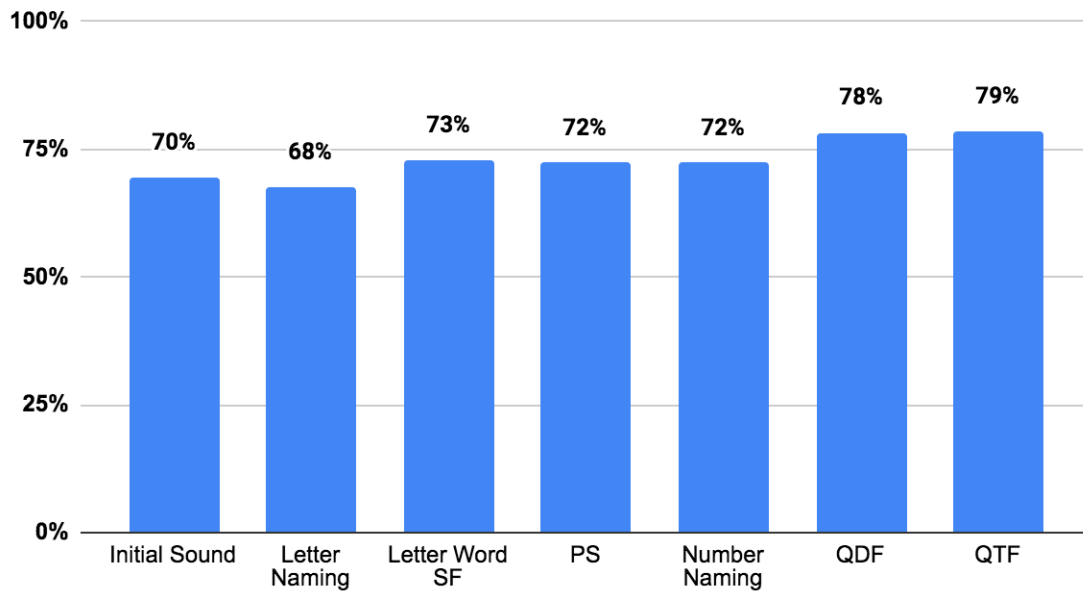
- Mrs. Carlton and Dr. Looney recently met with McGraw Hill reps through Zoom to discuss possible interventions for Tier 3 and special education. It was exciting to hear of other materials that might meet the needs of our most fragile learners.

- Dr. Looney has been working with the fifth through eighth and kindergarten through fourth virtual teacher collaborations to offer literacy support and ideas for engaging learners.
- Schools are working to find teachers willing to provide tutoring for the third grade non-proficient students. In light of COVID-19 considerations, this has been more difficult to manage this year.

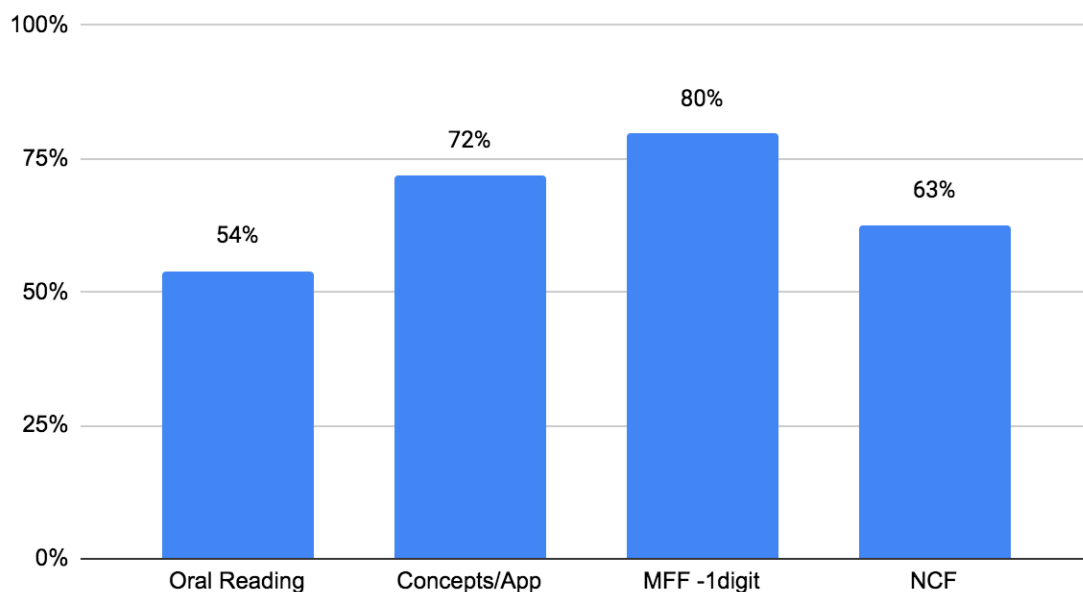
Universal Screening/Data Update

- The results of the winter universal screening are included.

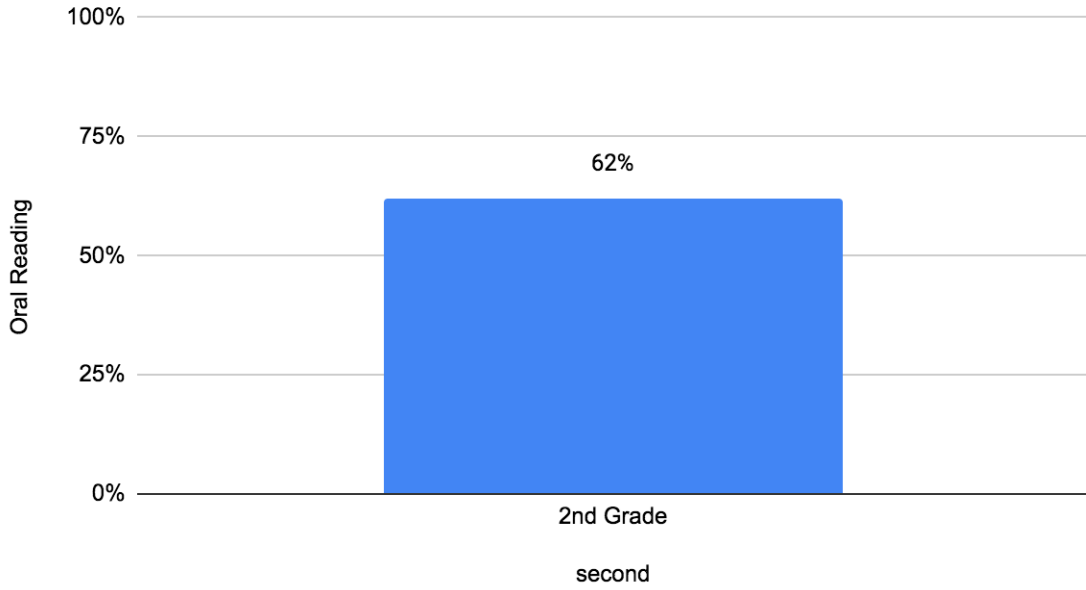
District KG Aimsweb Winter 20-21



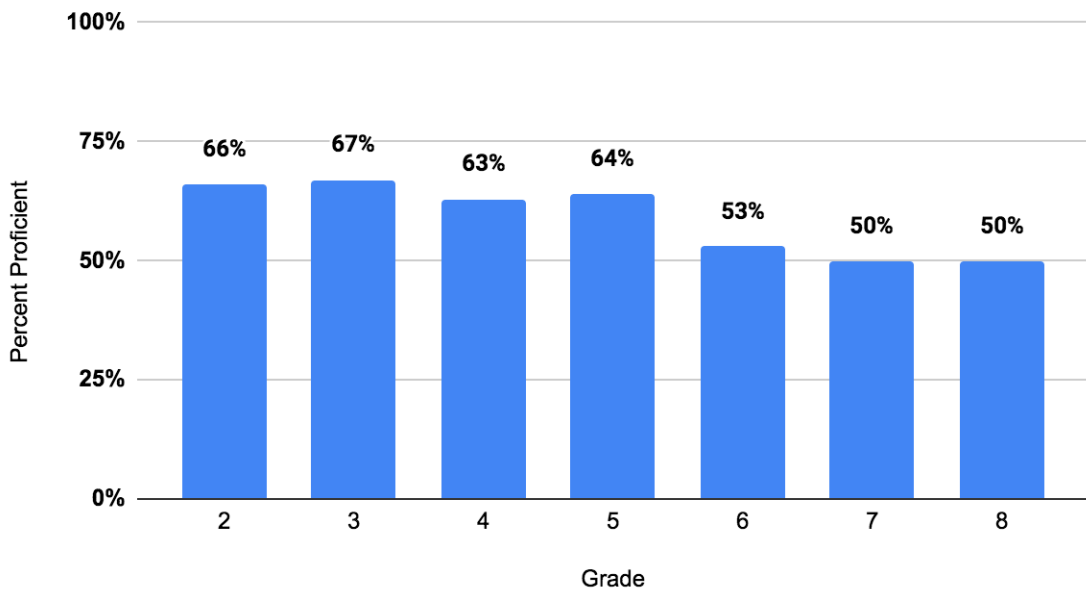
District First Grade Aimsweb 20-21

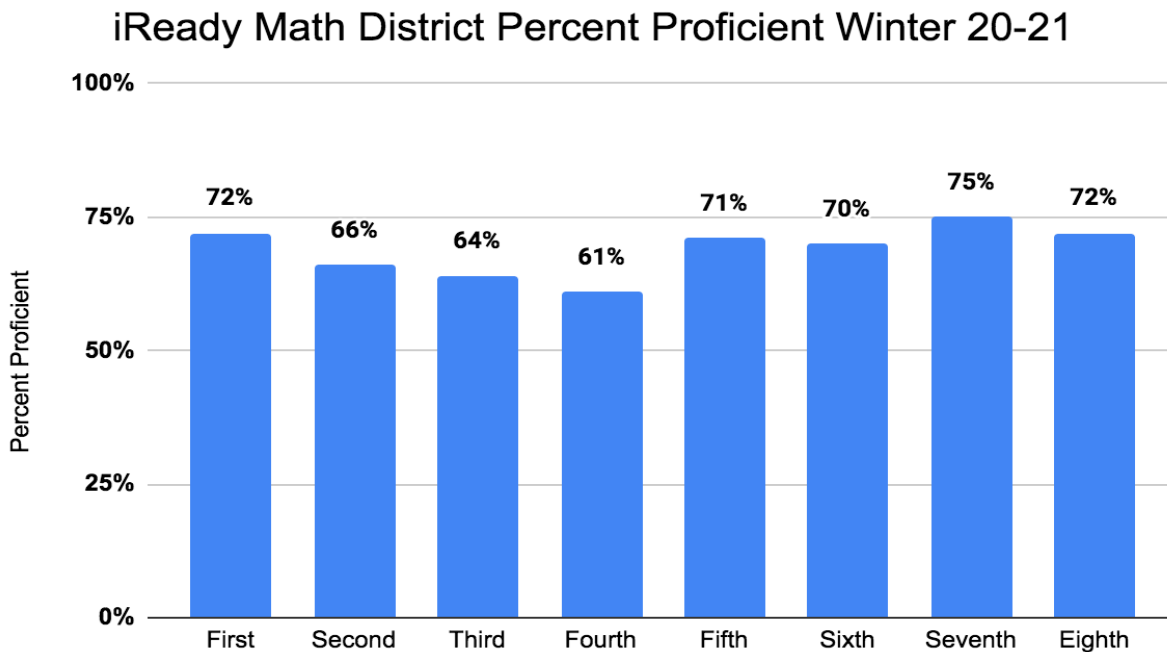


District Second Grade Aimsweb 20-21



Winter Reading District Percent Proficient 20-21





Special Populations –Cheryl Robey **Middle TN Supervisors of Special Education Study Council**

- On January 21 and February 11, the Middle TN Special Education Supervisors Study Council met for continued collaboration and discussion. At the January 21 meeting, TDOE representative Crystal McCarver joined us to share information regarding the Annual Performance Report (APR) Local Determinations, upcoming reports, the SPED Supervisor Institute, and the Partners In Education (PIE) Virtual Conference. At the February 11 meeting, the team discussed virtual learning academies, the Medicaid Reimbursement Bill, and how the focus of Tennessee Learning Loss impacts on students with disabilities. Ms. McCarver shared important dates and reminders regarding upcoming grant deadlines, IEP Self-assessment monitoring, Best for ALL Central, *TDOE Professional Learning site*, and details regarding the summer learning camps.

SPED Supervisor’s Institute

- On January 25, Dr. Robey participated in the Special Education Supervisors Institute. The Special Education Supervisors Institute focused on the following topics.
 - Annual Performance Report (APR) and the Local Determinations Overview
 - Planning for Special Education Program Improvement
 - Improving Access to Instruction for Students with Disabilities
 - Early Childhood Quality Inclusion
- All sessions provided beneficial information and guidance to assist Special Education Supervisors with their district programs.

Partners In Education Conference (PIE)

- From January 26-28, Dr. Robey, special education teachers, and district administrators attended the Partners in Education (PIE) Virtual Conference. Each day the conference began with amazing key note speakers including Jeremy Anderson, Ashley Rhodes-Courter and

Matthew Portell. Each speaker focused on the primary theme of the conference “*Stronger Together*” by sharing their journeys and offering encouragement and hope to all attendees. Conference sessions focused on three tracks - Early Childhood Track, General Administrator Track, and Special Education Supervisor Track. Attendees were able to view and download recorded sessions for later viewing. A few highlighted sessions were:

- Innovative and Inclusive Related Services
- School Transformation from Trauma to Hope and Healing
- Strategies for Successful Inclusion of All Students: Adapting Instruction for Diverse Learners in the Preschool Setting
- Organizing your Special Education Program: Staffing and Data Systems
- Pursuing Equity for Black Students in K-12 Education: Exploring the Intersection of Race and Disability
- Stronger Together: Trusting the RTI2-B Framework
- Full Inclusion Pre-K: How to Design, Implement and Sustain an Effective Program that is Best for ALL
- Autism Supports in Challenging Times
- Access Beyond the Pandemic: Looking Back and Learning Forward

District-Wide Special Ed Collaboration

- On February 2, we had our second pre-k through eighth grade district-wide special education teacher collaboration via Zoom. Special educators were able to discuss, share, and collaborate on topics of current concern. Special educators from six schools joined this collaboration session. Special educators received one hour of professional learning credit for participating in this collaboration.

Special Education District-Wide Professional Learning Community

- The fifth district-wide PLC meeting was held on January 19 via Zoom. The team discussed the overall well-being of the special education staff as they are continuing virtual learning, in-person learning, IEP meetings, and addressing the individual needs of students with disabilities. We continued the discussion regarding special education programs and resources for students with disabilities. We also discussed TDOE and district updates.

Special Education Newsletter

- The February FSSD Special Education newsletter may be accessed at the following link: <https://www.smore.com/5zv9c>

Pre-K Special Education Professional Learning Community

- On January 28, special education pre-k teachers met to discuss upcoming Tennessee Early Intervention System (TEIS) transition students and meetings, peer models, after care for peer models, and the status of their site-based PLC meetings. This discussion was very beneficial in determining next steps for sped pre-k and peer models.

