

Board of Education
April 16, 2024 4:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a special session on Thursday, XX, in the Central Services Board Room, where the meeting was called to order by Chairman Boston at the approximate hour of 6:00 pm. Boston welcomed everyone to the meeting and appreciated everyone for attending.

BOARD MEMBERS:

Teresa Boston:	Present
Mr. Nick Davis:	Absent
Ms. Anita Hale:	Present
Mrs. Rebecca Hamby:	Present
Mr. Chris King:	Present
Ms. Sheri Nichols:	Absent
Robert Safdie:	Present
Ms. Shannon Stout:	Present
Ms. Elizabeth Stull:	Absent
Ms. Elizabeth Stull:	Present
Teresa Boston:	Absent
Ms. Anita Hale:	Absent
Mrs. Rebecca Hamby:	Absent
Robert Safdie:	Absent
Ms. Elizabeth Stull:	Absent

1. Building and Grounds Committee & Safety-Mr. Robert Safdie
 - 1.A. Call to OrderSafdie called the meeting to order at approximately 4:00 pm.
 - 1.B. Moment of Silence/Pledge of Allegiance
 - 1.C. *Approval of MinutesSafdie asked for a motion to approve. Hamby made the motion and Safdie with the second.

Motion to to approve minutes.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Safdie

Yes: 7, No: 0

MOTION: Motion Carried

1.D. Funding for Construction of Homestead Elementary Fencing Project Safdie introduced this item to the committee. He told everyone that it had been brought up to add fencing for the protection of the students at Homestead Elementary. Stepp gave the quote to the committee and told them it could be upward of \$140,000-\$190,000 and with gates they could be looking at \$241,000. He said that Edmonds is always looking at mitigating risks. Hamby asked if anything had been done towards the safety film. Stepp said no, just the quote he gave the board. He said he believed Martin had spent some of their capital outlay for safety film. Safdie had previously asked the director to provide the egress from Rector Rd, and he wanted to know the cost of putting up a fence from hwy 68 to Rector Rd. Stepp said roughly \$13,000 for regular fencing. After several numbers were given on how many feet from point to point, he said the budget can decide if a full fence or partial is in the budget. Safdie made a motion to send the fencing on to the budget committee for them to review. Hamby with the second.

Motion to send to budget committee to add in budget.

VOICE VOTE: (mover-yes) Safdie

(seconder-yes) Hamby

Yes: 7, No: 0

MOTION: Motion Carried

1.E. Baby Birds Learning Center Grant Funding Results and Property Improvements Safdie presented this to the committee. Stepp said he doesn't have any recommendations on the facility right now due to decrease in funding, but they will provide services according to TEIS regulations. He said everything would be mapped out for the participants. Boston and Stepp met and executive approved the apply for the grant so no action is needed at this time.

1.F. Status of Tennis Courts and Construction Cost Estimates Safdie asked for an update and Stepp told everyone that SMHS is currently using 4 courts that have been patched. Chamberlin told him that 6 courts were going to run around \$500,000. He said no breaks in more courts, just adding \$83-85,000 per court. He told everyone to hold a district tournament there has to be 8 courts. Boston asked about reorientation but Stepp said they would be one behind the other and not side by side. Boston asked if it was required to hold tournaments and Stepp said no. Safdie said this was a large expense and whatever decision the budget committee made, he will support. Hamby made the motion to move this item on to the budget committee. Safdie with the second.

Motion to send to budget committee.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Safdie

Yes: 7, No: 0

MOTION: Motion Carried

1.G. Update on SMHS Baseball Facility Safdie presented this and just asked for an update. Stepp said they have gone through the interior punch list, it was dried in and VEC passed electrical inspection along with fire marshal. The turf is also close to being ready to put down. Safie was satisfied with the update.

1.H. Adjournment Hamby made a motion to adjourn meeting. Stull gave the second. Meeting was adjourned at 4:24 pm.

Motion to adjourn meeting.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 7, No: 0

MOTION: Motion Carried

2. Policy Committee-Ms. Rebecca Hamby

2.A. Call to Order Hamby called meeting to order at approximately 4:25 pm.

