



**LAKELAND BOARD OF EDUCATION
WORK SESSION AGENDA
Monday, April 1, 2024, 5:45 PM
Lakeland City Hall / Board Room
10001 Highway 70
Lakeland, TN 38002**

- I. **CALL TO ORDER / MOMENT OF SILENCE / PLEDGE TO FLAG**
- II. **ROLL CALL**
- III. **CHAIR'S WELCOME**
- IV. **PUBLIC COMMENT (Limited to two (2) minutes per speaker.)**
- V. **REPORTS**
 - 1. Legislative Liaison Update
 - 2. Superintendent's Report
 - 3. Monthly Financial Summary
 - February 2024
- VI. **APPROVAL OF AGENDA**
- VII. **CONSENT AGENDA**
 - 1. Approval of Meeting Minutes: March 04, 2024 Business Meeting
 - 2. Approval of 2024 Spring Discard List
 - 3. Approval of FY 23-24 Budget Amendments (04/24)
 - 4. Approval of Update to Policy 1.806 - Advertising and Distribution of Materials in the Schools
 - 5. Approval of New Policy 1.8065 - Paid Advertisements and Sponsorships [Second Reading]
- VIII. **DISCUSSION / ACTION**
 - 1. Presentation of Fiscal Year 2024-25 Budget
 - 2. Approval of 24-25 Curriculum Materials
 - 3. Approval of LPS Naming Rights Sponsorship Levels
 - 4. Approval of Update to Policy 6.313 - Discipline Procedures
 - 5. Review Superintendent Evaluation
 - 6. Review Policy Manual: Section 6 (First Half)
- IX. **ANNOUNCEMENTS**
- X. **ADJOURNMENT**

LAKELAND SCHOOL SYSTEM
Expense Summary
Report Period February 1, 2024 - February 29, 2024

PROGRAM	BUDGET AMOUNT	ADJUSTED BUDGET	YTD ACTIVITY	CURRENT ACTIVITY	ENCUMBRANCE	BALANCE	% EXPENDED
Regular Instruction Program	\$ 13,245,898.54	\$ 13,206,438.00	\$ 7,953,777.92	\$ 1,391,351.39	\$ 10,213.03	\$ 5,242,447.05	60.30%
Special Education Program	\$ 2,161,686.02	\$ 2,252,946.14	\$ 1,290,382.00	\$ 237,140.62	\$ 78.18	\$ 962,485.96	57.28%
Vocational Education	\$ 24,900.00	\$ 24,900.00	\$ 3,648.00	\$ 3,648.00	\$ -	\$ 21,252.00	14.65%
Other (Bonus Pay)	\$ 542,263.74	\$ 862,761.50	\$ 472,326.22	\$ -	\$ -	\$ 390,435.28	54.75%
School Security	\$ 60,832.95	\$ 60,832.95	\$ 35,568.66	\$ 6,733.20	\$ -	\$ 25,264.29	58.47%
Health Services	\$ 366,589.14	\$ 378,254.14	\$ 200,506.07	\$ 31,761.73	\$ 309.27	\$ 177,438.80	53.09%
Other Student Support	\$ 876,669.77	\$ 876,669.77	\$ 519,388.10	\$ 94,909.06	\$ -	\$ 357,281.67	59.25%
Regular Instruction Program Support	\$ 672,445.38	\$ 737,445.38	\$ 459,597.10	\$ 91,503.71	\$ 6,017.18	\$ 271,831.10	63.14%
Special Education Program Support	\$ 457,058.21	\$ 457,058.21	\$ 270,673.64	\$ 51,139.76	\$ -	\$ 186,384.57	59.22%
Technology	\$ 694,878.49	\$ 734,853.25	\$ 464,444.31	\$ 60,200.78	\$ 16,328.95	\$ 254,079.99	65.42%
Board of Education	\$ 612,950.00	\$ 612,950.00	\$ 518,008.84	\$ 171,935.55	\$ 1,753.00	\$ 93,188.16	84.80%
Office of the Superintendent	\$ 356,984.26	\$ 382,833.54	\$ 239,453.63	\$ 38,209.71	\$ 1,985.16	\$ 141,394.75	63.07%
Office of the Principal	\$ 1,722,159.61	\$ 1,722,159.61	\$ 1,089,876.81	\$ 185,843.19	\$ -	\$ 632,282.80	63.29%
Fiscal Services	\$ 329,313.97	\$ 329,313.97	\$ 210,672.72	\$ 26,134.48	\$ -	\$ 118,641.25	63.97%
Human Services/Personnel	\$ 274,904.03	\$ 349,364.57	\$ 186,928.15	\$ 32,651.93	\$ -	\$ 162,436.42	53.51%
Operation of Plant	\$ 1,378,953.88	\$ 1,378,953.88	\$ 812,813.25	\$ 156,948.28	\$ 3,376.40	\$ 562,764.23	59.19%
Maintenance of Plant	\$ 408,817.15	\$ 630,172.55	\$ 397,511.38	\$ 66,350.57	\$ 1,120.10	\$ 231,541.07	63.26%
Transportation	\$ 650,000.00	\$ 650,000.00	\$ 513,204.95	\$ 98,005.92	\$ -	\$ 136,795.05	78.95%
Summer Camp Food Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Regular Capital Outlay	\$ 164,400.00	\$ 164,400.00	\$ 25,900.00	\$ 3,700.00	\$ 35,646.00	\$ 102,854.00	37.44%
Transfers Out	\$ 3,663,790.00	\$ 3,663,790.00	\$ -	\$ -	\$ -	\$ 3,663,790.00	0.00%
Federal Projects Regular Instruction	\$ 272,456.94	\$ 235,512.25	\$ 135,557.74	\$ 22,680.96	\$ 13,275.69	\$ 86,678.82	63.20%
Federal Projects Special Education	\$ 294,169.06	\$ 254,962.88	\$ 153,189.98	\$ 27,397.88	\$ 3,894.83	\$ 97,878.07	61.61%
Federal Programs Innovative Schools	\$ -	\$ 447,485.19	\$ 101,029.79	\$ 3,205.97	\$ 10,083.27	\$ 336,372.13	24.83%
Federal Projects Health Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Federal Projects Other Student Support	\$ 51,745.50	\$ 56,585.50	\$ 33,848.85	\$ 7,608.54	\$ -	\$ 22,736.65	59.82%
Federal Projects Regular Instruction Support	\$ 105,527.04	\$ 72,138.21	\$ 33,474.52	\$ 6,858.25	\$ -	\$ 38,663.69	46.40%
Federal Projects Special Education Support	\$ 215,485.60	\$ 151,422.19	\$ 92,314.42	\$ 17,466.84	\$ 807.02	\$ 58,300.75	61.50%
Federal Projects Vocational	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 5,000.00	0.00%
Federal Programs Technology	\$ 9,605.90	\$ 9,602.46	\$ 6,357.08	\$ -	\$ -	\$ 3,245.38	66.20%
Federal Programs Operation of Plant	\$ -	\$ 7,500.00	\$ 105.99	\$ -	\$ -	\$ 7,394.01	1.41%
Federal Projects Capital Projects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Food Service	\$ 692,700.00	\$ 1,137,678.13	\$ 565,844.71	\$ 104,535.69	\$ 13,651.92	\$ 558,181.50	50.94%
State Grants	\$ -	\$ 171,821.91	\$ 118,745.22	\$ 87,619.62	\$ 575.00	\$ 52,501.69	69.44%
Before/After School Program	\$ 280,000.00	\$ 280,000.00	\$ 183,624.27	\$ 26,365.41	\$ -	\$ 96,375.73	65.58%
Education Capital Projects	\$ 7,000,000.00	\$ 7,000,000.00	\$ 2,555,782.89	\$ 212,319.68	\$ 143,253.20	\$ 4,300,963.91	38.56%
GRAND TOTAL:	\$ 37,587,185.18	\$ 39,305,806.18	\$ 19,644,557.21	\$ 3,264,226.72	\$ 262,368.20	\$ 19,398,880.77	50.65%