Easy IEP/EdPlan Conference Call

- On February 17, Dr. Robey participated in the Easy IEP/EdPlan Conference Call. This conference call provided updates and information to special education supervisors and all EdPlan users. A few topics of discussion were:
 - Checking special education Average Daily Membership (ADM) in the Education Information System (EIS) and EasyIEP

- Optional features available for use in EdPlan
- Reminders - back dating documents, TEIS imports and district responsibilities

Instructional Technology – Amber Whitley

Teacher/Student Support

- Several interim teachers began work in the month of February. Amber worked alongside these new teachers to train them on district resources. In addition, she provided continuous support to these teachers regarding the district protocols for utilizing Zoom and Google Classroom for all students.
- A middle school ELA teacher has been implementing Socratic seminars this school year with both her in-person and virtual students with the assistance of an accelerated learning teacher. Knowing this, Amber worked with the ELA teacher to prepare a presentation for the Tennessee Educators Technology Association's (TETA) professional learning event in February titled *The Teacher Tech Learning Series*. The ELA teacher presented this session to teachers across the state and received great feedback.
- The Poplar Grove Technology Committee invited Amber to attend one of their meetings, during which a discussion ensued about the need for some brief, family friendly tutorials of commonly-used district resources such as Google Classroom, Zoom, and Skyward Student Access. The committee noted the importance of making these tutorials available in both English and Spanish. Amber took on this project and worked with Diane Price to ensure families would have access to the tutorials in both languages. These tutorials will be posted on the district website and shared with buildings webmasters as well.

Administrative Support

- The district recently upgraded to the Beacon 24/7 package offered by GoGuardian. This package enables administrators to be notified about various categories which fall under the "self-harm" umbrella. In addition, an escalation list was formed and members will be notified through an email and phone call when/if a student exhibits online behaviors classified as active planning. Active planning is defined as, "online behavior and/or content visited or generated by a student that may demonstrate the student is actively planning his or her suicide through actions such as searching methodologies, suicide notes, etc." To ensure all administrators are prepared to respond to these types of situations, Amber worked with Celby Glass, Dr. Decker, and Mark Anderson to create a district protocol for Beacon 24/7 alerts. Administrators were trained by Amber on how to review and manage alerts on the Beacon platform. Feedback from administrators was sought during these trainings and integrated into the protocol.
- February's board meeting is always a celebration of teachers - those who are being recommended for tenure status or participating in the National Board certification pinning ceremony. This year's celebrations required district administrators to celebrate these accomplishments while also adhering to social distancing expectations. Administrators were tasked with recording their speeches ahead of time. They were given the freedom to do so however they felt comfortable, and the resulting product showed how unique each administrator is. Amber collected these recordings and compiled them into the final video which was shared at the February board meeting and also with all teachers receiving tenure this year.

Student Performance & Federal Programs –Pax Wiemers

Student Performance

- In February, Pax virtually attended a District Testing Coordinator (DTC) Webinar on February 4, and the Spring Regional Assessment training on February 17 and February 18. Much of the content of these training sessions provide the FSSD with state expectations for all aspects of completing the required state assessments in the spring. The webinars also gave Pax the opportunity to ask questions relevant to our district and then share with our building testing coordinators (BTCs). Pax met with the FSSD's BTC team via Zoom on February 24. At this meeting, the team covered the following topics: roster verification, virtual student testing, checking enrollments and student information in the assigned platforms for testing, conducting mandatory test security training for teachers, and more.
- WIDA testing for all active ELL (English language learner) students began in early February. This year the window extends until March 26, the week after our spring break. Pax and Dr. Kirkpatrick met with ELL teachers in late January to answer their questions about testing and prepare for the administration of the four subparts of this required test. All schools have begun their testing of students as of February 19, but due to the closure of schools during the Presidents' Day week, they fell behind schedule. That being said, there is ample opportunity for completion of these tests, as WIDA testing provides flexibility for pulling students from their classes to complete different subparts of the test. This has also been the first large-scale testing in which schools have had to schedule virtual students to come to the schools, as this testing cannot be conducted remotely. ELL teachers, parent liaisons, and administrators have communicated with families to schedule testing times that work for them, and transportation has been provided where it is needed.
- The virtual Honors Program Parent Meetings on January 26 and January 28 (for Spanish-speaking families) all went very well and ran smoothly on Zoom. We had over 150 families who attended one of the sessions. School-level Honors meetings for parents have been scheduled by the three 5-8 schools for early April, and these will also be conducted virtually. A few changes have been made to the Honors programming, most notably the use of district benchmark scores for entrance into Honors for the 2021-22 school year. This was a necessary change due to the lack of TCAP scores from this past spring. The middle schools were scheduled to take the IAAT (for entrance into Algebra I) and the MLAT-E (for entrance into world language classes) during the week of Presidents' Day, but these were conducted the following week due to snow days. Pax and Faith Maxwell have been preparing letters to go home to families with qualifying scores and the Honors Reconsideration Form, which will go out after spring break.

Federal Programs

- In early January, the FSSD was provided with communications about the ESSER (Elementary Secondary Schools Emergency Relief) 2.0 grant that is available to our district. The district received notice that we would receive approximately 1.3 million dollars through this fund. There have since been ongoing discussions among numerous district leaders and stakeholders about the priorities for the use of these funds. In February, Pax submitted a request for an extension of this application in ePlan, which was granted. Since that time,

Commissioner Schwinn notified districts that the state has extended the deadline to March 15 for all district applications. Once this application has been prepared and all funds allocated according to the guidelines of the grant, it will be submitted prior to that deadline by Pax or another district supervisor.

- Pax led or attended three Foster Care BID (Best Interest Determination) meetings in late January. These meetings are initiated by the Department of Children's Services (DCS) whenever a foster care student has a change in placement during the school year that could impact which school he/she attends. At these meetings, a team of relevant stakeholders (representatives of both LEAs, DCS liaisons and case workers, school principals, foster parents) discusses the benefits and challenges of a student remaining at his/her school of origin versus going to his/her zoned school. In two of the three meetings, it was determined by the team that the foster student would attend the zoned school, which was outside of the FSSD.
- In late January, Pax submitted the annual report of Non-Public/Private Schools who have opted into participating in federal program funding, as well as those who opted out. This occurs every January and was due on February 19, in order to provide equitable services to local non-public/private schools. Two local schools have opted into participating with FSSD in Title II funding, which will grant them a designated percentage of funds to use for professional learning during the 2021-22 school year. Another local school opted into participating in Title I, as they serve several students from our Title I schools. Pax will work with these schools to ensure that funds are allocated equitably.
- In early January, we were informed that we had to complete a self-assessment monitoring of our federal programs, including IDEA (special education). This monitoring instrument is the least intrusive option for districts, as compared to desktop monitoring or in-person monitoring. We were grateful to have been chosen for self-assessment monitoring during this busy school year. The monitoring instrument opened in early January in ePlan. Pax organized a virtual meeting of relevant district leaders who could contribute information to the required responses and documentation needed in the monitoring report. Since that time, all parties completed their assigned sections, and Pax reviewed the application to ensure that all sections were fully completed. Pax and Dr. Decker reviewed the entire report and submitted it prior to the March 1 deadline.
- The annual District Improvement Plan also opened in early January so that we could begin creating the district plan for the 2021-22 school year. This project must be submitted through the InformTN platform. Pax and Dr. Decker created a small committee of relevant district personnel. This committee met three times: January 12, January 27, and February 12. During committee meetings, we reviewed the planning process and expectations, designated sections of the application in InformTN to specific team members, discussed updated goals and strategies for the next school year, and set self-imposed deadlines for work completion. On February 19, despite being out for snow, the committee hosted a group of 22 parents from across all eight schools in the district for a virtual meeting on Zoom. During this virtual meeting, we shared the overview of our district planning, broke into breakout rooms to let parents hear about specific goals and strategies for the proposed plan, and allowed opportunities for

parents to provide feedback. The proposed plan was also shared with district leadership for their feedback via email. The overall plan was reviewed during the last week in February and submitted prior to the March 1st deadline. The plan will be shared with the school board in March.



Bond Fund/Capital Projects Report Status Update – March, 2021

1. PGS Gym/PAC:
 - a. Foundations and concrete walls are in progress at the Gym
 - b. Steel columns and joists are being hung for the PAC
 - c. Roof steel decking has started to be installed for the PAC

2. Liberty:
 - a. All major exterior work complete.
 - b. Phase 1 is continuing; floors and ceilings are being installed.
 - c. Romach is targeting to turn over phase one after spring break.
 - d. Office case delivery and installation delayed until the middle of April.

3. Central Office Complex:
 - a. Program continues to be reviewed

4. Franklin Elementary Re-Roof (1999 Addition Only):
 - a. Drawings of existing conditions have begun
 - b. On-site field verification and roof core samples are being taken

5. Johnson Re-Roof and Kitchen Expansion:
 - a. Drawings of existing conditions have begun
 - b. On-site field verification and roof core samples are being taken

6. Parks and Recreation Master Plan:
 - a. March 2021 – Lose/COF/FSSD to sit down and review revised plans and updated cost estimate provided by a General Contractor.
 - b. April 2021 – Lose to submit final plans for revised building permits and site plan approvals.
 - c. May 2021 – COF to work on advertising and rebidding the construction project.
 - d. July / August 2021 – COF and FSSD to issue a notice to proceed to start construction.
 - e. August 2021 – August 2022 – Estimated Construction time frame.



Franklin Special School District

SINCE 1906

David L. Snowden, Ph.D., Director of Schools • 507 New Highway 96 West • Franklin, TN 37064 • 615-794-6624 • 615-790-4716 (fax) • www.fssd.org

TO: Members of the Franklin Special School District Board of Education and Local News Media
FROM: David L. Snowden, Ph.D., Director of Schools
DATE: March 3, 2021
RE: Agenda for the Franklin Special School District Board of Education meeting to be held on Monday, March 8, 2021 at 6:30 p.m., to be held at Moore Elementary School, 1061 Lewisburg Pike, Franklin, TN.

- I. MEETING CALLED TO ORDER 6:30 p.m.
- II. PLEDGE OF ALLEGIANCE 6:32 p.m.
- III. RECOGNITIONS/GOOD NEWS AWARDS 6:35 p.m.
 1. Good News Awards
- IV. PUBLIC INPUT *Please limit comments to three (3) minutes per speaker* 6:45 p.m.
- V. REPORTS/PRESENTATIONS/DISCUSSIONS 6:50 p.m.
 1. Teaching and Learning Report
 2. Construction Report
 3. ESSER 2.0 Presentation
- VI. APPROVAL OF BOARD AGENDA 7:05 p.m.
- VII. APPROVAL OF CONSENT AGENDA 7:10 p.m.
 1. Minutes of Board Meeting dated February 8, 2021
 2. Budget Amendments
- VIII. BUSINESS BEFORE THE BOARD 7:15 p.m.

Consideration of:

 1. Director of Schools Contract Extension
 2. Payment of Bonus for Certified and Classified Employees
 3. Policy Revision: Charter School Applications (1.901) – 2nd Reading
 4. Policy Revision: Interscholastic Athletics (4.301) – 2nd Reading
 5. Policy Revision: Medicines (6.405) – 2nd Reading
 6. Policy Revision: School and District Goals (1.700) – 1st Reading
 7. Policy Revision: Personnel Goals (5.100) – 1st Reading
 8. Policy Revision: Equal Opportunity Employment (5.104) – 1st Reading
 9. Policy Revision: Recruitment of Personnel (5.105) – 1st Reading
 10. Policy Revision: Food and Culinary Services Management (3.500) – 1st Reading
- IX. DIRECTOR OF SCHOOLS REPORT 7:45 p.m.
- X. UPDATES 7:50 p.m.
 1. Teaching and Learning
 2. Finance and Administration
- XI. ANNOUNCEMENTS 7:55 p.m.
- XII. ADJOURNMENT 8:00 p.m.

All Franklin Special School District meetings are open to the public.

Excellence in Teaching and Learning for All

The Franklin Special School District is an equal opportunity employer

February 8, 2021
Franklin, Tennessee

The Franklin Special School District Board of Education met at 6:30 p.m. on Monday, February 8, 2021 electronically under Governor Bill Lee's Executive Order 71, extending authority to conduct electronic meetings through February 27, 2021, Franklin. All votes were taken by roll call. A link to the recording may be found at <https://www.youtube.com/watch?v=seSICMm5JKk&feature=youtu.be>.

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, Carol Riordan, Susannah Gentry, Mark Anderson and Drew Bingham.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:30 and a moment of silence was observed.

II. PLEDGE OF ALLEGIANCE

III. RECOGNITION/GOOD NEWS AWARDS

1. **Proclamation and Pinning National Board Certified Teacher:** Kiera Crite (JES music teacher) was honored by Proclamation (on file) and pinning by David Reynolds (MES art teacher) via pre-recorded video with Principal Tosha Robinson-Baugh and Associate Director Dr. Mary Decker.
2. **Proclamation for Recognizing Pupil Transportation Personnel:** Dr. Alicia Barker read the Proclamation declaring February 23rd Pupil Transportation Appreciation Day (on file).
3. **Good News Awards: Highlighted was** (on file): FMS 8th grader Seanna Bucknor, FSSD Student Artist of the Month for February. Our Artists of the Month for December through May will be invited to and honored at the May Board meeting.

IV. REPORTS / PRESENTATIONS / DISCUSSIONS

1. **Teaching and Learning Spotlight, "FSSD Strategic Plan – Reach 2024"** – presented by Dr. Decker (on file).
2. **Construction Report and Bond Funded Project Review** – presented by Dr. Esslinger (on file).

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

Robin Newman made a **motion** to approve the consent agenda as presented. Alicia Barker **seconded** the motion, which **carried 6-0**.

Approved under Consent Agenda (on file) were:

1. **Minutes of Board Retreat dated January 9, 2021**
2. **Minutes of Board Meeting dated January 11, 2021**
3. **Surplus Property Authorization: 2009 Thomas Built Type D Bus**

VIII. BUSINESS BEFORE THE BOARD

1. **Teachers Recommended for Tenure** – In addition to being provided with a copy of the recommendation letters from principals for those individuals recommended for tenure status in the FSSD, documentation of attendance, summative evaluations and other information is available for review by the Board members in the HR Department upon request. Also, an additional background check was conducted within the past few months on each person eligible for tenure. Principals recommended each of their teachers during this meeting via pre-recorded video. This year, twenty-five teachers were recommended for tenure. From FES Jennifer Alvarado, Julianne Bergman, Erin Dowling and Kortney Genaro; from JES Hannah Bush Pesta, Kiera Crite, Kim Daugherty, Mary Alice Irvin, Kelley Jones, Lindsey Lowery and Kathryn Milliken; from LES Andrew Aaroen, Mary-Clay Estes and Katie Giles; from MES Kayla Eaton, Katie Leech and David Reynolds; from PGES Whitney Chambers-Woods and Cinamon Collins; from FIS Erin Lien and Rhae Nell Poteet; from FMS Sonya Lee, Andre White and Brooke Grider; from PGMS Sarah Fleming.

Allena Bell made a **motion** to approve the teachers recommended for tenure. Kevin Townsel **seconded** the motion. The motion **carried 6-0** by roll call vote.