2.B. *Approval of Minutes Hamby asked for a motion to approve the minutes and Stull made the motion and Hamby with the second.

2.C. Policy 4.600 Grading System Hamby presented this and told the committee this was a clean up on the policy when adding additional points in honors classes. Maddox explained the wording change to the committee. Hamby made a motion to send to full board and Stull with the second.

Motion to send to full board.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 7, No: 0

MOTION: Motion Carried

2.D. Policy 5.600 Staff Rights and Responsibilities

2.E. Policy 5.6001 County-Wide Employee Dress Code Hamby told everyone that this was coming up again after being tabled more than once. She said that not all counties have a dress code policy and Stepp had recommended doing administrative procedures. Hamby asked what that would look like. Stepp said they would work directly with principals and teacher leaders to see what exactly was required for professional attire. He said some are removing the policy or editing it and several counties are modifying it. Stepp said they would decide what professional standards would be. Hamby asked if it would be principal decision per building. Stepp said it would be a county-wide procedure. Hamby said she looked at Putnam Co and Stepp said their recommendations came from their collaborative conference. Hamby said she was ok with having a procedure instead of policy as long as every building was not different and did not want it principal controlled. She preferred it to be district wide. Hamby said they would have to come up with what "district expectations" would say if they removed the dress code policy. Stout said she would like to see a draft of the procedures before they completely do away with the policy. Boston said she liked the idea of collaborative conferencing making the determination. Stull said the decision needs to be county-wide, the same all across the board. Hamby asked if they didn't like what the collaborative conference came up with, they could deny the recommendations. Stepp said the board approves all policies. Stout asked when they would see the recommended changes coming back to the committee. Timson said they should be ready by the next month. Hamby made a motion to turn this policy over to collaborative conferencing. Stull with the second.

Motion to send to collaborative conferencing.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 7, No: 0

MOTION: Motion Carried

2.F. Adjournment Stull made a motion to adjourn, Hamby with the second.

Motion to adjourn.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Hamby

Yes: 7, No: 0

MOTION: Motion Carried

3. Arts, Athletic, & Activities Committee-Mr. Nick Davis

3.A. Call to Order King called the meeting to order in Davis' absence.

3.B. *Approval of Minutes Stout made a motion to approve minutes and King seconded.

Motion to approve minutes.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 2, No: 0 King: Yes,
Stout: Yes

MOTION: Motion Failed

3.C. Safety Net for Baseball, Softball, and
County-Wide Transportation Stout made a motion to table until next month's meeting. King with
second.

Motion to table until next meeting.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 2, No: 0 King: Yes,
Stout: Yes

MOTION: Motion Failed

3.D. Adjournment King made a motion to adjourn
and Stout with the second.

Motion to to adjourn.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 2, No: 0 King: Yes,
Stout: Yes

MOTION: Motion Failed

(* Indicates Board Approval Required

Board of Education
March 12, 2024 4:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a working committee session on Tuesday, March 12, 2024, in the Central Services Board Room, where the meeting was called to order by Policy Chairman Hamby at the approximate hour of 4:00 pm. Hamby welcomed everyone to the meeting and appreciated everyone for attending.

PRESENT:

ELIZABETH STULL, DISTRICT 1
SHERI NICHOLS, DISCTRICT 3
ANITA HALE, DISTRICT 4
TERESA BOSTON, DISTRICT 8
NICK DAVIS, DISTRICT 5
CHRIS KING, DISTRICT 6
REBECCA HAMBY, DISTRICT 7
SHANNON STOUT, DISTRICT 9
WILLIAM STEPP, DOS
CHERYL DUNCAN, MEDIA
SCOTT HUMPHREY, MEDIA

1. Building and Grounds Committee-Mr. Robert Safdie

1.A. **Call to Order**-Hamby called the Building and Grounds & Safety Committee to order due to Safdie not being present.

1.B. ***Approval of Minutes**-Stull made a motion to approve minutes. Hamby with the second.