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Monday, March 4, 2024, 5:45 PM

**LPS Library
5020 Lions Crest Dr
Lakeland, TN 38002**

I. CALL TO ORDER / MOMENT OF SILENCE / PLEDGE TO FLAG

II. ROLL CALL

Attendance Taken at 5:46 PM.

Deborah Thomas: Absent

Keith Acton: Present

Michelle Childs: Present (Electronically)

Laura Harrison (Chair): Present

Jeremy Burnett (Vice-Chair): Present

Michelle Childs participated in the meeting electronically, as allowed by Board Policy 1.400.

III. CHAIR'S WELCOME

IV. REPORTS

This item was taken out of order, without objection.

1. Legislative Liaison Update

Due to the extensiveness of the information, Legislative Liaison Michelle Childs presented a written update to the board which included information regarding education bills currently under consideration by the legislature.

2. Superintendent's Report

Superintendent Horrell recognized the following student groups and their coaches:

- Lakeland Preparatory High School Cross Country
- Lakeland Preparatory High School Golf Team
- Lakeland Preparatory High School Girls Soccer

3. Monthly Financial Summary

- January 2024

V. PUBLIC COMMENT (Limited to two (2) minutes per speaker.)



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Monday, March 4, 2024, 5:45 PM

LPS Library
5020 Lions Crest Dr
Lakeland, TN 38002

This item was taken out of order, without objection.

The following members of the public made comments to the Board regarding the charges of dismissal against tenured teacher R. Alston:

- Belinda Palmer
- Mary Stevens

VI. APPROVAL OF AGENDA

Jeremy Burnett (Vice-Chair) moved to approve the agenda as presented, seconded by Keith Acton. **Motion carried.**

- Acton: Aye
- Burnett (Vice-Chair): Aye
- Childs: Aye
- Harrison (Chair): Aye

VII. CONSENT AGENDA

- 1. Approval of Meeting Minutes: February 05, 2024 Business Meeting**
- 2. Approval of FY 23-24 Budget Amendments (03/24)**
- 3. Approval of Update to Policy 1.806 - Advertising and Distribution of Materials in the Schools**
- 4. Approval of New Policy 1.8065 - Paid Advertisements and Sponsorships [First Reading]**
- 5. Approval of Update to Policy 3.210 - Naming Facilities**

Jeremy Burnett (Vice-Chair) moved to approve the items on the Consent Agenda as presented, seconded by Keith Acton. **Motion carried.**

- Acton: Aye
- Burnett (Vice-Chair): Aye
- Childs: Aye



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Monday, March 4, 2024, 5:45 PM

LPS Library
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Lakeland, TN 38002

Harrison (Chair): Aye

VIII. DISCUSSION / ACTION

1. Approval of Charges of Dismissal against Tenured Teacher R. Alston

Jeremy Burnett (Vice-Chair) moved to bring the approval of charges of dismissal against tenured teacher Rebecca Alston to the floor for discussion, seconded by Keith Acton.

Jeremy Burnett (Vice-Chair) moved to moved that, if any of these charges is true, dismissal from service was proper and that Ms. Alston be given notice of her right to a hearing before a hearing officer whom the Superintendent will appoint, seconded by Keith Acton. **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Childs: Aye

Harrison (Chair): Aye

Laura Harrison (Chair) directed that a copy of the charges of dismissal against Ms. Alston be attached to the minutes of the meeting.

2. Review Policy Manual: Section 5 (Second Half)

No action taken.

IX. ANNOUNCEMENTS

X. ADJOURNMENT

There being no other business on which to take action, Jeremy Burnett (Vice-Chair) moved to adjourn the meeting, seconded by Keith Acton. **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Childs: Aye

Harrison (Chair): Aye



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Monday, March 4, 2024, 5:45 PM

**LPS Library
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Lakeland, TN 38002**

Thomas: Absent

**The meeting was adjourned at 06:08 PM on Monday, March 04, 2024.
These minutes were approved on Monday, April 08, 2024.**

Laura Harrison, Chair

ATTEST:

Dr. Ted Horrell, Superintendent

Jessica Millspaugh, Board Secretary



BEFORE THE LAKELAND BOARD OF EDUCATION

IN RE: Rebecca Alston, a Teacher at Lakeland Elementary School
Recommendation for Dismissal from Service

FACTUAL ALLEGATIONS:

On January 26, 2024, several teachers and aides witnessed Ms. Alston restrain a student with a disability and force food into his mouth several times. The child was loudly crying and resisting Ms. Alston’s attempts to force a bite of pizza into his mouth on a spork. Witnesses stated that the student’s distress was great enough to upset a nearby class of preschoolers and caused an aide to leave work early. Video footage of the cafeteria showed that Ms. Alston reached around the student’s neck with her left hand five times over the course of several minutes.