2. **Director of Schools Performance – Total Composite Score** – Mr. Townsel led this item of business. The total composite score sheet and accompanying information was provided in advance for the Board’s review (on file). Based on the Performance Review Process, “annually, upon receipt of the State of Tennessee Report Card for the recently concluded school year, the Director of Schools shall prepare and present a “State of the System” report for delivery to the Board of Education at its next regularly scheduled meeting (January 2021). This report shall serve also as the Director’s self-evaluation, specifically addressing progress in each area of performance measurement.... Prior to the next regularly scheduled meeting of the Board of Education, each board member shall have individually scored the Director’s performance within each individual objective and submitted his/her individual evaluation to the Board of Education Assistant for compilation. The Board’s Assistant may request the Board chairperson to appoint an additional person(s) to assist in validating and reporting scores. Each individual board member shall directly contact the Director to discuss any aspect of the performance evaluation in which the

member does not feel acceptable performance levels were attained... A Total Composite Score from scored evaluations submitted by members of the Board of Education shall be determined” through a formula, and “annually, the Director of Schools is eligible to receive a Performance Bonus equal to 10% of current annual salary, based on” predetermined criteria, this year receiving a total composite score of **99.0**, which is in the range of 100% of the Bonus Pool allocated.

Kevin Townsel made a **motion** to approve the **Total Composite Score based on the Director of Schools performance for the FY 2019-20 and award 100% of the Bonus Pool allocated to the Director of Schools for performance**. Alicia Barker **seconded** the motion. **By roll call vote**, the Director of Schools Total Composite Score and Bonus Pool allocation **carried by unanimous vote 6-0**.

The Board commented on Dr. Snowden’s performance for the district – “knocks the ball out of the park,” “thank you for your leadership through this unprecedented time, also giving families options in constantly changing circumstances,” “you have cared for our greatest assets, which are our kids,” State of the District report “detailed report behind the scoring, extremely lengthy and thorough.” Dr. Snowden remarked that he was again deeply humbled by the scores, that the things that we accomplish as a district are because of the faculty, staff, parents and leadership all working together, and scores are representative of everyone in the district, who have been phenomenal this year, as in each year.

Dr. Snowden requested that he have the opportunity to choose to donate this bonus back to the district and allow him to designate with his choice as to how it is distributed. Last year, Dr. Snowden used his bonus to purchase additional water filling stations so that all schools would have access to them. Chair Blair commended him for this request. No vote was needed for this request.

Mr. Townsel summarized the next step in the performance review process is for each Board member to review the current year goals and email any updates they would like to include back to Mr. Townsel, with an agreed upon due date of February 22nd.

3. **New Policy: Threat Assessment Team (3.204) – 2nd Reading** - Tailored for FSSD, this new policy aligns with TCA 49-6-2701 which allows Boards to create a threat assessment team. Our district has this team already in place as an active part of day to day operations of the district. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Alicia Barker made a **motion** to approve the 2nd Reading of revisions for the policy Threat Assessment Team (3.204) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

4. **Policy Revision: Procedural Due Process (6.302) – 2nd Reading** - This revision is part of the review of the Section 6 group of policies. Referencing the TSBA model policies, updates highlight differences between corrective measures of minor and

severe offenses, and removes language that is duplicated in Policy 6.317, Student Disciplinary Hearing Authority. References are also updated. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Robert Blair made a **motion** to approve the 2nd Reading of revisions for the policy Procedural Due Process (6.302) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

5. **Policy Revision: Admission of Suspended or Expelled Students (6.318) – 2nd Reading** – Updates to this policy are to clarify the last paragraph and update references. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Kevin Townsel made a **motion** to approve the 2nd Reading of revisions for the policy Admission of Suspended or Expelled Students (6.318) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

6. **Policy Revision: Physical Examinations and Immunizations (6.402) – 2nd Reading** – Updates to this policy are part of the Section 6 review, updating to current TCA language and references. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Robin Newman made a **motion** to approve the 2nd Reading of revisions for the policy Physical Examinations and Immunizations (6.402) as presented. Allena Bell **seconded** the motion, which **passed 6-0**.

7. **Policy Revision: Emergency Contact Information (6.410) – 2nd Reading** – Updates to this policy are part of the Section 6 review, updating to current TCA language and references. The title changes from “Accidents and Illnesses” to better capture the intent of the policy, as well as bringing it up to practice. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Robert Blair made a **motion** to approve the 2nd Reading of revisions for the policy Emergency Contact Information (6.410) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

8. **Policy Revision: Students with Disabilities-Special Education Services (6.500) – 2nd Reading** - Updates to this policy align it with state law. Language has been provided by TSBA as part of their review of board policies that are required by law. As an elementary and middle school district, placement of students in age appropriate classrooms and settings is a procedure that is followed throughout our district. There were no updates requested by the Board upon 1st Reading. The administration recommended approval.

Allena Bell made a **motion** to approve the 2nd Reading of revisions for the policy Students with Disabilities-Special Education Services (6.500) as presented. Tim Stillings **seconded** the motion, which **passed 6-0**.

9. **Policy Revision: Charter School Applications (1.901) – 1st Reading** – Per TSBA Director of Policy & Staff Attorney, this revision updates our policy to recent legislation that changes the charter school process, which went into effect January 1, 2021. This moves the date of application for a charter school being filed with the Board back from what was previously required and adds filing the application also with the Department of Education. If there would be an application filed, reviewed, and denied by the district, any appeal with amendments must be filed with the Tennessee Charter School Commission, instead of the State Board of Education, as was previously the case. To date there have been no applications filed with the district. The administration recommended approval of the 1st Reading.

Tim Stillings made a **motion** to approve the 1st Reading of revisions for the policy Charter School Applications (1.901) as presented. Robin Newman **seconded** the motion, which **passed 6-0**.

10. **Policy Revision: Interscholastic Athletics (4.301) – 1st Reading** – Updates to this policy add the Williamson Middle Athletic Association (WMAA) to TSSAA for bylaws, as we use both associations for our athletics, as well as to references. The administration recommended approval of the 1st Reading.

Kevin Townsel made a **motion** to approve the 1st Reading of revisions for the policy Interscholastic Athletics (4.301) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

11. **Policy Revision: Medicines (6.405) – 1st Reading** - Updates to this policy add language regarding administration-assisted and self-administration of asthma-reliever inhalers and anaphylaxis medication, as well as updating references. The administration recommended approval of the 1st Reading.

Allena Bell made a **motion** to approve the 1st Reading of revisions for the policy Medicines (6.405) as presented. Alicia Barker **seconded** the motion, which **passed 6-0**.

IX. DIRECTOR OF SCHOOLS REPORT

- **Brief Overview of Recent Legislation from the General Assembly’s Special Session** – Summaries of the four bills passed during the Special Session were provided prior to the meeting, the overall impact of this legislation was discussed as well as some of the challenges as this legislation is implemented.
 - During the September 2020 meeting, the Resolution in Support of BEP Hold Harmless Legislation for 2021-22 was approved by our Board: Dr. Snowden believes our resolution as well as others led to our legislators passing the

- “Accountability Hold Harmless Law” to hold our schools, teachers and students harmless from negative consequences resulting from the 2020-21 TCAP assessment. Among other “flexibilities” for this bill, districts must administer TCAP assessments to at least 80% of eligible students or receive a waiver.
- Teacher (and Nurse) Pay in the Appropriations Bill – the FSSD calculation would amount to approximately \$163,000 for the period January 1 – June 30, 2021. Not covered in the calculations for this disbursement were teacher salaries over the BEP cut off, as well as those teachers not a part of those designated and all other personnel. Disbursements from ESSER 2.0 may be used to bonuses as long as it is tied to COVID-19; we hope to have a recommendation for the Board at the next meeting.
 - TN Learning Loss and Student Acceleration Act – All districts in Tennessee will be required to offer learning loss remediation summer programs for students in grades K-8 beginning this summer. Summer learning camps for students entering grades 1-5 will be 6 weeks in duration; Bridge camps for students entering grades 6-8 (we will apply for a waiver to include 5th grade with grades 6-8) will be 4 weeks in duration; After school Summer learning mini camps using the STREAM educational approach for students entering 1-5 will be 4 days per week for 6 weeks. Funding, eligibility, participation, staffing and support are all factors, as well as measuring progress with pre- and post-assessments.
 - Tennessee Literacy Success Act – Outlines new expectations in this area – a Foundational Skills Literacy Plan must be developed and submitted to the TDOE which includes measurement, reporting, intervention for students and training and professional development for teachers in this area.
- **Update of Monitoring of COVID-19 Data Spread** – Even though we have seen an increase over the past three weeks for active cases and active quarantines, our evidence indicates the transmission of the virus at schools is extremely low. Our teachers, staff members, school administrators, students and parents continue to diligently follow the mitigation protocols which, we believe, helps us to be able to continue in-person teaching and learning. We know there will continue to be situations that call for quarantines of individuals and possibly classes and/or entire grade levels. Our goal is to be able to address these situations so that the smallest number of students and teachers possible are excluded so in-person school may continue for most students. There is no additional information on when our FSSD employees will be able to receive the vaccine. As we all understand, the demand greatly exceeds the current supply even though we continue to hear positive news about the possible increase in the supply chain in the coming weeks. A sign-up email was sent out to all personnel, interims, student teachers, substitutes and YSI teachers so the vaccine schedule can be assigned when it is available. We all hope this becomes a reality soon!
 - **JA Career Quest 2021** – Held virtually this year on January 28th, all FSSD and WCS 8th graders had a chance to “visit” the conference and explore the many opportunities available to them. Thanks to Dr. Kirkpatrick, Mrs. Duke and Mrs. Gentry, and many

others who helped create this different but positive experience for our students this year.

- **Food and Culinary Services** - Our Child Nutrition Department has a new name and logo! Along with this comes an updated department vision “to serve every student a fresh, colorful, well-balanced quality meal every day in a safe, positive and welcoming environment.” We share their department’s excitement as they continue to make positive changes to this significant program! The department has done a great job throughout last spring, the summer, and throughout this year.
- **Presidents Day** – The district will be closed February 15th in observance of this holiday.
- **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; however, there will not be a ceremony held as it usually is due to the pandemic, it will be held virtually. 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. The FSSD Principal of the year is Dr. Joel Hoag, the FSSD Supervisor of the Year is Dr. Mary Decker. 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.
- **Conferences and meetings** – Updates have been provided to each Board member.

X. UPDATES

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

- Demographics dated 1/22/2021

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

- Personnel Change Report January/February 2021
- Investment Report dated 12/31/2020
- Revenue and Expenditure Reports dated 2/2/2021
- Sales Tax Revenue Comparison Report for February

**Franklin Special School District
Budget Amendments
Fiscal Year 2020-2021**

**General Purpose Fund
Amendment #7**

Budget Code	Budget Code Description	Increase	Decrease
REVENUE			
141 R 47143 000 000 00000 000	ED of Handicap- IDEA Part B	\$ 54,987.50	
141 R 47145 000 000 00000 000	ED of Handicap- Preschool	170,249.03	
		\$ 225,236.53	
EXPENDITURES			
142 E 71200 116 000 00000 000	Teachers	67,909.00	
142 E 71200 171 000 00000 000	Speech Pathologists	10,000.00	
142 E 71200 201 000 00000 000	Social Security	421.04	
142 E 71200 204 000 00000 000	State Retirement	697.43	
142 E 71200 206 000 00000 000	Life Insurance	70.00	
142 E 71200 207 000 00000 000	Medical Insurance	8,658.00	
142 E 71200 208 000 00000 000	Dental Insurance	330.00	
142 E 71200 212 000 00000 000	Employer Medicare	985.00	
142 E 71200 299 000 00000 000	Other Fringe Benefits	103.00	
142 E 71200 312 000 00000 000	Contracts w/Private Agencies	136,063.06	
		\$ 225,236.53	

Explanation: Increase budgeted revenue & expenditures for the Special Education High Cost Student Funds.
No local tax funds involved.

**General Purpose Fund
Amendment #8**

Budget Code	Budget Code Description	Increase	Decrease
EXPENDITURES			
141 E 71100 499 000 15000 000	Other Supplies & Materials	\$ 500.00	
141 E 72210 355 000 15000 000	Travel		500.00
141 E 72130 599 000 20000 000	Other Charges	200.00	
141 E 71100 429 000 20000 000	Instructional Supplies & Material		200.00
141 E 72410 701 000 09000 000	Administrative Equipment	1,735.00	
141 E 72210 524 000 09000 000	In-Service/Staff Development		1,735.00
		\$ 2,435.00	\$ 2,435.00

Explanation: Reclassify budgeted expenditures.

**Franklin Special School District
Budget Amendments
Fiscal Year 2020-2021**

**Federal Projects Fund
Amendment #17**

Budget Code	Budget Code Description	Increase	Decrease
EXPENDITURES			
142 E 71100 163 101 00000 000	Educational Assistants		\$ 50.00
142 E 71100 499 101 00000 000	Other Supplies & Materials	800.00	
142 E 71100 722 101 00000 000	Regular Instructional Equipment		1,028.96
142 E 72130 599 101 00000 000	Other Charges		2,000.00
142 E 72210 399 101 00000 000	Other Contracted Services		948.00
142 E 72210 524 101 00000 000	In-Service/Staff Development	2,348.00	
142 E 72210 599 101 00000 000	Other Charges	878.96	
		\$ 4,026.96	\$ 4,026.96

Explanation: Reclassify budgeted expenditures under the Title One Part A.
No local tax funds involved.

**Federal Projects Fund
Amendment #18**

Budget Code	Budget Code Description	Increase	Decrease
EXPENDITURES			
142 E 72120 499 932 00000 000	Other Supplies & Materials		\$ 2,000.00
142 E 72250 471 932 00000 000	Software	2,000.00	
		\$ 2,000.00	\$ 2,000.00

Explanation: Reclassify budgeted expenditures under the LEA Reopening and Programmatic Supports Grant.
No local tax funds involved.

**EMPLOYMENT CONTRACT BY AND BETWEEN
FRANKLIN SPECIAL SCHOOL DISTRICT
AND DIRECTOR OF SCHOOLS**

THIS EMPLOYMENT CONTRACT made and entered into this **11th day of February, 2019**, by and between **Franklin Special School District**, hereinafter referred to as “**Board**,” and **Dr. David L. Snowden**, hereinafter referred to as “**Director**.”

WHEREAS, the Board desires to provide the Director with a written employment contract in order to enhance administrative stability and continuity within the school system of Franklin Special School District, and to maintain the quality of the educational program; and,

WHEREAS, the Board and Director believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the educational program of the school system.

NOW, THEREFORE, the Board and Director, for the consideration set forth below, hereby agree as follows:

**I.
TERM**

The term of this contract extension shall be for a two year period of time beginning **July 1, 2019**, and extending through **June 30, 2021**.

On or before **June 30, 2020**, the Board shall notify the Director of their intent to either extend this contract for a specified period of time or to non-renew this contract as of **June 30, 2021**.

II.

PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES OF DIRECTOR

A. The Director shall comply with all requirements of the law and regulations of the State of Tennessee, and the Tennessee Department of Education regarding the qualifications and certification for the position of Director.

B. The Director shall have charge of the administration of the schools under the direction of the Board. He shall be Chief Executive Officer of the School District; he shall perform the duties assigned to him by T.C.A. 49-2-301, and such other duties as may be required by Board policy or regulation, and all other provisions of state and federal law; he shall from time to time suggest regulations, rules and procedures, deemed necessary for the well ordering of the school system; and, in general, perform all duties incumbent to the office of the Director and other such duties required by the Board according to School Board Policies. The Board, individually and collectively, shall promptly and accurately refer all criticisms, complaints, and comments to the Director for study and action as deemed appropriate according to the circumstances. However, Board members shall not act individually in any manner to interfere with the administration of the school system.

III.