Motion to to approve minutes.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Hamby

Yes: 3, No: 0

MOTION: Motion Carried

1.C. **Stone Elementary Digital Sign**-Hamby told the members that the Stone Elementary sign was on the agenda, and she didn't have a lot of info regarding the item because she had been made aware last minute that she would take care of this portion of the meeting. She said she isn't sure why any one would have an issue but opened the floor for discussion. Boston let everyone know the finances were achieved through donations and fundraisers and it would not cost the district anything. Stout said it looks like they choose Flynn Signs over the other bids due to the 5-year warranty. Davis said the second bidder also had a 5-year warranty so how and why did they choose Flynn? Bray said they have done business with Flynn in the past and have been very pleased with their work and service and response in the past. Boston also told him that our policy encourages the district to use local companies when they can. Hamby made a motion to send to full board for approval of the sign. Stull with the second.

At this point in the meeting, Scott Humphrey's made a plea to the Building and Grounds Committee

to place a plaque in honor of his deceased ex-wife, Susan Fox Humphrey, in the Crab Orchard music room due to her love and dedication to the Crab Orchard and Pine View music program. Humphrey's said he will donate the money for half the plaque and asked the Board to provide the finances for the other half. Boston told hiim there was a process and asked him to get with Stepp to proceed.

Motion to approve Stone Elementary digital sign and send to full board for approval.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 3, No: 0

MOTION: Motion Carried

1.D. **Adjournment**-Hamby made a motion to adjourn the building and grounds portion and Stull with the second.

Motion to adjourn meeting.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 3, No: 0

MOTION: Motion Carried

William Stepp, Director of Schools

Rebecca Hamby, Secondary Building & Grounds/Safety Chair

Diane McCartney, Board Secretary/Committee Recorder



4,250.⁰⁰

4209.2 ft.

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BOARD MEMBERS:

Teresa Boston: Present
Mr. Nick Davis: Present
Ms. Anita Hale: Present
Mrs. Rebecca Hamby: Present
Mr. Chris King: Present
Ms. Sheri Nichols: Present
Robert Safdie: Absent
Ms. Shannon Stout: Present
Ms. Elizabeth Stull: Present

OTHERS PRESENT:

WILLIAM STEPP, DOS
CHERYL DUNCAN, MEDIA
SCOTT HUMPHREY, MEDIA

1. Policy Committee-Mrs. Rebecca Hamby

1.A. **Call to Order**-Hamby called the meeting to order at approximately 4pm.

1.B. ***Approval of Minutes**-Hamby asked for a motion to approve the minutes. Stull made the motion and Nichols with the second.

Motion to to approve minutes.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Nichols

Yes: 3, No: 0

MOTION: Motion Carried

1.C. **Policy 4.602**-Hamby presented this policy. She told everyone that the district made a recommendation to reflect the national benchmark of 18. Maddox said this benchmark was not 18 and not 22, so the district recommenced to change to align with the national number. Hamby made the motion and Stull with the second to send recommendation on to full board.

2. **VOICE VOTE:** (mover-yes) Hamby

(seconder-yes) Stull

Yes: 3, No: 0

MOTION: Motion Carried

2.A. **Policy 5.6001**-Hamby presented this policy again this month to see what changes had been recommended from feedback. She said this needs to be concise across the county and not school to school. She opened the floor for discussion. Stout suggested that Stepp and his admin team take the feedback back and take a look at the policy and make changes and bring it back again with a new proposed policy. Davis asked if what they were discussing was on the agenda. Hamby said yes, the feedback was asked to be brought back to them for discussion, so it could be discussed. Stull said she wanted to discuss it but seeing the info that was just given today, there was not enough time to read it over and make a decision. Hamby said yes, they needed more time. Boston asked if what they were trying to do was relax the dress code. Hamby said yes. Boston said if they done that then they are giving the building principal guidelines and they follow that to the best of their ability-is that what they were heading towards? Hamby said one of the things that she and a few others have voiced is moving away from each individual principal saying what each school has to wear-each employee at their school has to wear. Uniformity across the district. Davis asked when they were using the word "we" who were they referring to? Several answered "the board". Nichols said they are trying to achieve uniformity and the employees are respectful people and they will dress appropriately. Hamby added and not be dictated like the current policy reads. Boston asked if they could look at violations as well. Stepp said those are in the procedures. Hamby said some of the procedure might have to be tweaked, but there is a procedure in place. Stepp said he can take the feedback and have another proposal ready for the next meeting. Davis asked how many people this was sent out to?