These allegations were reported on January 30, 2024. Ms. White and Ms. Lockhart conducted an investigation into the allegations by viewing the video footage from the cafeteria, interviewing six witnesses present in the cafeteria at the time of the incident, and interviewing Ms. Alston. At the end of their investigation, Ms. White and Ms. Lockhart concluded that the student was physically restrained and force fed by Ms. Alston five times over a three minute period. Ms. Lockhart referred the matter to the Lakeland School System Human Resources Department. The Superintendent, Assistant Superintendent, and Director of Human Resources gave an independent review of the investigation and arrived at the same conclusion.

On February 9, 2024, Dr. Horrell informed Ms. Alston that he was recommending her for dismissal pending approval of the charges against her by the Lakeland Board of Education.

THE APPLICABLE LAW:

Applicable provisions of the Teacher Code of Ethics, Tennessee Code Annotated, § 49-5-1003(b) states as follows:

(b) [a]n educator shall:

- (1) Abide by all applicable federal and state laws;
- (3) Provide the student with professional education services in a nondiscriminatory manner and in consonance with accepted best practices known to the educator;
- (4) Respect the constitutional rights of the student;
- (7) Make reasonable effort to protect the student from conditions harmful to learning or to health and safety;
- (8) Make reasonable effort to protect the emotional well-being of the student;



(9) Not intentionally expose the student to embarrassment or disparagement;

(19) Maintain a professional approach with the student at all times.

Tennessee Code Annotated § 49-5-501(3) defines “Conduct unbecoming a member of the teaching profession” [Unprofessional Conduct] to include “(D) Disregard of the teacher code of ethics in part 10 of this chapter, in such manner as to make one obnoxious as a member of the profession[.]”

LAKELAND BOARD OF EDUCATION POLICIES

Policy 5.600 – Staff Rights & Responsibilities (in pertinent part)

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by, the laws of the state as these affect their work, the policies of the board and the procedures designed to implement them;
2. To adhere to the Teacher Code of Ethics, to the extent applicable;

Policy 5.611 – Ethics (in pertinent part)

Educator’s obligations to students:

1. An educator shall strive to help each student realize the student’s potential as a worthy and effective member of society. An educator, therefore, works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.
2. In fulfillment of this obligation to the student, an educator shall:
 - d. Make reasonable effort to protect the student from conditions harmful to learning or to health and safety;
 - e. Not intentionally expose the student to embarrassment or disparagement;

RECOMMENDATION

As Superintendent for the Lakeland School System, I determined that Ms. Alston should be dismissed from service for her actions. Tennessee Code Annotated § 49-5-511-513 states that the teacher has a right to a hearing on these charges and the dismissal. I request that the board find that, if any of the charges presented is true, as will be determined by an independent hearing officer, then the dismissal was warranted and proper.

Dr. Ted Horrell
Superintendent

Spring 2024 Discard List

Description	Asset Tag/Serial		Funding Source	Depreciation Date
	Number	Status		
Dell Chromebook 11 3120	216049	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216051	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216057	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216060	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216061	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216062	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216068	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216070	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216071	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216072	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216082	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216083	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216101	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216102	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216103	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216104	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216105	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216106	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216107	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216108	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021

Description	Asset Tag/Serial		Funding Source	Depreciation
	Number	Status		Date
Dell Chromebook 11 3120	216109	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216110	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216111	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216112	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216113	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216114	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216115	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216116	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216117	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216118	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216119	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216120	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216121	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216122	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216123	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216124	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216125	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216126	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216127	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216128	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216129	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216130	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021



Description	Asset Tag/Serial		Funding Source	Depreciation
	Number	Status		Date
Dell Chromebook 11 3120	216135	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216140	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216153	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216154	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216181	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216212	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216222	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216226	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216239	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216240	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021
Dell Chromebook 11 3120	216241	Obsolete Tech; Cannot Update	District General Purpose Fund	6/30/2021

April FY 23-24 Budget Amendments

Fund 141 - General Purpose School Fund

Account Number		Account Level Description	FY 23-24	FY 23-24	FY 23-24	FY 23-24	Proposed	Difference
Fnd	T Acct		Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	
Expenditures:								
141	E 72610 415 625 00116 000	Electricity	\$125,000.00	\$62,813.92	\$0.00	\$62,186.08	\$141,000.00	\$16,000.00
141	E 72610 415 625 02000 000	Electricity	\$147,125.73	\$146,229.67	\$0.00	\$896.06	\$233,125.73	\$86,000.00
141	E 72610 415 625 03000 000	Electricity	\$120,000.00	\$86,794.63	\$0.00	\$33,205.37	\$153,000.00	\$33,000.00
141	E 72220 399 350 01000 000	Other Contracted Services	\$30,000.00	\$25,810.65	\$0.00	\$4,189.35	\$46,000.00	\$16,000.00
141	E 72710 312 635 01000 000	Contracts With Private Agencies	\$649,000.00	\$601,675.09	\$0.00	\$47,324.91	\$944,000.00	\$295,000.00
141	E 76100 790 810 01000 000	Other Equipment	\$120,000.00	\$0.00	\$32,646.00	\$84,354.00	\$35,646.00	-\$84,354.00
141	E 99100 590 000 00000 000	Transfers Out	\$3,663,790.00	\$0.00	\$0.00	\$363,790.00	\$663,790.00	-\$3,000,000.00
			\$4,854,915.73	\$923,323.96	\$32,646.00	\$595,945.77	\$2,216,561.73	-\$2,638,354.00