COMPENSATION AND BENEFITS

A. The annual salary for the 2018-2019 fiscal year is \$193,215. Each fiscal year including the first year of this contract the Director shall be entitled to receive the same percentage of salary increase as is provided to all employees of the school district. In addition thereto, the Director shall be entitled to receive an annual salary improvement for professional experience equal to the average of the annual percentage of step increases applicable to licensed employees. All salary increases shall become effective on July 1 of each year of this contract.

B. The Board shall provide for the same insurance coverage under the same plan provided by the school system, which is applicable to all other employees of the school system, as it may change from time to time.

C. In light of the nature of the professional duties of the Director, the Board shall provide the Director an automobile allowance of \$10,000.00 (ten thousand dollars) per year payable in twelve (12) monthly installments. In addition thereto, the Director shall be reimbursed for mileage for out of town trips at the rate established by the Department of Finance and Administration of the State of Tennessee for such travel. Mileage reimbursements shall be paid upon presentation of proper documentation to the school system business office.

D. The Director shall be entitled to all benefits applicable to twelve-month administrative employees as are incident to their employment relationship with the school system.

E. In the interest of continuous growth, promotion, development, and advancement of the Franklin Special School District, the Board encourages and provides funding for actual expenses for the continuing professional growth of the Director through participation in: 1) The operations, programs and other activities conducted or sponsored by local, state and national school administrators and school board associations; 2) Seminars and courses offered by public or private educational institutions; 3) Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform professional responsibilities for the Board; and 4) Visits to other institutions.

IV. PROFESSIONAL LIABILITY

The Board agrees that it shall defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings (excluding criminal litigation) brought against the Director in his individual capacity; or in his official capacity as agent and employee of the Board,

provided the incident giving rise to any such demand, claim, suit, action, or legal proceeding arises while the Director is acting within the scope and course of his employment; and, provided further, that such liability coverage is within the authority of the Board to provide under state law. In no case will individual board members be considered personally liable for indemnifying the Director against such demands, claims, suits, actions, and legal proceedings.

V. EVALUATION

Pursuant to a separate agreement, the parties will enter into a performance contract, which provides for an evaluation of the Director in accordance with its policies on separate occasions during the school year. The purpose of the performance contract is to measure the Director's performance. The specific terms and objectives of said performance contract are hereby incorporated by reference into this contract; however, the Board reserves the right to alter or amend the objectives and terms of the performance contract, and the Board shall present the Director with a new performance contract each year. Said performance contract shall provide the Director the opportunity to earn an additional amount not to exceed ten (10) percent of the Director's current annual salary. In the event the Director does not agree to the new performance contract, then his compensation shall be limited to the terms set forth in section III of this agreement.

In the event the Board determines that the performance of the Director is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be provided to the Director. The Director shall have the right to make a written response to the evaluation, and said response shall be a permanent attachment to the evaluation document and placed in the Director's personnel file.

VI.
TERMINATION OF EMPLOYMENT CONTRACT

This employment contract may be terminated by:

A. Mutual agreement of the parties.

B. Retirement of the Director. The Director shall give the Board a minimum of four (4) months' notice of his intent to retire from the school system. This notice shall begin to run on the next day succeeding the delivery of the notice. In the event that exigent circumstances compel the retirement of the Director, the Board shall have the authority to reduce or waive this notice requirement. Upon notice of the Director's intent to retire, the board shall exercise its ability to evaluate the Director's performance and award the Director's bonus payout early.

C. Disability of the Director. Should the Director be unable to perform any and all of his duties by reason of his illness, accident, or other cause beyond his control, and should said disability exist for a period of more than ninety (90) days beyond that period of time to which the Director would have been entitled to either sick leave or vacation leave or both; or in the event said disability is permanent, irreparable, irrecoverable, or of such nature that, in the sole discretion of the Board, will make the performance of his duties impossible, the Board may, at its option, terminate this agreement, whether the respective duties, rights, and obligations hereof shall terminate. If a question exists concerning the capacity of the Director to return to his duties, the Board may require the Director to submit to a medical examination, to be performed by a physician, of the Director's choice, who is licensed to practice medicine, or if a second opinion is requested, the physician shall be selected by the Chairman of the Board. The examination shall be done at the expense of the Board.

D. Discharge for cause. Throughout the term of this contract, the Director shall be subject to discharge for good and just cause, and the Director shall have the right to written charges, notice of hearing before the Board, and shall have the right to be present and to be heard, to be represented by counsel, and to present through witnesses any testimony relevant to the issue. A transcript of the record

of the proceedings before the Board shall be made available without charge to the Director in the event an appeal is taken by the Director from any action taken by the Board. If the Director chooses to be accompanied by legal counsel at the hearing before the Board, he will assume the cost of his legal expenses.

E. Termination without cause. The Board, may, at its option, and by a minimum of ninety (90) days notice to the Director, unilaterally terminate this contract. In the event of such termination, the Board shall pay to the Director, as severance pay, all of the aggregate salary, in monthly payments, over the term of the contract, and benefits he would have earned under this employment contract from the actual date of termination to the termination date set forth in this employment contract (the term then in effect). Vacation days shall not accrue from the date of termination. Unless mutually agreed otherwise, the Director shall remain in his position of employment throughout the ninety (90) day period in order to aid in the transition process of a new Director. In the event the Director chooses to leave his position prior to the expiration of the ninety (90) days, then he shall forfeit his severance pay. In the event the Board offers to terminate the contract by paying the amount specified herein, the right to a hearing before the Board in accordance with the law, and as provided in Section VI (D) above, and the right to appeal the Board's action shall be considered waived by the Director.


VII. MISCELLANEOUS

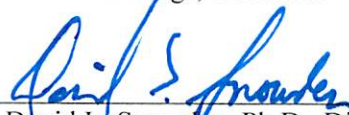
A. The Board and Director agree that in the event of any part or parts, clause or clauses of the contract, are made illegal under federal or state law, or are held to be illegal by any court having jurisdiction thereof, the remainder of the contract shall not be effected by such ruling, finding, enactment or holding, and the remainder of the contract shall continue in full force and effect with such invalid part or parts, clause or clauses, eluded there from.

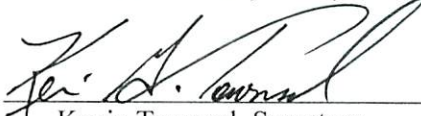
B. This agreement contains the entire understanding of the parties and may be altered, amended, or canceled only by instrument in writing signed by each of the parties.

IN WITNESS WHEREOF, the BOARD OF EDUCATION OF FRANKLIN SPECIAL SCHOOL DISTRICT has caused this employment contract to be executed in the name of its Chairman, attested by its Secretary, and the Director has approved this employment contract effective on the day and year as specified in paragraph I of this document.


FRANKLIN SPECIAL SCHOOL DISTRICT

BY: 
Tim Stillings, Chairman


David L. Snowden, Ph.D., Director

Attest: 
Kevin Townsel, Secretary

This employment contract was approved by a vote of the Franklin Special School District at a public meeting duly held on the **11th day of February, 2019**, and has been made a part of the minutes of that meeting.


Notary

The above individuals appeared before me, Carol L. Riordan, on February 11, 2019.
My commission expires March 23, 2020.
Williamson County
State of Tennessee



**EMPLOYMENT CONTRACT BY AND BETWEEN
FRANKLIN SPECIAL SCHOOL DISTRICT
AND DIRECTOR OF SCHOOLS**

THIS EMPLOYMENT CONTRACT made and entered into this **8th day of March, 2021**, by and between **Franklin Special School District**, hereinafter referred to as “**Board**,” and **Dr. David L. Snowden**, hereinafter referred to as “**Director**.”

WHEREAS, the Board desires to provide the Director with a written employment contract in order to enhance administrative stability and continuity within the school system of Franklin Special School District, and to maintain the quality of the educational program; and,

WHEREAS, the Board and Director believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the educational program of the school system.

NOW, THEREFORE, the Board and Director, for the consideration set forth below, hereby agree as follows:

**I.
TERM**

The term of this contract extension shall be for a two year period of time beginning **July 1, 2021**, and extending through **June 30, 2023**.

On or before **June 30, 2022**, the Board shall notify the Director of their intent to either extend this contract for a specified period of time or to non-renew this contract as of **June 30, 2023**.

II.

PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES OF DIRECTOR

A. The Director shall comply with all requirements of the law and regulations of the State of Tennessee, and the Tennessee Department of Education regarding the qualifications and certification for the position of Director.

B. The Director shall have charge of the administration of the schools under the direction of the Board. He shall be Chief Executive Officer of the School District; he shall perform the duties assigned to him by T.C.A. 49-2-301, and such other duties as may be required by Board policy or regulation, and all other provisions of state and federal law; he shall from time to time suggest regulations, rules and procedures, deemed necessary for the well ordering of the school system; and, in general, perform all duties incumbent to the office of the Director and other such duties required by the Board according to School Board Policies. The Board, individually and collectively, shall promptly and accurately refer all criticisms, complaints, and comments to the Director for study and action as deemed appropriate according to the circumstances. However, Board members shall not act individually in any manner to interfere with the administration of the school system.

III.

COMPENSATION AND BENEFITS

A. The annual salary for the 2020-2021 fiscal year is \$206,214.00. Each fiscal year including the first year of this contract the Director shall be entitled to receive the same percentage of salary increase as is provided to all employees of the school district. In addition thereto, the Director shall be entitled to receive an annual salary improvement for professional experience equal to the average of the annual percentage of step increases applicable to licensed employees. All salary increases shall become effective on July 1 of each year of this contract.

B. The Board shall provide for the same insurance coverage under the same plan provided by the school system, which is applicable to all other employees of the school system, as it may change from time to time.

C. In light of the nature of the professional duties of the Director, the Board shall provide the Director an automobile allowance of \$10,000.00 (ten thousand dollars) per year payable in twelve (12) monthly installments. In addition thereto, the Director shall be reimbursed for mileage for out of town trips at the rate established by the Department of Finance and Administration of the State of Tennessee for such travel. Mileage reimbursements shall be paid upon presentation of proper documentation to the school system business office.

D. The Director shall be entitled to all benefits applicable to twelve-month administrative employees as are incident to their employment relationship with the school system.

E. In the interest of continuous growth, promotion, development, and advancement of the Franklin Special School District, the Board encourages and provides funding for actual expenses for the continuing professional growth of the Director through participation in: 1) The operations, programs and other activities conducted or sponsored by local, state and national school administrators and school board associations; 2) Seminars and courses offered by public or private educational institutions; 3) Informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform professional responsibilities for the Board; and 4) Visits to other institutions.

IV. PROFESSIONAL LIABILITY

The Board agrees that it shall defend, hold harmless, and indemnify the Director from any and all demands, claims, suits, actions, and legal proceedings (excluding criminal litigation) brought against the Director in his individual capacity; or in his official capacity as agent and employee of the Board,

provided the incident giving rise to any such demand, claim, suit, action, or legal proceeding arises while the Director is acting within the scope and course of his employment; and, provided further, that such liability coverage is within the authority of the Board to provide under state law. In no case will individual board members be considered personally liable for indemnifying the Director against such demands, claims, suits, actions, and legal proceedings.

V. EVALUATION

Pursuant to a separate agreement, the parties will enter into a performance contract, which provides for an evaluation of the Director in accordance with its policies on separate occasions during the school year. The purpose of the performance contract is to measure the Director's performance. The specific terms and objectives of said performance contract are hereby incorporated by reference into this contract; however, the Board reserves the right to alter or amend the objectives and terms of the performance contract, and the Board shall present the Director with a new performance contract each year. Said performance contract shall provide the Director the opportunity to earn an additional amount not to exceed ten (10) percent of the Director's current annual salary. In the event the Director does not agree to the new performance contract, then his compensation shall be limited to the terms set forth in section III of this agreement.

In the event the Board determines that the performance of the Director is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be provided to the Director. The Director shall have the right to make a written response to the evaluation, and said response shall be a permanent attachment to the evaluation document and placed in the Director's personnel file.

VI.
TERMINATION OF EMPLOYMENT CONTRACT

This employment contract may be terminated by:

A. Mutual agreement of the parties.

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C. Disability of the Director. Should the Director be unable to perform any and all of his duties by reason of his illness, accident, or other cause beyond his control, and should said disability exist for a period of more than ninety (90) days beyond that period of time to which the Director would have been entitled to either sick leave or vacation leave or both; or in the event said disability is permanent, irreparable, irrecoverable, or of such nature that, in the sole discretion of the Board, will make the performance of his duties impossible, the Board may, at its option, terminate this agreement, whether the respective duties, rights, and obligations hereof shall terminate. If a question exists concerning the capacity of the Director to return to his duties, the Board may require the Director to submit to a medical examination, to be performed by a physician, of the Director's choice, who is licensed to practice medicine, or if a second opinion is requested, the physician shall be selected by the Chairman of the Board. The examination shall be done at the expense of the Board.

D. Discharge for cause. Throughout the term of this contract, the Director shall be subject to discharge for good and just cause, and the Director shall have the right to written charges, notice of hearing before the Board, and shall have the right to be present and to be heard, to be represented by counsel, and to present through witnesses any testimony relevant to the issue. A transcript of the record

of the proceedings before the Board shall be made available without charge to the Director in the event an appeal is taken by the Director from any action taken by the Board. If the Director chooses to be accompanied by legal counsel at the hearing before the Board, he will assume the cost of his legal expenses.

E. Termination without cause. The Board, may, at its option, and by a minimum of ninety (90) days notice to the Director, unilaterally terminate this contract. In the event of such termination, the Board shall pay to the Director, as severance pay, all of the aggregate salary, in monthly payments, over the term of the contract, and benefits he would have earned under this employment contract from the actual date of termination to the termination date set forth in this employment contract (the term then in effect). Vacation days shall not accrue from the date of termination. Unless mutually agreed otherwise, the Director shall remain in his position of employment throughout the ninety (90) day period in order to aid in the transition process of a new Director. In the event the Director chooses to leave his position prior to the expiration of the ninety (90) days, then he shall forfeit his severance pay. In the event the Board offers to terminate the contract by paying the amount specified herein, the right to a hearing before the Board in accordance with the law, and as provided in Section VI (D) above, and the right to appeal the Board's action shall be considered waived by the Director.

VII. MISCELLANEOUS

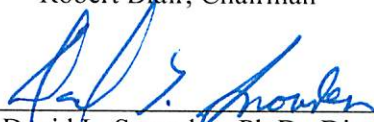
A. The Board and Director agree that in the event of any part or parts, clause or clauses of the contract, are made illegal under federal or state law, or are held to be illegal by any court having jurisdiction thereof, the remainder of the contract shall not be effected by such ruling, finding, enactment or holding, and the remainder of the contract shall continue in full force and effect with such invalid part or parts, clause or clauses, eluded there from.

B. This agreement contains the entire understanding of the parties and may be altered, amended, or canceled only by instrument in writing signed by each of the parties.

IN WITNESS WHEREOF, the BOARD OF EDUCATION OF FRANKLIN SPECIAL SCHOOL DISTRICT has caused this employment contract to be executed in the name of its Chairman, attested by its Secretary, and the Director has approved this employment contract effective on the day and year as specified in paragraph I of this document.

FRANKLIN SPECIAL SCHOOL DISTRICT

BY: 
Robert Blair, Chairman


David L. Snowden, Ph.D., Director

Attest: 
Kevin Townsel, Secretary

This employment contract was approved by a vote of the Franklin Special School District at a public meeting duly held on the **8th day of March, 2021**, and has been made a part of the minutes of that meeting.