Hamby said to the high schools and elementary, but she isn't sure how many. Davis said if they are going to make decision outside of opinions then why don't they use data and facts? Boston asked what data would he use for a dress code? He said if they are asking people, they should know how many people they are asking, how many responded. Stull said the info received seemed more like a group discussion between the administration and whoever they asked. Davis asked if she could summarize how people she was talking about. Stull said she didn't know. He said that is what he was getting at. Nichols said Stepp could get that for him. Hamby said she did want to make sure it was teachers, assistants and other staff and not only principal feedback. Davis said he thinks they decision-making process he thinks they should use is what is going to help the students learn. Hamby said making teachers more comfortable helped them perform better in the classroom and she had been told that by at least 10 teachers. Davis said he wasn't saying she was wrong, but instead of using hearsay and opinions, let's use data where people have actually ran reports and use that to make a decision, if they can come up with it. Hale asked how he would like to be a kindergarten teacher and wear a 3 pc suit and teach little ones and be on the floor and do all the things that go on in a kindergarten or pre-k classroom. Davis said the parallel she's drawing to his attire has nothing to do with what he's asking. He's asking that they use data to make a decision. He said she's alluding to the fact that the data may not suggest that they wear skinny jeans and shorts too short. He said if the data suggests they learn better underwater, then let's all go swimming. Nichols said there are some that think the original policy is ok. Boston said it should reflect how kids learn. Davis said if they aren't the largest stakeholders in this environment, then he doesn't know who is. Boston said they are. Hamby made a motion to table this again until next month and allow Stepp and his team and get with all 12 schools and get the data from employees. Stull with the second. Motion passed to table.

Motion to table until next meeting.

VOICE VOTE: (mover-yes) Hamby

(seconder-yes) Stull

Yes: 3, No: 0

MOTION: Motion Carried

- 2.B. **Policy 5.803**-Hamby presented this policy and told everyone this was tabled because they had asked for more info from Patton to compare the current Director's contract and this policy to see if they needed to add this policy back to the manual. Patton said he reviewed the current contract, statutes, policy 5.802 which has some lighter language in it concerning evaluations. He said the statute in 5.803 basically says the evaluation plan for the Director of Schools shall include, but is not limited to, sections regarding job performance, student achievement, relationships with staff and personnel, relationships with board members and relationships with the