Fund 177 - Capital Projects

Account Number		Account Level Description	FY 23-24	FY 23-24	FY 23-24	FY 23-24	Proposed	Difference
Fnd	T Acct		Revised Budget	FY Activity	Encumbered	Available Funds	Amendment	
Revenues:								
177	R 44991 000 000 00000 680	Shelby County Capital Funds	\$550,000.00	\$434,089.48	\$0.00	\$99,311.54	\$800,000.00	\$250,000.00
177	R 49800 000 000 00000 000	Operating Transfers	\$3,663,790.00	\$0.00	\$0.00	\$3,663,790.00	\$663,790.00	-\$3,000,000.00
			\$4,213,790.00	\$434,089.48	\$0.00	\$3,763,101.54	\$1,463,790.00	-\$2,750,000.00
177	E 91300 706 000 00000 680	Building Construction	\$223,970.85	\$96,731.85	\$66,004.00	\$61,235.00	\$473,970.85	\$250,000.00
177	E 91300 706 000 00000 000	Building Construction	\$4,402,432.46	\$2,190,218.53	\$0.00	\$2,212,213.93	\$2,202,432.46	-\$2,200,000.00
177	E 91300 711 000 00000 000	Furniture & Fixtures	\$1,000,000.00	\$189,565.17	\$0.00	\$810,434.83	\$200,000.00	-\$800,000.00
			\$5,626,403.31	\$2,476,515.55	\$66,004.00	\$3,083,883.76	\$2,876,403.31	-\$2,750,000.00

Lakeland Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Use of School Name and Resources in Advertising and Distribution of Materials in the Schools</h2>	Descriptor Code: 1.806	Issued Date: 04/08/24
		Rescinds: 1.806	Issued: 03/04/24

- 1
2 No part of the school system, including the facilities, the name, the staff, and the students, shall be
3 used for advertising or promoting the interests of any commercial, political or other non-school agency
4 or organization except that:
- 5 1. The school may cooperate in furthering the work of any non-profit, community-wide social
6 service agency, provided that such cooperation does not restrict or impair the educational
7 programs of the schools;
 - 8 2. The school may participate in radio or television programs under acceptable commercial
9 sponsorship when such programs are educationally beneficial;
 - 10 3. Community, educational, charitable, recreational and other similar civic groups may advertise
11 event pertinent to students' interests or involvement. Such advertisement, including the
12 distribution of materials, shall be subject to any procedures related to time, place and manner
13 established by the principal;
 - 14 4. The principal shall screen all materials prior to distribution to ensure their appropriateness. The
15 principal may prohibit materials that:
 - 16 a. would likely to cause substantial disruption of the operation of the school;
 - 17 b. violate the rights of others;
 - 18 c. are obscene, lewd or sexually explicit; or
 - 19 d. students would reasonably believe to be sponsored or endorsed by the school.
 - 20 5. The school may, upon approval of the superintendent, cooperate with any governmental agency
21 in promoting activities which advance the education of the students;
 - 22 6. Political literature shall not be distributed through the school to students, nor sent home to
23 parents, nor placed in teachers' mail boxes, lounges, or on school premises;
 - 24 7. Political signs for people who are running for public office shall not be allowed on school
25 property except those ~~being held by poll workers on election day~~ **allowed by Shelby County**

- 1 Election Commission regulations in the event that school property is being used as an official
2 polling site; and
- 3 8. School publications may accept and publish paid advertising under procedures established by
4 the superintendent.

Lakeland Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Paid Advertisements and Sponsorships	Descriptor Code: 1.8065	Issued Date: 04/08/24
		Rescinds:	Issued:

1 In recognition that money derived from paid advertising or sponsorships may benefit academic, athletic,
2 or extracurricular programs of the District, the Board authorizes paid advertising and sponsorship
3 partnerships with schools and School Support Organizations (SSOs) in accordance with this policy. In
4 application of this policy the Superintendent shall ensure such advertising or sponsorships do not
5 interfere with educational programming and that students will not be required to listen to, read or be
6 subjected to commercial advertising in the classroom, in school-provided materials, or in curriculum
7 related activities. Nothing in the above shall be construed to limit or otherwise prohibit instruction
8 relating to advertising.

9 Advertisement, for purposes of this policy, means any payment or money or other economic benefit to
10 a school or the District that requires visual, audio or video placement of a name, slogan, or product
11 message on a District property, publication or broadcast. Advertisement does not include traditional
12 fund-raising activities or outright gifts or other economic benefit for which no quid pro quo is attached.
13 Sponsorship means any payment of money or economic benefit to a school or the District in exchange
14 for recognition.

15 It is the intent of the Board that the determination of acceptance of any advertisement or sponsorship and
16 the content of such will be under the discretion and control of the Board and the Board's representative,
17 the Superintendent, whose decisions shall be final.

18 The District shall not permit any advertisement or sponsorship that is materially or substantively
19 disruptive to the school or the educational process, is pervasively vulgar, or is harmful to students.
20 Specifically, the District will not permit any form of advertisement of sponsorship that:

- 21 1. Promotes the use of alcohol or tobacco (although grocery stores, liquor stores, restaurants, or
22 other stores that sell alcohol or tobacco may be allowed to advertise or serve as sponsors) drugs;
23 drugs or drug paraphernalia; weapons; lewd, vulgar, obscene, pornographic or illegal materials
24 or activities; gambling; violence; hatred; sexual conduct; sexually explicit materials; or X-rated
25 or R-rated movies;
- 26 2. May contain libelous material;
- 27 3. Is false, misleading or deceptive;

- 1 4. Is inconsistent with the educational objectives of the District;
- 2 5. Attacks, demeans, ridicules or disparages any member of the school or district community;
- 3 6. Endorses a political cause, political activity, political party or candidate for a political office or
- 4 position; or
- 5 7. Contains explicitly religious messages (although religious organizations may be allowed to
- 6 advertise or serve as sponsors).

7 Acceptance of advertisements or sponsorship does not constitute or imply approval and/or endorsement
8 of any product, service, organization or activity. This policy is intended solely to sell paid advertisements
9 or sponsorships to raise revenue and expressly does not create a public forum for public expression.

10 The Superintendent shall consider the age appropriateness of any accepted advertisement and shall
11 ensure that students, employees and volunteers will not be required to advertise, distribute, purchase or
12 support any product, service, company or industry.

13 **ADVERTISEMENTS**

14 Subject to approval, paid advertising may be allowed in the District's athletic facilities or fields,
15 auditoriums, program pamphlets, school publications (e.g. programs, yearbook, newspapers) or other
16 venues (e.g. banners, fixed signage) where such paid advertising would be directed primarily to members
17 of the public.