Notary

The above individuals appeared before me, Carol L. Riordan, on March 8, 2021.
My commission expires March 2, 2024.

Williamson County
State of Tennessee



1.901 CHARTER SCHOOL APPLICATIONS – 2nd Reading

Per TSBA Director of Policy & Staff Attorney, this revision updates our policy to recent legislation that changes the charter school process, which went into effect January 1, 2021.

This moves the date of application for a charter school being filed with the Board back from what was previously required and adds filing the application also with the Department of Education. If there would be an application filed, reviewed, and denied by the district, any appeal with amendments must be filed with the Tennessee Charter School Commission, instead of the State Board of Education, as was previously the case.

To date there have been no applications filed with the district.

There were no updates requested by the Board upon 1st Reading.

Franklin Special Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: Proposed
		Rescinds: 1.705	Issued: 09/17/18

1 **SCOPE** *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to charter
3 schools converting from existing public schools. Proposals from existing charter school operators or
4 replicators and applicants proposing to contract with educational service providers shall ~~include the~~
5 ~~additional information required by~~ be in accordance with state law.¹

6 **APPLICATION PROCESS**²

7 A prospective charter school sponsor shall send the director of schools notice of its intent sixty (60)
8 **calendar** days prior to ~~April 1st~~ **February 1st** of the year preceding the year in which the proposed charter
9 school plans to begin operation as a charter school.

10 A sponsor seeking board approval of an initial charter school application ~~must~~ **shall** complete the forms
11 provided by the Tennessee Department of Education. The application shall provide all the information
12 required by **state** law. The sponsor shall demonstrate that the proposed charter school meets the purpose
13 prescribed by **state** law for the formation of a charter school, and the proposed charter school will be
14 able to implement a viable program of quality education for its students.³

15 Applications must be submitted to board **and Department of Education** on or before 4:30 p.m. on ~~April~~
16 ~~1st~~ **February 1st** of the year preceding the year in which the proposed charter school plans to begin
17 operation as a public charter school. ~~Applications will be accepted only between March 1st and April 1st.~~
18 If the 1st of ~~April~~ **February** falls on a Saturday, Sunday, or holiday on which the school district offices
19 are closed, applications will be accepted on the next business day on or before 4:30 p.m. Late
20 applications will not be accepted, without exception. The sponsor shall pay an application fee of
21 \$2,500.00.²

22
23 **REVIEW TEAM**¹

24 If necessary, the board shall appoint a review team to assist in reviewing and evaluating charter school
25 applications. The team shall be ~~composed~~ **comprised** of members of the administrative staff for the
26 district, community members, and a member of the board with relevant educational, organizational,
27 financial, and legal experience. At the board meeting in ~~February~~ **December** of each year, the director
28 of schools shall make a recommendation to the board on which members of his/her administrative staff
29 should be appointed to the team. The board shall name the members of the team at its meeting in ~~March~~
30 **January** of each year. The board shall designate a chairman of the review team as the contact person for
31 answering questions about the application process and receiving applications. The director of schools
32 shall develop an orientation for the team to ensure consistent evaluation standards and the elimination
33 of real or perceived conflicts of interest.

1 The board shall require the director of schools to develop a procedure for receiving, reviewing and ruling
2 on applications for the establishment of charter schools by the review team. The procedure shall include
3 a timeline for the application and review process. A copy of the procedure, including the review criteria,
4 shall be available to any interested party upon request.

5 The review team shall:

- 6 1) Evaluate all charter school applications based on the review criteria adopted by the board;
- 7 2) Recommend one of the following options to the board for each application: approve, reject, or
8 reject with stipulations for reconsideration; and
- 9 3) Make recommendations for revocation, renewal or non-renewal of charter contracts.

10 **APPROVAL, DENIAL OF APPLICATION** ⁴

11 The board shall rule by resolution on the approval or denial of a charter application within ninety (90)
12 **calendar** days of receipt of the completed application, or the application shall be deemed approved by
13 **state** law. The director of schools shall report the action taken by the board to the Department of
14 Education.

15 *Approval*

16 The sponsor of a charter school that is approved by the board shall enter into a written agreement with
17 the board, which shall be binding on the charter school's governing body. ~~This agreement, known as~~ The
18 charter **school** agreement, shall be in writing and signed by the sponsor and the board.

19 ~~Starting in the 2018-2019 school year,~~ The board will receive an annual authorizer fee of three percent
20 (3%) of the annual per student state and local allocations or thirty-five thousand dollars (\$35,000),
21 whichever is less.⁵

22 Charter schools approved by the board are expected to implement the application as submitted and
23 approved. Material variations in operations from the approved application require amendment pursuant
24 to ~~statute~~ **state law** and the charter school agreement.⁶

25 The board ~~should not be expected to~~ **shall not** provide services to charter schools that are not requested
26 during the application process except for those services that are required under state or federal laws.
27 Services agreed to be provided to the charter school by the board shall be provided at board actual cost.
28 The board and charter school shall execute a service contract for any additional services.

29 New charter school agreements are approved for a ten (10) year period.^{6 7} The board may revoke or
30 deny renewal of a charter school agreement for any of the reasons enumerated in state law.^{7 8}

31 *Denial*

32 Upon **written** receipt of the grounds for denial, the sponsor shall have thirty (30) **calendar** days within
33 which to submit an amended application to correct the deficiencies. The board shall have sixty (60)
34 **calendar** days either to deny or to approve the amended application, or the application shall be deemed
35 approved by **state** law.⁴

- 1 Within ten (10) days of final denial, an appeal may be filed with the ~~State Board of Education~~ Tennessee
- 2 Charter School Commission.⁹.

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01
5. TCA 49-13-128
6. TRR/MS 0520-14-01-06; TCA 49-13-110
7. TCA 49-13-110
8. TCA 49-13-122
9. TCA 49-13-108(b)(5)

Cross References

Franklin Special Board of Education			
Monitoring: Review: Annually, in September	Descriptor Term: Charter Schools	Descriptor Code: 1.901	Issued Date: 09/17/18
		Rescinds: 1.705	Issued: 04/18/16

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11 provided by the Tennessee Department of Education. The application shall provide all the information
12 required by law. The sponsor shall demonstrate that the proposed charter school meets the purpose
13 prescribed by law for the formation of a charter school, and the proposed charter school will be able to
14 implement a viable program of quality education for its students.³

15 Applications must be submitted to board on or before 4:30 p.m. on April 1st of the year preceding the
16 year in which the proposed charter school plans to begin operation as a public charter school.
17 Applications will be accepted only between March 1st and April 1st. If the 1st of April falls on a Saturday,
18 Sunday or holiday on which the school district offices are closed, applications will be accepted on the
19 next business day on or before 4:30 p.m. Late applications will not be accepted, without exception. The
20 sponsor shall pay an application fee of \$2,500.00.²

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25 community members, and a member of the board with relevant educational, organizational, financial,
26 and legal experience. At the board meeting in February of each year, the director of schools shall make
27 a recommendation to the board on which members of his/her administrative staff should be appointed to
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29 shall designate a chairman of the review team as the contact person for answering questions about the
30 application process and receiving applications. The director of schools shall develop an orientation for
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16 the board, which shall be binding on the charter school's governing body. This agreement, known as the
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18 Starting in the 2018-2019 school year, the board will receive an annual authorizer fee of three percent
19 (3%) of the annual per student state and local allocations or thirty-five thousand dollars (\$35,000),
20 whichever is less.⁵

21 Charter schools approved by the board are expected to implement the application as submitted and
22 approved. Material variations in operations from the approved application require amendment pursuant
23 to statute and the charter school agreement.

24 The board should not be expected to provide services to charter schools that are not requested during the
25 application process except for those services that are required under state or federal laws. Services agreed
26 to be provided to the charter school by the board shall be provided at board actual cost. The board and
27 charter school shall execute a service contract for any additional services.

28 New charter school agreements are approved for a ten (10) year period.⁶ The board may revoke or deny
29 renewal of a charter school agreement for any of the reasons enumerated in state law.⁷

30 *Denial*

31 Upon receipt of the grounds for denial, the sponsor shall have thirty (30) days within which to submit an
32 amended application to correct the deficiencies. The board shall have sixty (60) days either to deny or
33 to approve the amended application, or the application shall be deemed approved by law.⁴

34 Within ten (10) days of final denial, an appeal may be filed with the State Board of Education.

Legal References

1. TCA 49-13-106(b)(1); State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108(a)(5); TRR/MS 0520-14-01
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01; Public Acts of 2018, Chapter No. 698
5. TCA 49-13-128
6. TCA 49-13-121
7. TCA 49-13-122

Cross References

4.301 INTERSCHOLASTIC ATHLETICS – *2nd Reading*

Updates to this policy add the Williamson Middle Athletic Association (WMAA) to TSSAA for bylaws, as we use both associations for our athletics, as well as to references.

There were no updates requested by the Board upon 1st Reading.

Franklin Special Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: Proposed
		Rescinds: 4.301	Issued: 08/14/17

- 1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated
2 differently from another person or otherwise be discriminated against in any athletic program of the school. Equal
3 athletic opportunities shall be provided for members of both sexes.¹
- 4 Interscholastic athletics shall be administered as a part of the regular school program and shall be the principal's
5 responsibility. Principals shall ensure that school regulations regarding participation in a sport are reasonable.
6 Athletic schedules shall be filed in each school principal's office. The principal ~~or his/her~~ /designee ~~must shall~~
7 accompany an athletic team on trips. Transportation of teams to athletic games is approved by the board, provided
8 the team's school reimburses the board for mileage.
- 9 School athletics shall be coached only by personnel employed by the Franklin Special School District. Such
10 coaches are to be compensated only from district funds, according to the current schedule. Such coaching positions
11 shall only be part-time with no benefits associated.
- 12 Bylaws of the Tennessee Secondary School Athletic Association (TSSAA) and the **Williamson Middle Athletic**
13 **Association (WMAA)** shall regulate the operation and control of athletics.²
- 14 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must provide
15 proof of independently secured catastrophic coverage and liability coverage, with the school system as a named
16 insured, of not less than the limits set forth in ~~TCA § 29-20-403~~ **state law.**³
- 17 Prior to participation in interscholastic athletics, every student must complete an annual physical examination.^{3 4}
18 The parent(s)/guardian(s) of each student shall be responsible for covering the cost of the examination, and these
19 records shall be on file in the principal's office. It shall be the responsibility of the parent(s) / ~~or~~ guardian(s) to
20 provide health and hospitalization insurance for all students participating in interscholastic athletics.
- 21 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any group of
22 students for the purpose of attending the practice of any interscholastic sport during the school day without written
23 permission from the board. This does not prevent the inclusion of regular physical training lessons in the daily
24 school program.^{4 5}
- 25 Students shall not be required to attend a school athletic event, or event related to participation on a
26 school athletic team, if the event is on an official school holiday, observed day of worship, or religious
27 holiday. The student's parent / ~~or legal~~ guardian shall notify the coach in writing three (3) full school
28 days prior to the event.^{5 6}
- 29 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or tolerate hazing
30 activities.^{6 7}

Legal References

1. 34 CFR § 106.41
2. TRR/MS 0520-01-02-.08(1)
3. TCA 29-20-403
4. TRR/MS 0520-01-03-.08(2)(b); 20 USCA § 1232h(c)
5. TCA 49-6-1002(a)
6. TCA 49-6-1002(c)
7. TCA 49-2-120

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Cocurricular Activities 4.300
Attendance 6.200

Franklin Special Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Interscholastic Athletics</h2>	Descriptor Code: <h3 style="text-align: center;">4.301</h3>	Issued Date: <h3 style="text-align: center;">08/14/17</h3>
		Rescinds: <h3 style="text-align: center;">4.301</h3>	Issued: <h3 style="text-align: center;">08/12/13</h3>

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated
 2 differently from another person or otherwise be discriminated against in any athletic program of the school. Equal
 3 athletic opportunities shall be provided for members of both sexes.¹

4 Interscholastic athletics shall be administered as a part of the regular school program and shall be the principal's
 5 responsibility. Principals shall ensure that school regulations regarding participation in a sport are reasonable.
 6 Athletic schedules shall be filed in each school principal's office. The principal or his/ her designee must
 7 accompany an athletic team on trips. Transportation of teams to athletic games is approved by the board, provided
 8 the team's school reimburses the board for mileage.

9 School athletics shall be coached only by personnel employed by the Franklin Special School District. Such
 10 coaches are to be compensated only from district funds, according to the current schedule. Such coaching positions
 11 shall only be part-time with no benefits associated.

12 Bylaws of the Tennessee Secondary School Athletic Association (TSSAA) shall regulate the operation and control
 13 of athletics.²

14 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must provide
 15 proof of independently secured catastrophic coverage and liability coverage, with the school system as a named
 16 insured, of not less than the limits set forth in TCA § 29-20-403.

17 Prior to participation in interscholastic athletics, every student must complete an annual physical examination.³
 18 The parents/guardians of each student shall be responsible for covering the cost of the examination, and these
 19 records shall be on file in the principal's office. It shall be the responsibility of the parent(s) or guardian(s) to
 20 provide health and hospitalization insurance for all students participating in interscholastic athletics.

21 No principal or teacher of any school under the control of the Board shall dismiss his/her school or any group of
 22 students for the purpose of attending the practice of any interscholastic sport during the school day without written
 23 permission from the board. This does not prevent the inclusion of regular physical training lessons in the daily
 24 school program.⁴

25 Students shall not be required to attend a school athletic event, or event related to participation on a
 26 school athletic team, if the event is on an official school holiday, observed day of worship, or religious
 27 holiday. The student's parent or legal guardian shall notify the coach in writing three (3) full school days
 28 prior to the event.⁵

29 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or tolerate hazing
 30 activities.⁶

Legal References

1. 34 CFR § 106.41
2. TRR/MS 0520-01-02-.08(1)
3. TRR/MS 0520-01-03-.08(2)(b)
4. TCA 49-6-1002
5. Public Acts of 2017, Chapter No. 260
6. TCA 49-2-120

Cross References

Attendance 6.200
Student Insurance Program 3.601

6.405 MEDICINES – 2nd Reading

Updates to this policy add language regarding administration-assisted and self-administration of asthma-reliever inhalers and anaphylaxis medication, as well as updating references.

There were no updates requested by the Board upon 1st Reading.

Franklin Special Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: <h3 style="text-align: center;">Medicines</h3>	Descriptor Code: 6.405	Issued Date: <i>Proposed</i>
		Rescinds: 6.405	Issued: 06/10/19

1 If under exceptional circumstances a child is required to take non-prescription or prescription
2 medications during school hours and the parent/guardian cannot be at school to administer the
3 medication, only the school nurse or a designee who has been trained as an unlicensed assistive personnel
4 (UAP) will assist in self-administration of the medication following the written guidelines pursuant to
5 TCA 49-5-415.¹ Medications administered at school are limited to those approved by the FDA. This
6 includes an UAP assisting in administration of asthma-reliever inhalers, diabetes tasks, including blood
7 glucose monitoring, administration of anaphylaxis medication, and administration of the emergency
8 medication Glucagon in the absence of the school nurse and administration of Epinephrine.^{1, 2}

9 A student with asthma shall be permitted to possess and self-administer a prescribed, metered dosage
10 asthma-reliever inhalers if the parent/guardian provides written authorization for the student's possession
11 and self-administration of the inhaler and provides written statement from the prescribing health care
12 practitioner that the student suffers from asthma and has been instructed in self-administration. The
13 statement must include the name and purpose of the medication, the prescribed dosage, the time(s) to be
14 administered, the duration of the order and any additional special circumstances under which the inhaler
15 is to be administered.