18 The use in the schools of curriculum related materials, school supplies or equipment bearing the name,
19 trademark, or logo of a business, publisher or manufacturer not the distribution of awards for students
20 donated by a business enterprise and approved by the building principal shall not be construed as
21 advertising under this policy.

22 **SPONSORSHIPS**

23 Sponsorships of the school, district, or School Support Organizations with governmental, non-profit as
24 well as commercial organizations may be approved by the Superintendent or his/her designee. No
25 sponsorship agreement shall be approved that requires the District's programs and services be delivered
26 in a specific manner.

27 Sponsorships in exchange for facilities naming rights shall be submitted to the Board for approval.

2024-2025 Budget Overview

April 1, 2024



LAKELAND
SCHOOL SYSTEM

— *Learn. Grow. Lead.* —



LAKELAND
SCHOOL SYSTEM
— Learn. Grow. Lead. —

Lakeland School System will celebrate its 10th birthday in August of 2024.

That makes this is the 11th budget presented to Lakeland School System.



LAKELAND
SCHOOL SYSTEM
Learn. Grow. Lead.

2014-15 Budgeted Revenues: \$7,002,213

2024-25 Budgeted Revenues: \$30,188,648

2014-15 Projected Enrollment: 820

2024-25 Projected Enrollment: 2509



LAKELAND
SCHOOL SYSTEM
— Learn. Grow. Lead. —

In nine years, we have grown from one school building to, essentially, three and will serve grades K-11 in 2024-25.

We have had to thread the needle between conservative fiscal management with an eye on the future, and making sure the bulk of all resources go toward classrooms.



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In the nearly ten years since our system was established, our salary schedules have fallen behind some of our peer districts due to the need to manage the growth of our district.



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One of the reasons we pushed for our own complete school system was that the economy of scale it would provide would better allow us access to resources to support our own students and teachers.

We're excited to present a budget that makes an historic investment in our primary educators...our teachers.



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In addition, we are significantly “leveling up” pay for our hourly classified staff positions in the district with increases of a minimum of 2% and the creation of an 19-step salary schedule (up from the current five steps).



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Our budget is also forward thinking toward the next five to ten years. What position do we want to be in as we confront a future with more stability than what we have experienced in the previous ten years?



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SCHOOL SYSTEM
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Budget Assumptions for 2024-2025

- 2509 Students (+235)
- 971 Students at LES (-1)
- 1538 Students at LPS (+236)
- 80 LES Teachers (+2)
- 104 LPS Teachers (+22)



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Budget Assumptions for 2024-2025

- Increase of total GF budgeted revenues from \$25,381,708 to \$30,188,648 (+4,806,940)



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Budget Assumptions for 2024-2025

- No requests for additional operational funds from City of Lakeland
- Using \$1,228,286 of fund balance for improvements to classified and certified salary schedules and staffing, materials, and equipment for additional grade at LPS.



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Conservative Assumptions

- Did not factor in “Fast Growth Funds” for which we will be eligible under TISA. This year we received \$380,000 more than we budgeted.
- Did not factor in any “weights” for our additional projected students, only base of \$7075.



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Budget Assumptions for 2024-2025

- Step increases provided to all employees on step schedules
- Advanced degree lanes and step 19 added for teachers
- Increased teacher salary schedules by “chopping off” first 3 steps (0-2)

LAKELAND SCHOOL SYSTEM TEACHER**

CERTIFIED // 10 months // 200 days // 7.5 hr // 1500 hrs total

STEP	B.A.	M.A. or Greater
	ANNUAL	ANNUAL
0	\$47,209	\$50,440
1	\$48,171	\$51,464
2	\$49,343	\$52,374
3	\$50,440	\$53,658
4	\$51,464	\$54,315
5	\$52,374	\$55,386
6	\$53,658	\$55,894
7	\$54,315	\$57,013
8	\$55,386	\$58,564
9	\$55,894	\$59,973
10	\$57,013	\$61,402
11	\$58,564	\$62,738
12	\$59,973	\$64,172
13	\$61,402	\$64,813
14	\$62,738	\$65,455
15	\$64,172	\$66,355
16	\$64,813	\$67,583
17	\$65,455	\$68,834
18	\$66,355	\$70,107

****These lanes apply to teachers hired in Lakeland School System
AFTER the 2013-2014 school year.**

LAKELAND SCHOOL SYSTEM TEACHER**

CERTIFIED // 10 months // 200 days // 7.5 hr // 1500 hrs total

STEP	B.A.	M.A. or Greater
	ANNUAL	ANNUAL
0	\$47,209	\$50,440
1	\$48,171	\$51,464
2	\$49,343	\$52,374
3	\$50,440	\$53,658
4	\$51,464	\$54,315
5	\$52,374	\$55,386
6	\$53,658	\$55,894
7	\$54,315	\$57,013
8	\$55,386	\$58,564
9	\$55,894	\$59,973
10	\$57,013	\$61,402
11	\$58,564	\$62,738
12	\$59,973	\$64,172
13	\$61,402	\$64,813
14	\$62,738	\$65,455
15	\$64,172	\$66,355
16	\$64,813	\$67,583
17	\$65,455	\$68,834
18	\$66,355	\$70,107