16 Upon written request of a parent/guardian, and if included in the student's medical management plan
17 and in the individualized healthcare plan (IHP), a student with diabetes shall be permitted to perform a
18 blood glucose check or administer insulin using any necessary diabetes monitoring and treatment
19 supplies, including sharps, in the school or on school grounds at any time necessary. Use and disposal
20 of sharps shall be in compliance with guidelines set forth by the Tennessee Occupational Safety and
21 Health Administration (TOSHA).^{2 3}

22 A student with anaphylaxis shall be permitted to possess and self-administer prescription anaphylaxis
23 medication while on school property, or at a school-related event or activity in compliance with the
24 requirements of T.C.A. 49-50-1602.

25 Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage
26 their prescribed medication without additional assistance or direction as directed by a licensed healthcare
27 provider and in compliance with procedures developed in an individualized healthcare plan (IHP).^{3 4}

28 Upon notification to the school by the parent/guardian of a student with adrenal insufficiency, the district
29 will train school personnel who are willing to administer medications in the absence of the school nurse
30 in compliance with district procedures for training unlicensed, assistive personnel (UAP) and record
31 keeping as set forth by the State Board of Education. If a student is suffering from adrenal crisis,
32 medications will be administered as directed in the student's Individualized Healthcare Plan (IHP). The
33 medications will be administered by the UAP only if the school nurse is not immediately available to
34 administer.^{4 5}

- 1 The school nurse is responsible for providing the appropriate medication form or individualized
- 2 healthcare form to the parent/guardian. The parent/guardian is responsible for delivering the medication
- 3 in an appropriately labeled container with the completed, signed forms to the school nurse or other
- 4 designated school staff. The parent/guardian is also responsible for informing the school nurse of any
- 5 change in the student's health or medications.

- 6 A copy of this policy and detailed medication guidelines may be obtained from your school nurse.

Legal References

1. TCA 49-50-1602, *et. Seq.*; TRR/MS 0520-01-13-.03
2. TCA 49-50-1602(d)(7)
3. State Board of Education Policy 4.205; TRR/MS 0800-01-10
4. TCA 49-50-1601
5. TRR/MS 0520-01-13; State Board of Education Policy 4.205

Cross References

Promoting Student Welfare 6.400
Student Health Services 6.401
Emergency Allergy Response Plan 6.412

Franklin Special Board of Education			
Monitoring: Review: Annually, in May	Descriptor Term: Medicines	Descriptor Code: 6.405	Issued Date: 06/10/19
		Rescinds: 6.405	Issued: 03/12/18

1 If under exceptional circumstances a child is required to take non-prescription or prescription
 2 medications during school hours and the parent/guardian cannot be at school to administer the
 3 medication, only the school nurse or a designee who has been trained as an unlicensed assistive personnel
 4 (UAP) will assist in self-administration of the medication following the written guidelines pursuant to
 5 TCA 49-5-415.¹ Medications administered at school are limited to those approved by the FDA. This
 6 includes an UAP assisting in diabetes tasks, including blood glucose monitoring, and administration of
 7 the emergency medication Glucagon in the absence of the school nurse and administration of
 8 Epinephrine.^{1, 2}

9 Upon written request of a parent/guardian, and if included in the student’s medical management plan
 10 and in the individualized healthcare plan (IHP), a student with diabetes shall be permitted to perform a
 11 blood glucose check or administer insulin using any necessary diabetes monitoring and treatment
 12 supplies, including sharps, in the school or on school grounds at any time necessary. Use and disposal
 13 of sharps shall be in compliance with guidelines set forth by the Tennessee Occupational Safety and
 14 Health Administration (TOSHA).²

15 Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage
 16 their prescribed medication without additional assistance or direction as directed by a licensed healthcare
 17 provider and in compliance with procedures developed in an individualized healthcare plan (IHP).³

18 Upon notification to the school by the parent/guardian of a student with adrenal insufficiency, the district
 19 will train school personnel who are willing to administer medications in the absence of the school nurse
 20 in compliance with district procedures for training unlicensed, assistive personnel (UAP) and record
 21 keeping as set forth by the State Board of Education. If a student is suffering from adrenal crisis,
 22 medications will be administered as directed in the student’s Individualized Healthcare Plan (IHP). The
 23 medications will be administered by the UAP only if the school nurse is not immediately available to
 24 administer.⁴

25 The school nurse is responsible for providing the appropriate medication form or individualized
 26 healthcare form to the parent/guardian. The parent/guardian is responsible for delivering the medication
 27 in an appropriately labeled container with the completed, signed forms to the school nurse or other
 28 designated school staff. The parent/guardian is also responsible for informing the school nurse of any
 29 change in the student's health or medications.

30 A copy of this policy and detailed medication guidelines may be obtained from your school nurse.

Legal References

1. TCA 49-50-1602, *et. seq.*
2. TCA 49-50-1602(d)(7)
3. TCA 49-50-1601; State Board of Education Policy 4.205
4. TRR/MS 0520-01-12; State Board of Education Policy 4.205

Cross References

Student Health Services 6.401
Emergency Allergy Response Plan 6.412

1.700 SCHOOL DISTRICT GOALS – *1st Reading*

TSBA has provided model policies regarding educator diversity following the State Board of Education's February meeting, where they adopted a policy on this topic. This policy requires local education agencies to set goals for educator diversity.

TSBA recommends that Boards revise their policies to reflect this responsibility. These goals must be submitted to the Tennessee Department of Education in the 2021-2022 school year. While templates of the submittal have not been issued by the TDOE as of yet, our Human Resources Department has been actively addressing this challenge through a detailed plan of recruitment to enhance our diversity to more accurately reflect our student population. The overview of this plan has been included for you in your packets with Policy 5.100 this month.

Franklin Special Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: <i>Proposed</i>
		Rescinds: 1.700	Issued: 08/19/99

The Board ~~is charged, on behalf of the public, with the responsibility for determining~~ shall determine the educational goals of the school ~~system~~ district. In discharging that responsibility, the Board has adopted the following goals: ~~in four primary areas: Instruction, personnel, students and operations.~~

INSTRUCTION

1. To promote a plan for the organized improvement of school curriculum, including the ~~articulation~~ transition between elementary and secondary schools;
2. To ~~provide offerings which explore~~ offer a wide range of career and service opportunities;
3. To promote an integration of academic, physical, social and emotional growth experiences for each student; and
4. To promote the recognition of achievement in all endeavors (i.e., academic, athletic).

STUDENTS

1. To structure the ~~overall~~ instructional program to provide ~~sufficient~~ necessary alternatives to meet a variety of individual needs and aspirations;
2. To ensure that each student's interests, capacities, and objectives are considered in his/her learning program; and
3. ~~To develop a comprehensive program for disabled students providing the least restrictive programs; and~~
4. To help students gain understanding of themselves as well as skills and techniques in living and working with others and being responsible citizens.

PERSONNEL

1. To ~~provide~~ promote high quality performance by the staff, including both ~~certificated and~~ classified professional and support personnel;
2. To establish acceptable performance standards for all personnel;

- 1 3. To set goals for educator diversity that take into consideration the diversity of the student
 2 population;¹
 3
 4 4. To provide in-service training and professional growth experiences for teachers and
 5 administrators; and
 6
 7 5. To maintain an evaluation system for the improvement of the instructional system.

8 OPERATIONS

- 9 1. To make every effort to secure adequate funding for the educational program in support of the
 10 stated goals;
 11
 12 2. To maintain an adequate system of fiscal and business management;
 13
 14 3. To develop plans for the efficient use of school facilities; and
 15
 16 4. To ensure appropriate communication between the Director of Schools and the Board.

17 The Board ~~shall develop policies to implement the goals within each area and~~ shall annually review
 18 these goals and revise them as necessary ~~so that each program will at all times support the stated goals.~~

19 The Director of Schools is responsible for developing procedures and strategies to implement the goals
 20 of the Board.

Legal References

1. State Board of Education Policy 5.700; TCA
 49-1-302(g)

Cross References

Role of the Board of Education 1.101
 Board Member Development Opportunities 1.204
 Fiscal Management Goals 2.100
 Business Management Goals 3.100
 Instructional Goals 4.100
 Evaluations of Instructional Programs 4.702
 Personnel Goals 5.100
 Student Goals 6.100

Franklin Special Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: 08/19/99
		Rescinds: 1.700	Issued: 09/14/98

1 The Board is charged, on behalf of the public, with the responsibility for determining the educational
2 goals of the school system. In discharging that responsibility, the Board has adopted the following
3 goals in four primary areas: Instruction, personnel, students and operations.

4 The Board shall develop policies to implement the goals within each area and shall annually review
5 these goals and revise them as necessary so that each program will at all times support the stated goals.

6 **INSTRUCTION**

- 7 1. To promote a plan for the organized improvement of school curriculum, including the
8 articulation between elementary and secondary schools;
9
- 10 2. To provide offerings which explore a wide range of career and service opportunities;
11
- 12 3. To promote an integration of academic, physical, social and emotional growth experiences for
13 each student; and
14
- 15 4. To promote the recognition of achievement in all endeavors (example, academic, athletic).

16 **STUDENTS**

- 17 1. To structure the overall instructional program to provide sufficient alternatives to meet a
18 variety of individual needs and aspirations;
19
- 20 2. To ensure that each student's interests, capacities and objectives are considered in his/her
21 learning program;
22
- 23 3. To develop a comprehensive program for disabled students providing the least restrictive
24 programs; and
25
- 26 4. To help students gain understanding of themselves, as well as skills and techniques in living
27 and working with others and being responsible citizens.

28 **PERSONNEL**

29 To provide high quality performance by the staff, including both certificated and classified
30 personnel;

31 To establish acceptable performance standards for all personnel;

1 To provide in-service training and professional growth experiences for teachers and administrators;
2 and

3
4 To maintain an evaluation system for the improvement of the instructional system.

5 **OPERATIONS**

6 1. To make every effort to secure adequate funding for the educational program in support of the
7 stated goals;

8
9 2. To maintain an adequate system of fiscal and business management;

10
11 3. To develop plans for the efficient use of school facilities; and

12
13 4. To ensure appropriate communication between the director of schools and the Board.

Cross References:

Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Goals 4.100
Personnel Goals 5.100
Student Goals 6.100

5.100 PERSONNEL GOALS – *1st Reading*

As in 1.700, TSBA has provided model policies regarding educator diversity following the State Board of Education’s February meeting, where they adopted a policy on this topic. Local education agencies are now required by law to set goals for educator diversity.

While FSSD has already been working toward this challenge, revision to this policy streamlines wording as well as adds into policy language “to set goals for educator diversity that take into consideration the diversity of the student population.” Please note Item 7. has been deleted in this revision as it is encompassed in Item 2. as “working environments.”

As already noted, a detailed plan of recruitment to enhance our diversity to more accurately reflect our student population is in practice through our HR Department. The overview of this working, evolving plan has been included for your review as an attachment with this policy.

Franklin Special Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: <h2 style="text-align: center;">Personnel Goals</h2>	Descriptor Code: <h3 style="text-align: center;">5.100</h3>	Issued Date: <h3 style="text-align: center; color: red;">Proposed</h3>
		Rescinds: <h3 style="text-align: center;">5.100</h3>	Issued: <h3 style="text-align: center;">09/14/98</h3>

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The Board recognizes that an efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The board is interested in its personnel as individuals, and it recognized its responsibility for promoting the general welfare of the staff.

The Board’s ~~specific~~ personnel goals are as follows:

1. To ensure that the Director of Schools recruits, select, and employs the best qualified ~~personnel~~ individuals to staff the school ~~system~~ district;
2. To provide staff compensation, benefits and working environments sufficient to attract and retain qualified employees;
3. To set goals for educator diversity that take into consideration the diversity of the student population;¹
4. To provide an in-service training program for all employees to improve their performance;
5. To conduct an evaluation program that will contribute to the continuous improvement of staff performance; and
6. To assign personnel so they are utilized as effectively as possible.
7. ~~To develop the quality of human relationships necessary to obtain maximum staff performance.~~

Legal References

1. State Board of Education Policy 5.700; TCA 49-1-302(g)

Cross References

School District Goals 1.700

Franklin Special Board of Education			
Monitoring: Review: Annually, in February	Descriptor Term: Personnel Goals	Descriptor Code: 5.100	Issued Date: 09/14/98
		Rescinds: GAA	Issued: 08/09/93

1 The Board recognizes that an efficient staff dedicated to education is necessary to maintain a
2 constantly improving educational program. The board is interested in its personnel as individuals, and
3 it recognized its responsibility for promoting the general welfare of the staff.

4 The Board's specific personnel goals are:

- 5 1. To recruit, select, and employ the best qualified personnel to staff the school system;
- 6 2. To provide staff compensation, benefits and working environment sufficient to attract and
7 retain qualified employees;
- 8 3. To provide an in-service training program for all employees to improve their performance;
- 9 4. To conduct an evaluation program that will contribute to the continuous improvement of
10 staff performance; and
- 11 5. To assign personnel so they are utilized as effectively as possible.
- 12 6. To develop the quality of human relationships necessary to obtain maximum staff
13 performance.
- 14
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Cross Reference:

School District Goals 1.700

5.104 EQUAL OPPORTUNITY EMPLOYMENT – *1st Reading*

This revision is included in the policy updates as part of the review of the personal policies being presented for your consideration. Revisions are to bring the policy up to date.

Franklin Special Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Equal Opportunity Employment	Descriptor Code: 5.104	Issued Date: Proposed
		Rescinds: 5.104	Issued: 09/14/98

1 Opportunity for employment, as well as continuation and advancement in employment, shall be
2 afforded equally to members of all races, creeds, colors, sexes, religions, ages, national origins, and
3 individuals with disabilities or veteran status with regard only for qualifications for the position
4 involved.^{1,2}

Legal References

1. U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; 42 USCA § 12101-12213; TCA 50-10-101 *et seq.*

Cross References

Section 504 and ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501

Franklin Special Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Equal Opportunity Employment	Descriptor Code: 5.104	Issued Date: 09/14/98
		Rescinds: GAAA	Issued: 08/09/93

1 Opportunity for employment, as well as continuation and advancement in employment, shall be
 2 afforded equally to members of all races, creeds, colors, sexes, religions, ages, national origins, and
 3 individuals with disabilities or veteran status with regard only for qualifications for the position
 4 involved.^{1,2}

Legal Reference:

1. U.S. Constitution, Amendment XIV; Title VII,
Civil Rights Acts of 1964;
Title VI, Civil Rights Acts of 1964; Title IX,
Education Amendments of 1972; Age Discrimination Act of 1967;
Section 504 of Rehabilitation Act of 1973
2. Public Law 101-336; 42 U.S.C. 12101

Cross References:

Section 504/ADA Grievance Procedures 1.802
 Discrimination/Harassment 5.500
 Complaints and Grievances 5.501

5.105 RECRUITMENT OF EMPLOYEES – *1st Reading*

This revision is part of the review of personnel policies due to the change in State Board of Education policy adoption regarding educator diversity. Language has been added to this policy as well as bringing it up to date.

Franklin Special Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Recruitment of Employees	Descriptor Code: 5.105	Issued Date: Proposed
		Rescinds: 5.105	Issued: 09/14/98

- 1 The authorization of all school system positions rests with the Board while personnel employment
2 decisions shall be within the discretion of the Director of Schools.¹
- 3 The Director of Schools is responsible for the development of a program for the recruitment of licensed
4 personnel.²
- 5 Identification of personnel needs shall be the responsibility of the director of schools, supervisors, and
6 building principals. Effort shall be made to include representation of academic and professional
7 experience, age, ethnic backgrounds, race and sex, as well as educator diversity that takes into
8 consideration the diversity of the student population.
- 9 Vacancies will be advertised locally and through ~~the closest placement offices~~ various online posting
10 options. A deadline for receiving applications will be established and disseminated with the vacancy
11 notice.

Legal References

1. TCA 49-2-301(b)(1)(EE); TCA 49-2-203(a)(1)

Cross References

Equal Opportunity Employment 5.104
Assignment/Transfer 5.115
Staff Positions 5.116

Franklin Special Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Recruitment</h2>	Descriptor Code: 5.105	Issued Date: 09/14/98
		Rescinds: GBD/CGC	Issued: 08/09/93

1 The authorization of all school system positions rests with the Board. Personnel employment shall be
2 within the discretion of the director of schools. ¹

3 The director of schools is responsible for the development of a program for the recruitment of licensed
4 personnel.²

5 Identification of personnel needs shall be the responsibility of the director of schools, supervisors, and
6 building principal. Effort shall be made to include representation of academic and professional
7 experience, age, ethnic backgrounds, race and sex.

8 Vacancies will be advertised locally and through the closest placement offices. A deadline for
9 receiving applications will be established and disseminated with the vacancy notice.

Legal Reference:

1. TCA 49-2-301(b)(1)(EE)
2. TRR/MS 0520-1-2-.14

Cross Reference:

Staff Positions 5.116

3.500 FOOD AND CULINARY SERVICES MANAGEMENT – *1st Reading*

This revision updates the policy to the new departmental name as well as adding to policy updated district faculty and staff responsibility for payment.

Franklin Special Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Food and Culinary Services Management	Descriptor Code: 3.500	Issued Date: Proposed
		Rescinds: 3.500	Issued: 11/09/20

1 The ~~School Nutrition Program~~ Food and Culinary Services (FACS) department shall be operated on a
 2 nonprofit basis and shall comply with all rules and regulations pertaining to nutrition, health, sanitation,
 3 internal accounting procedures, and service of foods and will meet all state and federal and local
 4 requirements necessary for participation.¹ ~~The School Nutrition Program~~ FACS shall provide the highest
 5 quality food possible. ~~The School Nutrition Program~~ FACS will move toward a scratch cooking model,
 6 will limit to the degree possible the offering of products with high fructose corn syrup, added trans fats,
 7 colors and dyes, and unnecessary additives as budget allocations allow.

8 The system's ~~child nutrition~~ FACS supervisor will oversee the program. All products and services
 9 necessary for the operation of the ~~school nutrition~~ FACS department shall be procured using a
 10 procurement plan which must comply with federal and state purchasing procedures. The system's ~~child~~
 11 ~~nutrition~~ FACS supervisor is to purchase locally sourced items when possible if they meet required
 12 nutritional guidelines and are within the program's operational budget.

13 ~~School Nutrition~~ Food and Culinary Services may include the following programs: National School
 14 Lunch Program, Fresh Fruit and Vegetable Program, School Breakfast Program, Seamless Summer
 15 Option, Afterschool Snack Program, and At Risk Supper Program. Meals and snacks that are offered
 16 shall meet the federal requirements for reimbursement as defined by federal regulations.²

17 As required for participation in the ~~School Nutrition~~ FACS Pp programs, the board agrees to the
 18 following:

- 19 1. Meals must be made available to all students in attendance.
- 20 2. Free and reduced-price meals/snacks must be made available to students who are determined
 21 eligible for these benefits.

22 Students who participate in no-cost or reduced-cost meals will not be distinguished in any way from
 23 other students during food service.

24 Students will be permitted to bring their lunches from home and to purchase allowable beverages and à
 25 la carte items at school. Breakfasts and lunches brought from outside food service facilities will not be
 26 permitted to be consumed in the cafeteria.

27 Procedures for implementing guidelines established by the State Department of Education, School
 28 Nutrition Program are on file in the district food service procedures manual.

29 *Students Requesting Modified Meals*

30 ~~The School Nutrition Program~~ Food and Culinary Services shall make reasonable modifications to
 31 accommodate children with disabilities. These modifications will be made on a case-by-case basis when

1 supported by a written statement from a licensed healthcare professional who is authorized to write
2 prescriptions under State law.

3 The director of schools shall develop procedures for notifying parents/guardians of the process for
4 requesting meal modification, and arrange for an impartial hearing process to resolve grievances related
5 to requests for modifications based on a disability.

6 *Competitive Foods*

7 The sale of competitive foods must comply with all local procedures, but at a minimum must be as
8 stringent as the current State and federal regulations concerning competitive foods.³

9 *Charging Meals - Students*

10 In the event a student does not have adequate funds to purchase a meal, he/she will be allowed to charge
11 the meal.

12 The director of schools shall ensure that this policy is provided in writing to all households at the start
13 of each school year and to households that transfer to the school during the school year.

14 *Charging Meals – Faculty and Staff members*

15 ~~Faculty and staff charges must be paid for by the end of the month in which they are incurred.~~ Faculty
16 and staff members are responsible for paying for items upon receipt. Faculty and staff members will be
17 allowed to make one purchase resulting in a negative balance. After the first charge, the balance must be
18 paid off before faculty or staff members will be allowed to take any additional food items from the
19 cafeteria. Once the account is paid off, the ability to charge one purchase will be reinstated.

20 *Collection of Unpaid Meal Charges*

21 The district shall make reasonable efforts to collect debts resulting from unpaid meal charges prior to
22 the end of the school year. Uncollected charges from the previous fiscal year shall be considered
23 delinquent debt. The director shall establish reasonable methods and a timeframe for collection of
24 delinquent debt. Any use of third parties to collect delinquent debt must be approved by the board. Upon
25 recommendation of the director, the board may classify delinquent debt as bad debt, which shall be
26 considered uncollectable and categorized as an operating loss.⁴

Legal References

1. TCA 49-6-2302, 2303; TRR/MS 0520-01-06-.04
2. 7 CFR § 210.10-.13
3. 7 CFR § 210.11
4. 2 CFR 200.426

Cross References

- Deposit of Funds 2.500
Financial Reports and Records 2.701

Franklin Special Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Food Service Management	Descriptor Code: 3.500	Issued Date: 11/09/20
		Rescinds: 3.500	Issued: 07/17/17

1 The School Nutrition Program shall be operated on a nonprofit basis and shall comply with all rules and
 2 regulations pertaining to nutrition, health, sanitation, internal accounting procedures, and service of
 3 foods and will meet all state and federal and local requirements necessary for participation.¹ The School
 4 Nutrition Program shall provide the highest quality food possible. The School Nutrition Program will
 5 move toward a scratch cooking model, will limit to the degree possible the offering of products with
 6 high fructose corn syrup, added trans fats, colors and dyes and unnecessary additives as budget
 7 allocations allow.

8 The system's child nutrition supervisor will oversee the program. All products and services necessary
 9 for the operation of the school nutrition department shall be procured using a procurement plan which
 10 must comply with federal and state purchasing procedures. The system's child nutrition supervisor is to
 11 purchase locally sourced items when possible if they meet required nutritional guidelines and are within
 12 the program's operational budget.

13 School Nutrition may include the following programs: National School Lunch Program, Fresh Fruit and
 14 Vegetable Program, School Breakfast Program, Seamless Summer Option, Afterschool Snack Program,
 15 and At Risk Supper Program. Meals and snacks that are offered shall meet the federal requirements for
 16 reimbursement as defined by federal regulations.²

17 As required for participation in the School Nutrition Programs, the board agrees to the following:

- 18 1. Meals must be made available to all students in attendance.
- 19 2. Free and reduced-price meals/snacks must be made available to students who are determined
 20 eligible for these benefits.

21 Students who participate in no-cost or reduced-cost meals will not be distinguished in any way from
 22 other students during food service.

23 Students will be permitted to bring their lunches from home and to purchase allowable beverages and à
 24 la carte items at school. Breakfasts and lunches brought from outside food service facilities will not be
 25 permitted to be consumed in the cafeteria.

26 Procedures for implementing guidelines established by the State Department of Education, School
 27 Nutrition Program are on file in the district food service procedures manual.

28 *Students Requesting Modified Meals*

29 The School Nutrition Program shall make reasonable modifications to accommodate children with
 30 disabilities. These modifications will be made on a case-by-case basis when supported by a written

1 statement from a licensed healthcare professional who is authorized to write prescriptions under State
2 law.

3 The director of schools shall develop procedures for notifying parents/guardians of the process for
4 requesting meal modification, and arrange for an impartial hearing process to resolve grievances related
5 to requests for modifications based on a disability.

6 *Competitive Foods*

7 The sale of competitive foods must comply with all local procedures, but at a minimum must be as
8 stringent as the current State and federal regulations concerning competitive foods.³

9 *Charging Meals - Students*

10 In the event a student does not have adequate funds to purchase a meal, he/she will be allowed to charge
11 the meal.

12 The director of schools shall ensure that this policy is provided in writing to all households at the start
13 of each school year and to households that transfer to the school during the school year.

14 *Charging Meals – Faculty and Staff members*

15 Faculty and staff charges must be paid for by the end of the month in which they are incurred.

16 *Collection of Unpaid Meal Charges*

17 The district shall make reasonable efforts to collect debts resulting from unpaid meal charges prior to
18 the end of the school year. Uncollected charges from the previous fiscal year shall be considered
19 delinquent debt. The director shall establish reasonable methods and a timeframe for collection of
20 delinquent debt. Any use of third parties to collect delinquent debt must be approved by the board. Upon
21 recommendation of the director, the board may classify delinquent debt as bad debt, which shall be
22 considered uncollectable and categorized as an operating loss.⁴

Legal References

1. TCA 49-6-2302, 2303; TRR/MS 0520-01-06-.04
2. 7 CFR § 210.10-13
3. 7 CFR § 210.11
4. 2 CFR 200.426

Cross References

- Deposit of Funds 2.500
Financial Reports and Records 2.701

	FES					JES					LES					MES					PGES			
	Female	Male	Teachers	Avg		Female	Male	Teachers	Avg		Female	Male	Teachers	Avg		Female	Male	Teachers	Avg		Female	Male	Teachers	Avg
Pre-Kindergarten (P3)	2	4	2	3.0		1	2	1	3.0		1	5	1	6.0		1	3	1	4.0		2	5	0	0
Pre-Kindergarten (P4)	9	13	1	22.0		13	13	1	26.0		9	14	2	11.5		10	10	2	10.0		13	7	1	20
Kindergarten	27	24	3	17.0		29	30	4	14.8		57	48	5	21.0		44	49	6	15.5		33	26	3	19.67
Pre-First	0	0	0	0.0		0	0	0	0.0		0	0	0	0.0		0	0	0	0.0		0	0	0	0
Grade 1	42	29	5	14.2		29	30	4	14.8		40	43	5	16.6		39	58	6	16.2		26	35	4	15.25
Grade 2	23	24	3	15.7		28	26	4	13.5		25	50	5	15.0		47	45	5	18.4		27	42	4	17.25
Grade 3	35	19	4	13.5		31	29	4	15.0		46	60	6	17.7		47	36	5	16.6		38	25	4	15.75
Grade 4	19	33	4	13.0		32	36	4	17.0		35	48	5	16.6		44	49	5	18.6		32	33	4	16.25
Total Students	157	146		303		163	166		329		213	268		481		232	250		482		171	173		344

Asian	7		3%			38		13%			17		4%			55		12%			7		2%	
Black	45		16%			81		27%			51		11%			44		10%			25		8%	
Hispanic-All Races	37		13%			75		25%			134		30%			79		17%			128		40%	
Native American	2		1%			0		0%			3		1%			1		0%			2		1%	
Hawaiian/Pacific Islander	1		0%			0		0%			2		0%			3		1%			0		0%	
White	183		67%			106		35%			245		54%			276		60%			155		49%	
TOTAL WITHOUT PRE-K	275					300					452					458					317			

	FIS					FMS					PGMS												
	Female	Male	Teachers	Avg		Female	Male	Teachers	Avg		Female	Male	Teachers	Avg									
Grade 5	129	131	12	21.7												36	33	4	17.25				
Grade 6	133	128	12	21.8												37	56	4	23.25				
Grade 7						115	137	13	19.4							56	49	4	26.25				
Grade 8						139	141	12	23.3							35	43	4	19.5				
Total Students	262	259		521		254	278		532							164	181		345				

Grade	Average Size
K-3	16.2
4-6	18.4
7-8	22.1

Asian	40		8%			29		5%								14		4%						
Black	84		16%			107		20%								15		4%						
Hispanic-All Races	130		25%			131		25%								132		38%						
Native American	4		1%			5		1%								3		1%						
Hawaiian/Pacific Islander	1		0%			3		1%								4		1%						
White	262		50%			257		48%								177		51%						
TOTAL WITHOUT PRE-K	521					532										345								
TOTAL WITHOUT PRE-K	3200				TOTAL WITH PRE-K	3337			TOTAL PRE-K	137														

FSSD Demographics - 2/18/2021

FRANKLIN SPECIAL SCHOOL DISTRICT
Investment Report
January 31, 2021

Local Government Investment Pool

Interest Rate for January: .14%

General Investment Account

Beginning Balance	\$ 29,954.03
Interest	107.12
Withdrawals	
Deposits	4,500,000.00
Total Invested	\$ 4,530,061.15

Debt Service Investment Account

Beginning Balance	\$ 830.53
Interest	35.77
Withdrawals	
Deposits	1,550,000.00
Total Invested	\$ 1,550,866.30

Capital Projects Investment Account

Beginning Balance	\$ 2.69
Interest	-
Withdrawals	-
Deposits	-
Total Invested	\$ 2.69

Construction Investment Account

Beginning Balance	\$ 24,756,046.30
Interest	2,823.07
Withdrawals	(1,798,673.87)
Deposits	-
Total Invested	\$ 22,960,195.50

FRANKLIN SPECIAL SCHOOL DISTRICT
Investment Report
January 31, 2021

First Tennessee Bank

General Purpose Checking	
Beginning Balance	\$ 1,998,779.61
Receipts	12,806,904.34
Receipts - Loan from First Horizon (Tax Anticipation)	
Receipts - Loan fr Debt	114,900.00
Interest	371.02
Transfer from Investments	
Transfer to Investments	(4,500,000.00)
Pmt of Tax Anticipation Loan First Horizon	
Loan to - Debt	
Disbursements	(10,199,487.20)
Ending Balance	<u>\$ 221,467.77</u>
Debt Service Checking	
Beginning Balance	\$ 701.58
Receipts	1,615,192.39
Receipts - Loan Payment fr GP	610,100.00
Interest	72.08
Transfer from Investments	
Transfer to Investments	(1,550,000.00)
Payment to GP	(674,000.00)
Disbursements	
Ending Balance	<u>\$ 2,066.05</u>
Capital Projects Checking	
Beginning Balance	\$ 25,140.54
Receipts	143,717.38
Interest	11.55
Loan fr Debt Service	
Transfer to GP Loan	(51,000.00)
Reimb fr Const-Exp	
Disbursements	(1,453.25)
Ending Balance	<u>\$ 116,416.22</u>
Construction Checking	
Beginning Balance	\$ 25,384.21
Receipts	3,000.00
Interest	21.40
Transfer fr Investments	1,798,673.87
Transfer to Capt-Exp	
Disbursements	(1,800,134.73)
Ending Balance	<u>\$ 26,944.75</u>