****These lanes apply to teachers hired in Lakeland School System
AFTER the 2013-2014 school year.**

10 MONTH TEACHER

CERTIFIED // 10 months // 200 days // 7.5 hr // 1500 hrs total

STEP	B.A.	**M.A.	**M.A. + 45	**EDS	**EDD
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	\$50,440	\$54,475	\$58,982	\$59,768	\$61,741
1	\$51,464	\$55,592	\$60,392	\$61,183	\$63,217
2	\$52,374	\$56,545	\$61,507	\$62,259	\$64,326
3	\$53,658	\$57,909	\$63,086	\$63,848	\$65,910
4	\$54,315	\$58,606	\$64,143	\$64,940	\$66,920
5	\$55,386	\$59,773	\$65,406	\$66,226	\$68,180
6	\$55,894	\$60,328	\$66,201	\$67,006	\$69,451
7	\$57,013	\$61,546	\$67,559	\$68,335	\$70,353
8	\$58,564	\$63,193	\$69,590	\$70,327	\$72,397
9	\$59,973	\$64,596	\$71,117	\$71,932	\$73,897
10	\$61,402	\$65,984	\$72,807	\$73,579	\$75,649
11	\$62,737	\$67,465	\$74,316	\$75,133	\$77,085
12	\$64,172	\$68,825	\$75,959	\$76,764	\$78,764
13	\$64,813	\$69,464	\$76,600	\$77,406	\$79,406
14	\$65,455	\$70,107	\$77,242	\$78,045	\$80,046
15	\$66,356	\$71,104	\$78,383	\$79,205	\$81,243
16	\$67,351	\$72,171	\$79,559	\$80,393	\$82,462
17	\$68,361	\$73,253	\$80,752	\$81,599	\$83,699
18	\$69,387	\$74,352	\$81,963	\$82,823	\$84,954
19	\$70,428	\$75,467	\$83,192	\$84,065	\$86,228



Budget Assumptions for 2024-2025

- Hard to staff position stipends
- \$15 minimum wage for classified hourly staff
- Minimum of 2% cost of living increase for all other staff
- 3% increase to health insurance premiums



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Proposed Enhancements to Budget

- Addition of 16 Regular Education Teachers at LPS
- Addition of 2 Special Education Teachers at LPS
- Addition of 1 French Teacher at LPS
- Addition of 1 Alternative School Teacher at LPS



Proposed Enhancements to Budget

- Addition of 1 Regular Education Teacher at LES
- Addition of 1 Preschool Teacher at LES
- Addition of 1 Assistant Principal at LPS
- Addition of 1 Special Education Assistant at LPS
- Addition of 1 School Nurse at LPS



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Proposed Enhancements to Budget

- Addition of 1 Instructional Technology Facilitator at LPS
- Addition of 1 Attendance Operator/Registrar at LPS
- Addition of 2 PT Nutrition Techs at LPS
- Addition of 1 Regular Education Assistant at LPS



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Proposed Enhancements to Budget

- Addition of 3 Permanent Subs
- Addition of 1 504 Secretary
- Addition of Assistant Maintenance and Facilities Manager (Grounds)
- Addition of 1 Finance Clerk
- Addition of 1 Student Services/EIS Clerk
- Addition of 1 Communications Specialist



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Proposed Enhancements to Budget

- Built in annual mid-year bonus



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Proposed Enhancements to Budget

- Funds for 4 grade spans of student chromebooks
- Funds for new hire teacher/staff devices
- Funds for 12th grade curriculum



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Questions?

Grade 11 Curriculum							
Publisher/Vendor	Curriculum	Course/Subject	Grades	Type of Material	Core/Supplemental/Teacher Resource	Links	Notes
BFW/ TN Book Company	The Language of Composition Essential Voices, Essential Skills for the AP Course	AP English Language and Composition	9-12	Digital/Print	Core	The Language of Composition, 4th Edition BFW Publishers	
Savvas/TN Book Company	United States History Reconstruction to the Present	U.S. History	9-12	Digital/Print	Core	Tennessee Social Studies Standards	
McGraw Hill/TN Book Company	American History AP Edition	AP U. S. History	9-12	Digital/Print	Core	Brinkley, American History, AP Edition, ©2023, 16e	
BFW/TN Book Company	Ways of the World	AP World History Modern (Update)	9-12	Digital /Print	Core	Ways of the World for the AP® World History Modern Course Since 1200 C.E., 5th Edition BFW Online Store	
McGraw Hill/TN Book Company	Glencoe Physics: Principles and Problems	Physics	9-12	Digital	Core	Glencoe Physics: Principles and Problems © 2017	one year only due to upcoming science adoption
Pearson/TN Book Company	Marieb Human Anatomy and Physiology	Anatomy and Physiology	9-12	Digital	Core	Marieb Human Anatomy and Physiology Savvas Learning Company	one year only due to upcoming science adoption
McGraw Hill/TN Book Company	Glencoe Earth Science: Geology, The Environment and The Universe	Earth Science	9-12	Digital	Core	Glencoe Earth Science © 2017	one year only due to upcoming science adoption
Pearson/TN Book Company	Campbell Biology	AP Biology	9-12	Digital/Print	Core	Campbell Biology	
Pearson/TN Book Company	Chemistry The Central Science AP Edition	AP Chemistry	9-12	Digital/Print	Core	Chemistry: The Central Science, 15th edition	
McGraw Hill/TN Book Company	Tonal Harmony	AP Music Theory	9-12	Digital/Print	Core	Tonal Harmony, 9th Edition	
Code HS	AP Computer Science A (Nitro)	AP Computer Science A	9-12	Digital	Core	Course Catalog CodeHS	
Pearson/TN Book Company	Blitzer Precalculus	PreCalculus AP PreCalculus	9-12	Digital/Print	Core	Blitzer Precalculus 7th Edition Savvas Learning Company	
Pearson/TN Book Company	Elementary Statistics Picturing the World	Statistics	9-12	Digital/Print	Core	Elementary Statistics: Picturing the World	
BFW/TN Book Company	The Practice of Statistics for the AP Course	AP Statistics	9-12	Digital/Print	Core	The Practice of Statistics for the AP® Course, 7th Edition BFW Publishers	
Cengage/TN Book Company	Forensics	Criminal Justice III	9-12	Digital/Print	Core	Forensic Science: Fundamentals & Investigations, 3rd Edition - 9780357124987 - Cengage	
Cengage/TN Book Company	Essentials of Psychology	Psychology	9-12	Digital/Print	Core	Essentials of Psychology, 7th Edition - 9781337612395 - Cengage	
Savvas/TN Book Company	Realidades 4	Spanish IV AP Spanish Language and Culture	9-12	Digital/Print	Core	Realidades Digital Edition ©2014 - Savvas (formerly Pearson K12 Learning)	



ATHLETIC SPONSORSHIP / NAMING RIGHTS OPPORTUNITIES

2024-25 School Year

LAKELAND PREP STADIUM NAMING RIGHTS

Annual Fee: \$50,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage at venue at sponsor's cost
- Public address announcements at all school system events using this venue
- Designation as official sponsor of Lakeland athletics programs that compete in the stadium
- Website presence on high school athletics site with logo, link and/or information posted
- Eight (8) tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP STADIUM FIELD NAMING RIGHTS

Annual Fee: \$30,000

Term: Five-year agreement with first right of refusal at renewal time

- Field named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage on stadium scoreboard panel
- Public address announcements at all district events using this field
- Designation as official sponsor of Lakeland athletics programs that compete on the field
- Website presence on high school athletics site with logo, link and/or information posted
- Four (4) VIP tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP FOOTBALL FIELDHOUSE NAMING RIGHTS

Annual Fee: \$30,000

Term: Five-year agreement with first right of refusal at renewal time

- Fieldhouse named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage on south side of fieldhouse facing field
- Public address announcements at all district events using this field
- Designation as official sponsor of Lakeland athletics programs that compete on the field
- Website presence on high school athletics site with logo, link and/or information posted

- Four (4) VIP tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP VARSITY GYMNASIUM NAMING RIGHTS

Annual Fee: \$50,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage at venue at sponsor's cost
- Public address announcements at all school system events using this venue
- Designation as official sponsor of Lakeland athletics programs that compete in the Varsity Gym
- Website presence on high school athletics site with logo, link and/or information posted
- Eight (8) tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP MIDDLE SCHOOL GYMNASIUM NAMING RIGHTS

Annual Fee: \$30,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage on stadium scoreboard panel
- Public address announcements at all district events using this field
- Designation as official sponsor of Lakeland athletics programs that compete in the gym
- Website presence on high school athletics site with logo, link and/or information posted
- Four (4) tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP ANNEX NAMING RIGHTS

Annual Fee: \$30,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage at agreed upon location
- Designation as official sponsor of Lakeland Prep athletics programs that utilize the Annex
- Website presence on high school athletics site with logo, link and/or information posted
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP ON-CAMPUS SOCCER FIELD NAMING RIGHTS

Annual Fee: \$20,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage
- Public address announcements at all district events using this field if PA system is utilized
- Designation as official sponsor of the Lakeland soccer programs
- Website presence on high school athletics site with logo, link and/or information posted regarding specific program
- Four (4) tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP BASEBALL FIELD NAMING RIGHTS

Annual Fee: \$20,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Five (5) year agreement with first right of refusal at renewal time
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage
- Public address announcements at all district events using this field
- Designation as official sponsor of Lakeland baseball program
- Website presence on high school athletics site with logo, link and/or information posted regarding specific program
- Four (4) tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP SOFTBALL FIELD NAMING RIGHTS

Annual Fee: \$20,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Five (5) year agreement with first right of refusal at renewal time
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage
- Public address announcements at all district events using this field
- Designation as official sponsor of Lakeland baseball program
- Website presence on high school athletics site with logo, link and/or information posted regarding specific program
- Four (4) tickets/passes per game for sponsor representative (Lakeland Prep regular season games only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

LAKELAND PREP AUDITORIUM NAMING RIGHTS

Annual Fee: \$50,000

Term: Five-year agreement with first right of refusal at renewal time

- Venue named after sponsor
- Industry exclusivity, meaning no other business engaged in the same type of work will be advertised in that venue
- Sponsor logo and name signage at agreed upon location
- Designation as official sponsor of Lakeland Fine Arts performances
- Website presence on high school site with logo, link and/or information posted regarding specific program
- Four (4) tickets/passes per event for sponsor representative (Lakeland Prep performances only)
- Hospitality opportunities, such as food or giveaways, are available at the sponsor's additional expense and must be approved by the athletic director

Lakeland Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Discipline Procedures	Descriptor Code: 6.313	Issued Date: 04/08/24
		Rescinds: 6.313	Issued: 07/10/23

1 The following levels of misbehavior and disciplinary procedures and options are designed to protect all
2 members of the educational community in the exercise of their rights and duties.¹

3 **MISBEHAVIORS: Level I**

4 Minor misbehavior on the part of the student which impedes orderly classroom procedures or interferes
5 with the orderly operation of the school, but which can usually be handled by an individual staff
6 member.

7 *Examples (not an exclusive listing):*

- 8 ● Classroom disturbances
- 9 ● Classroom tardiness
- 10 ● Cheating and lying
- 11 ● Abusive language
- 12 ● Non-defiant failure to do assignments or carry out directions
- 13 ● Wearing while on the grounds of a public school during the regular school day, clothing
14 that exposes underwear or body parts in an indecent manner that disrupts the learning
15 environment²
- 16 ● Harassment (Sexual, Racial, Ethnic, Religious)

17 *Disciplinary Procedures:*

- 18 ● Immediate intervention by the staff member.
- 19 ● Determine what offense was committed and its severity.
- 20 ● Determine offender and that he/she understands the nature of the offense.
- 21 ● Employ appropriate disciplinary options.
- 22 ● Record of the offense and disciplinary action maintained by staff member.

23 *Disciplinary Options:*

- 24 ● Verbal reprimand
- 25 ● Special Assignment
- 26 ● Restricting activities

- 1 ● Assigning work details
- 2 ● Counseling
- 3 ● Withdrawal of privileges
- 4 ● Issuance of demerits which might affect citizenship or department grades
- 5 ● Strict supervised study
- 6 ● Detention
- 7 ● In-school suspension
- 8 ● Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and
- 9 behavior intervention plans.

10 **MISBEHAVIORS: Level II**

11 Misbehavior whose *frequency* or *seriousness* tends to disrupt the learning climate of the school.
12 Included in this level are misbehaviors which do not represent a direct threat to the health and safety of
13 others but whose educational consequences are serious enough to require corrective action on the part
14 of administrative personnel.

15 *Examples* (not an exclusive listing):

- 16 ● Continuation of unmodified Level I behaviors
- 17 ● School or class tardiness
- 18 ● School or class truancy
- 19 ● Using forged notes or excuses
- 20 ● Disruptive classroom behavior

21 *Disciplinary Procedures:*

- 22 ● Student is referred to principal for appropriate disciplinary action.
- 23 ● Principal meets with student and teacher.
- 24 ● Principal hears accusation made by teacher, permits student the opportunity of
- 25 explaining his/her conduct, denying it or presenting any mitigating circumstances.
- 26 ● Principal takes appropriate disciplinary action and notifies teacher of action.
- 27 ● Record of offense and disciplinary action maintained by principal.