Fnd T Acct	Obj	Pri	Loc	Prg	Acct	General Purpose	2020-21	2020-21	2020-21	2020-21	2020-21	2020-21	Uncollected
							Original Budget	Budget Revisions	Revised Budget	Monthly Activity	FYTD Activity	Balance	
141													
141 R 40110						Current Year Property Tax	13,356,309.00	0.00	13,356,309.00	1,094,770.90	8,222,448.07	5,133,860.93	
141 R 40120						Trustee's Collections Prior Ye	80,000.00	0.00	80,000.00	7,060.91	82,356.38	-2,356.38	
141 R 40130						Circuit Clerk/Cem-Prior Year	40,000.00	0.00	40,000.00	1,673.80	31,461.86	8,538.14	
141 R 40140						Interest & Penalty	20,000.00	0.00	20,000.00	1,147.55	9,602.79	10,397.21	
141 R 40161						Payments In Lieu Of Taxes-Tva	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 40163						Payments In Lieu Of Taxes-Othe	50,000.00	0.00	50,000.00	0.00	382.58	49,617.42	
141 R 40210						Local Option Sales Tax	5,974,000.00	0.00	5,974,000.00	562,186.45	3,738,435.95	2,235,564.05	
141 R 40275						Mixed Drink Tax (ST)	105,000.00	0.00	105,000.00	8,913.21	53,374.00	51,626.00	
141 R 40350						Interstate Telecomm Tax	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 40610						Current Year Property Tax	17,229,242.00	0.00	17,229,242.00	1,288,698.23	7,489,879.75	9,739,362.25	
141 R 40620						Prior Year Property Tax	100,000.00	0.00	100,000.00	8,310.89	155,239.46	-55,239.46	
141 R 40630						Interest & Penalty	25,000.00	0.00	25,000.00	1,356.57	17,033.07	7,966.93	
141 R 40640						Pick-Up Taxes	35,000.00	0.00	35,000.00	1,469.60	70,611.20	-35,611.20	
141 R 41110						Licenses & Permits	500.00	0.00	500.00	52.18	459.59	40.41	
141 R 43511						Tuition-Regular Day Students	30,000.00	0.00	30,000.00	0.00	24,551.00	5,449.00	
141 R 43513						Tuition-YSI	349,540.00	0.00	349,540.00	0.00	0.00	349,540.00	
141 R 43517						Tuition-Other	28,000.00	0.00	28,000.00	0.00	56,512.00	-28,512.00	
141 R 43570						Receipts From Individual Schoo	40,000.00	0.00	40,000.00	219.24	438.54	39,561.46	
141 R 43990						Other Charges For Services	10.00	0.00	10.00	0.00	0.00	10.00	
141 R 44110						Interest Earned	50,000.00	0.00	50,000.00	170.70	2,758.57	47,241.43	
141 R 44120						Lease/Rentals	25,000.00	0.00	25,000.00	0.00	812.50	24,187.50	
141 R 44146						E-Rate Funding	34,900.00	0.00	34,900.00	0.00	0.00	34,900.00	
141 R 44170						Miscellaneous Refunds	10,000.00	0.00	10,000.00	19,311.96	113,947.62	-103,947.62	
141 R 44520						Insurance Recovery	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44530						Sale of Equipment	1,500.00	0.00	1,500.00	0.00	6,450.00	-4,950.00	
141 R 44540						Sale of Property	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44560						Damage Recovered from Individu	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44570						Contributions & Gifts	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44990						Other Local Revenue	2,000.00	0.00	2,000.00	10.25	49.53	1,950.47	
141 R 44511						Basic Education Program	14,845,000.00	0.00	14,845,000.00	1,550,700.00	10,463,700.00	4,381,300.00	
141 R 44515						Early Childhood Education	304,603.00	0.00	304,603.00	24,523.54	128,356.38	176,246.62	
141 R 44590						Other State Education Funds	138,510.00	8,385.93	146,895.93	2,606.06	90,670.43	56,225.50	
141 R 44592						Internet Connectivity	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44610						Career Ladder	100,000.00	0.00	100,000.00	0.00	41,837.62	58,162.38	
141 R 44612						Extended Contracts	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44650						Mixed Drink Tax	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 44980						Other State Grants	0.00	0.00	0.00	0.00	0.00	0.00	
141 R 47143						Ed Of Handicap_IDEA	0.00	0.00	0.00	0.00	170,249.03	-170,249.03	

End T Acct	Obj	Ptj	Loc	Prg	Acct	2020-21 Original Budget	2020-21 Budget Revisions	2020-21 Revised Budget	February 2020-21 Monthly Activity	2020-21 FYTD Activity	Uncollected Balance
141					General Purpose						
141 R 47145					IDEA Preschool	0.00	0.00	0.00	0.00	54,987.50	-54,987.50
141 R 47304					Remote Technology Grant	0.00	0.00	0.00	0.00	137,213.89	-137,213.89
141 R 47590					Other Federal Through State	0.00	0.00	0.00	3,097.73	22,928.38	-22,928.38
141 R 48130					CONTRIBUTIONS	0.00	300.00	300.00	0.00	300.00	0.00
141 R 48990					Other-Citizens Group	26,000.00	0.00	26,000.00	0.00	3,317.88	22,682.12
141 R 49700					Insurance Recovery	0.00	0.00	0.00	0.00	0.00	0.00
141 R 49800					Transfers In	60,000.00	0.00	60,000.00	0.00	0.00	60,000.00
141 -					General Purpose	53,060,114.00	8,685.93	53,068,799.93	4,576,279.77	31,203,486.47	21,865,313.46

Fnd T Acct	Obj	Prj	Loc	Prj Acct	2020-21		February 2020-21		2020-21		Encumbered Amount	Unencumbered Balance
					Original Budget	Revised Budget	Monthly Activity	FYTD Activity	FYTD Activity			
141				General Purpose								
141 E 71100	---	---	---	---	26,882,100.00	26,907,053.00	2,091,693.87	14,472,771.96	65,475.08	12,368,805.96		
141 E 71150	---	---	---	---	85,000.00	85,000.00	0.00	88,965.50	0.00	-3,965.50		
141 E 71200	---	---	---	---	5,915,341.00	5,915,341.00	489,531.96	3,152,209.08	138,095.19	2,625,036.73		
141 E 72110	---	---	---	---	0.00	0.00	-35.99		0.00	35.99		
141 E 72120	---	---	---	---	736,141.00	736,141.00	65,881.79	406,050.34	2,101.97	327,988.69		
141 E 72130	---	---	---	---	1,164,882.00	1,096,119.00	89,862.34	629,404.90	15,682.60	451,031.50		
141 E 72210	---	---	---	---	2,835,810.00	2,827,210.00	222,847.81	1,547,013.56	17,992.42	1,262,204.02		
141 E 72220	---	---	---	---	1,365,517.00	1,365,517.00	99,830.53	699,412.06	72,397.57	593,707.37		
141 E 72250	---	---	---	---	1,138,584.00	1,138,584.00	72,174.41	745,709.79	27.72	392,846.49		
141 E 72310	---	---	---	---	1,498,298.00	1,498,298.00	85,213.31	960,826.26	135,088.00	402,383.74		
141 E 72320	---	---	---	---	469,409.00	469,409.00	36,014.26	264,598.17	14,183.98	190,626.85		
141 E 72410	---	---	---	---	3,534,347.00	3,534,847.00	286,856.50	2,150,340.15	33,563.03	1,350,943.82		
141 E 72510	---	---	---	---	687,694.00	687,694.00	56,683.18	434,089.43	1,982.37	251,622.20		
141 E 72520	---	---	---	---	370,019.00	370,019.00	23,417.62	194,642.47	2,811.46	172,565.07		
141 E 72610	---	---	---	---	3,377,841.00	3,377,841.00	275,198.54	2,147,860.84	78,898.06	1,151,082.10		
141 E 72620	---	---	---	---	650,337.00	717,232.93	41,873.52	483,543.08	62,464.38	171,225.47		
141 E 72710	---	---	---	---	1,989,904.00	1,989,904.00	141,202.19	965,207.24	106,275.53	918,421.23		
141 E 72810	---	---	---	---	152,219.00	152,219.00	9,509.49	81,718.31	6,827.29	63,673.40		
141 E 73100	---	---	---	---	0.00	0.00	0.00	0.00	0.00	0.00		
141 E 73300	---	---	---	---	349,540.00	349,540.00	0.00	254.00	0.00	349,286.00		
141 E 73400	---	---	---	---	741,629.00	741,629.00	48,829.79	308,641.27	312.27	432,675.46		
141 E 81300	---	---	---	---	0.00	0.00	0.00	0.00	0.00	0.00		
141 E 82130	---	---	---	---	216,733.00	216,733.00	18,062.45	144,417.35	72,315.65	0.00		
141 E 82230	---	---	---	---	32,991.00	32,991.00	664.55	39,606.77	2,592.35	-9,208.12		
141 E 82330	---	---	---	---	0.00	0.00	0.00	0.00	0.00	0.00		
141 E 82330	---	---	---	---	54,194,336.00	54,209,321.93	4,155,412.12	29,917,246.54	829,086.92	23,462,988.47		

Fnd T	Acct	Obj	Proj	Loc	Prg	Acct	2020-21 Original Budget	2020-21 Revised Budget	February 2020-21 Monthly Activity	2020-21 FYTD Activity	Encumbered Amount	Unencumbered Balance
Federal Programs												
142	E	71100					318,631.00	601,133.88	14,646.51	535,390.86	2,767.85	62,975.17
142	E	71200					801,250.00	872,462.78	70,606.75	406,382.81	18,696.35	447,383.62
142	E	72120					15,984.00	18,996.06	0.00	0.00	0.00	18,996.06
142	E	72130					2,394.00	198,719.31	13,374.98	87,399.44	334.45	110,985.42
142	E	72210					200,246.00	198,382.47	17,061.89	96,910.52	23,174.71	78,297.24
142	E	72220					7,585.00	26,676.00	394.22	8,976.17	0.00	17,701.83
142	E	72250					0.00	70,461.13	13,223.79	60,265.84	5,684.16	4,511.13
142	E	72710					17,164.00	15,864.40	1,695.41	8,689.42	0.00	7,174.98
142	E	73100					0.00	1,206.49	0.00	0.00	0.00	1,206.49
142	E	99100					49,855.00	47,556.38	0.00	0.00	0.00	47,556.38
142							1,413,109.00	2,051,460.90	130,993.55	1,204,015.06	50,657.52	796,786.32

Fnd T	Acct	Obj	Pri	Loc	Prj	Acct	2020-21		2020-21		2020-21		Uncollected
							Original Budget	Budget Revisions	Revised Budget	Monthly Activity	FYTD Activity	Balance	
146							Community Service (MAC)						
146 R	43591						1,516,200.00	0.00	1,516,200.00	42,117.26	555,596.94	960,603.06	
146 R	43594						32,150.00	0.00	32,150.00	280.00	20,025.00	12,125.00	
146 R	43585						10,750.00	0.00	10,750.00	0.00	140.00	10,610.00	
146 R	43990						0.00	0.00	0.00	0.00	50.00	-50.00	
146 R	44120						33,912.00	0.00	33,912.00	0.00	19,782.00	14,130.00	
146 R	44170						36,000.00	0.00	36,000.00	0.00	0.00	36,000.00	
146 R	44570						500.00	0.00	500.00	0.00	0.00	500.00	
146 R	46590						0.00	80,231.00	80,231.00	3,056.91	26,458.01	53,772.99	
146							1,629,512.00	80,231.00	1,709,743.00	45,454.17	622,051.95	1,087,691.05	

Fnd T Acct	Obj	Prj	Loc	Prg	Acct	2020-21		February 2020-21		2020-21		Encumbered		Unencumbered		
						Original Budget	Revised Budget	Monthly Activity	FYTD Activity	Amount	Balance					
156					Debt Service											
156 E	72310				Board Of Education Services	113,062.00	113,062.00	8,425.16	50,102.28	0.00	62,959.72	0.00	62,959.72			
156 E	82130				Principal	2,890,000.00	2,890,000.00	0.00	0.00	0.00	2,890,000.00	0.00	2,890,000.00			
156 E	82230				Interest	2,422,168.00	2,422,168.00	0.00	958,895.52	0.00	1,463,272.48	0.00	1,463,272.48			
156 E	82330				Other Debt Service	5,000.00	5,000.00	0.00	300.00	0.00	4,700.00	0.00	4,700.00			
156					Debt Service	5,430,230.00	5,430,230.00	8,425.16	1,009,297.80	0.00	4,420,932.20	0.00	4,420,932.20			

Fnd T	Acct	Obj	Prj	Loc	Prg	Acct	2020-21 Original Budget	2020-21 Budget Revisions	2020-21 Revised Budget	February 2020-21 Monthly Activity	2020-21 FYTD Activity	Uncollected Balance
							65,322,634.00	727,268.83	66,049,902.83	5,257,877.79	37,273,977.18	28,775,925.65
Grand Revenue Totals												

Number of Accounts: 290

***** End of report *****

Fnd T Acct	Obj	Prj	Loc	Prg	Acct	2020-21 Original Budget	2020-21 Revised Budget	February 2020-21 Monthly Activity	2020-21 FYTD Activity	Encumbered Amount	Unencumbered Balance
						89,610,636.00	90,344,206.83	5,964,970.56	39,990,201.16	18,619,625.83	31,734,379.84
Grand Expense Totals											

Number of Accounts: 3372

***** End of report *****

FRANKLIN SPECIAL SCHOOL DISTRICT

Comparison of Sales Tax Revenue

FY 2019-20 to FY 2020-21

		Actual Revenue -		\$ Change		% Change	
Received	For the	Sales Tax		Month-to-	Year-to-	Month-to-	Year-to-
During	Month of	FY 2019-2020	FY 2020-2021	Month	Date	Month	Date
Aug	May	\$ 493,498	\$ 486,669	\$ (6,829)	\$ (6,829)	-1.4%	-1.4%
Sep	June	507,478	533,432	\$ 25,954	\$ 19,125	5.1%	1.9%
Oct	July	493,500	523,021	\$ 29,521	\$ 48,646	6.0%	3.3%
Nov	Aug	505,911	532,701	\$ 26,790	\$ 75,436	5.3%	3.8%
Dec	Sept	492,597	544,613	\$ 52,016	\$ 127,451	10.6%	5.1%
Jan	Oct	514,543	555,813	\$ 41,270	\$ 168,721	8.0%	5.6%
Feb	Nov	542,968	562,186	\$ 19,218	\$ 187,939	3.5%	5.3%
Mar	Dec	744,403	816,850	\$ 72,447	\$ 260,386	9.7%	6.1%
Apr	Jan	479,353					
ADA Adjustment		(67,495)					
May	Feb	439,802					
June	March	479,700					
July	April	426,422					
Total YTD		\$ 6,052,681	\$ 4,555,285	\$ 260,386			
FY 2020-2021 Budgeted Total			\$ 5,974,000				
Actual Over (Under) Budget			\$ (1,418,715)				
% of Budget Received YTD			76.3%				