28 *Disciplinary Options:*

- 29 ● Teacher/schedule change
- 30 ● Modified probation
- 31 ● Behavior modification
- 32 ● Social probation
- 33 ● Peer counseling
- 34 ● Referral to outside agency
- 35 ● In-school suspension
- 36 ● Transfer

- 1 ● Detention
- 2 ● Suspension from school-sponsored activities or from riding school bus
- 3 ● Restricting school related honors student is otherwise due
- 4 ● Out-of-school suspension (not to exceed ten (10) days).
- 5 ● Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and
- 6 behavior intervention plans.

7 **MISBEHAVIORS: Level III**

8 Acts directly against persons or property but whose consequences do not seriously endanger the health
9 or safety of others in the school.

10 *Examples (not an exclusive listing):*

- 11 ● Continuation of unmodified Level I and II behaviors
- 12 ● Fighting (simple)
- 13 ● Vandalism (minor)
- 14 ● Use, possession, sale, and/or distribution of tobacco, drugs, and/or alcohol
- 15 ● Stealing
- 16 ● Threats to others
- 17 ● Harassment (Sexual, Racial, Ethnic, Religious)

18 *Disciplinary Procedures:*

- 19 ● Student is referred to principal for appropriate disciplinary action.
- 20 ● Principal meets with student and teacher.
- 21 ● Principal hears accusation by accusing party and permits offender the opportunity of
- 22 explaining conduct.
- 23 ● Principal takes appropriate disciplinary action.
- 24 ● Principal may refer incident to Superintendent and make recommendations for
- 25 consequences. In cases of vandalism or property damage, principal shall report the
- 26 incident to the Superintendent.
- 27 ● If student's program is to be changed, adequate notice shall be given to the student and
- 28 his/her parents of the charges against him, his/her right to appear at a hearing and to be
- 29 represented by a person of his/her choosing.
- 30 ● Any change in school assignment is appealable to the Board.
- 31 ● Record of offense and disciplinary action maintained by principal or Superintendent.

32 *Disciplinary Options:*

- 33 ● In-school suspension
- 34 ● Detention
- 35 ● Restitution from loss, damage or stolen property
- 36 ● Out-of-school suspension not to exceed ten (10) days
- 37 ● Social adjustment classes

- 1 ● Transfer
- 2 ● Expulsion
- 3 ● Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and
- 4 behavior intervention plans.

5 **MISBEHAVIORS: Level IV**

6 Acts which result in violence to another's person or property or which pose a threat to the safety of
 7 others in the school. These acts are so serious that they usually require administrative actions which
 8 result in the immediate removal of the student from the school, the intervention of law enforcement
 9 authorities and/or action by the Board.

10 *Examples (not an exclusive listing):*³

- 11 ● Unmodified Level I, II and III behaviors
- 12 ● Death threat (hit list)
- 13 ● Extortion
- 14 ● Bomb threat
- 15 ● Threat of mass violence on school property or at a school-related activity *
- 16 ● Possession/use/transfer of dangerous weapons *
- 17 ● Assault that results in bodily injury upon any teacher, principal, administrator, any other
- 18 employee of the school, or a school resource officer *
- 19 ● ~~Assault/Battery~~ Aggravated Assault *
- 20 ● Vandalism (significant)
- 21 ● Theft/possession/sale of stolen property
- 22 ● Arson/Possession of unauthorized substances *
- 23 ● Use/transfer of unauthorized substances
- 24 ● Harassment (Sexual, Racial, Ethnic, Religious)
- 25 ● Refusal to be searched or participate in a search; behaving uncooperatively during a
- 26 search
- 27 ● Off campus criminal behavior that results in the student being legally charged with an
- 28 offense that would be classified as a felony if the student was charged as an adult⁴

29 *Disciplinary Procedures:*

- 30 ● Principal confers with appropriate staff members and with the student.
- 31 ● Principal hears accusations and permits offender opportunity to explain conduct.
- 32 ● Parents are notified.
- 33 ● Law enforcement officials are contacted.
- 34 ● Incident is reported and recommendations made to the Superintendent.
- 35 ● Complete and accurate reports are submitted to the Superintendent.
- 36 ● Student is given hearing before disciplinary hearing authority.

37 *Disciplinary Options*

- 1 ● Expulsion
- 2 ● Alternative schools
- 3 ● In cases of vandalism or school property damage, the Superintendent shall address
- 4 restitution.
- 5 ● Other hearing authority or Board action which results in appropriate placement
- 6 ● Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and
- 7 behavior intervention plans.

8 * Expulsion/Remand for a period of not less than one (1) calendar year subject to modification
9 by the Superintendent on a case-by-case basis.

10 **ADDITIONAL GUIDELINES:**

- 11
- 12 ● A principal shall not impose successive short-term suspensions that cumulatively
- 13 exceed ten (10) days for the same offense.⁵
- 14 ● A teacher or other school official shall not reduce or authorize the reduction of a
- 15 student's grade because of discipline problems except in deportment or citizenship.
- 16 ● A student shall not be denied the passing of a course or grade promotion solely on the
- 17 basis of absences except as provided by board policy.
- 18 ● A student shall not be denied the passing of a course or grade promotion solely on the
- 19 basis of failure to:
 - 20 ○ pay any activity fee;
 - 21 ○ pay a library or other school fine; or
 - 22 ○ make restitution for lost or damaged school property.

Legal References

1. TCA 49-6-4002 to 4005
2. TCA 49-6-4009
3. TCA 39-16-517; TCA 49-6-3401(g); Public Acts of
2023, Chapter No. 299
4. TCA 49-6-3401
5. TCA 49-6-3007(g)(3)

Cross References

Traffic and Parking Controls 3.403
 Procedural Due Process 6.302
 Interrogations and Searches 6.303
 Student Discrimination, Harassment, Bullying,
 Cyber-bullying, and Intimidation 6.304
 Bus Safety and Conduct 6.308
 Zero Tolerance Offenses 6.309
 Dress Code 6.310
 Care of School Property 6.311
 Detention 6.315
 Suspension/Expulsion/Remand 6.316
 Safe Relocation of Students 6.4081