community. He said the current contract, the language used in it says the Board shall annually review the Director's performance as Director of Cumberland County School District. The Director's progress toward goals established by the Board and Director, the working relationships of Director and Board, the staff, students, and the community at large and any other matters relative to the employment of the Director. The evaluation shall be completed by June 1st. Patton said when developing a new contract he would include the new statutory language and the language that's included in TSBA's current policy, regardless of what the Board decides to do with this specific policy. He said the language in the current contract would be consistent with the law simply because it says anything else that's consistent with state law and state law provides the specific areas that you evaluate on. He said he doesn't limit them, they can add others. Hamby then stated there was really no reason to add this policy back into their policy manual at this time. Patton asked if she was asking if it was necessary for this Board to adopt a policy for the evaluation for the Director of Schools? Hamby said she guessed because they had never used this policy. Patton said he understood and Hamby asked should they adopt this policy? Stout asked if there was any reason not to adopt it? Davis asked what the differences in the 2 were? Patton asked if they wanted to know the difference in policy 5.802 and 5.803. Hamby said the district currently has 5.802 but not 5.803. Patton said the only thing that 5.802 says about the evaluation specifically is the evaluation of the Director of Schools, and he wanted to point out that they don't currently have a policy that discusses the evaluation of the Director of Schools and, because of that, they will go by state law. He said he doesn't know that having this policy in place adds anything substantive because the policy essentially says evaluate pursuant to state law. Stout said it looks like they echo a portion of state law in Stepp's current contract, but in looking at the policy for the evaluation of the Director of Schools, it sets what they are striving to accomplish. She said it will add guideline and parameters around the process for the Board and Stepp. Patton said it's up to the Board. He said he does not believe he should give this board his opinion on whether or not a policy should be adopted. He said that's not his role, to be fair. Hamby thanked him for providing the feedback to the Board. Hamby asked for discussion on the matter. Stout said during the workshop this policy came up and Torres with TSBA suggested this was a good policy to have. Stout said she brought it forward because she feels it would be a good addition to have those guidelines in place. Davis said that was his understanding as well. They were going to modify policy to create more objective versus subjective evaluation. Stout said they want to work with the Director and use the measurements set forth in their strategic plan and this policy states that. She said they do not want to use TSBA's evaluation word for word. Hale said the strategic plan changes every 5 years, so does that mean they change the policy every 5 years? Stout said no, but the evaluation might change in order to evaluate the current Director and meet whatever benchmarks they need to meet. She said when she was working her evaluation and goals changed every single year. She said they should change if they are to keep moving forward and striving. The hope is they will achieve the goals they set and set new ones as a district. Stull said she could see the benefits of adding the policy. Stull made the motion to send to full board for adoption and Nichols with the second.

Stepp told them he had given them all a policy (6.205) to look at for future reference, but it wasn't listed on the agenda. He quickly went over the out of county zone requests due to TISA funding following the students wherever they go. He wanted to let them know it would be coming up in the future, since the legislature is working on it now.

Motion to to send to full board for adoption.

VOICE VOTE: (mover-yes) Stull

(seconder-yes) Nichols

Yes: 3, No: 0

MOTION: Motion Carried

2.C. **Adjournment-**Stull made a motion to adjourn policy meeting. Nichols with the second. Policy portion of the meeting was adjourned.

3. **VOICE VOTE:** (mover-yes) Stull

(seconder-yes) Nichols

Yes: 3, No: 0

MOTION: Motion Carried

William Stepp, Director of Schools

Rebecca Hamby, Policy Chair

Diane McCartney, Board Secretary/Committee Recorder

Cumberland County Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Grading System	Descriptor Code: 4.600	Issued Date: 07/27/23
		Rescinds: 4.600	Issued: 02/23/23

1 The Director of Schools shall develop an administrative procedure to establish a system of grading and
2 assessment for evaluating and recording student progress and to measure student performance in
3 conjunction with board-adopted content standards for grades K-8. The grading/assessment system shall
4 follow all applicable statutes and rules and regulations of the State Board of Education. The
5 grading/assessment system shall be uniform district-wide at comparable grade levels, except that the
6 Director of Schools shall have the authority to establish and operate ungraded and/or unstructured classes
7 in grades K-3 according to state rules and regulations.¹

8 The Director of Schools shall submit a copy of the grading, reporting and assessment systems to the
9 Board before the system is implemented.² These guidelines shall be communicated annually to students
10 and parents/guardians.¹

11 Conduct grades are based on behavior and shall not be deducted from scholastic grades.

12 **GRADING SYSTEM: GRADES NINE - TWELVE (9-12)¹**

13 Schools teaching grades nine through twelve shall use the uniform grading system established by the
14 State Board of Education. Using the uniform grading system, students' grades shall be reported for the
15 purposes of application for post-secondary financial assistance administered by the Tennessee Student
16 Assistance Corporation.

17 Subject-area grades shall be expressed by the following letters with their corresponding percentage
18 range:

- 19 • A (90-100)
- 20 • B (80-89)
- 21 • C (70-79)
- 22 • D (60-69)
- 23 • F (0-59)

24 Letter grades transferred into the Cumberland County School System will be converted to numerical
25 grades for figuring class rank and scholarship purposes. Each letter grade will be assigned a numerical
26 grade that falls within the mid-point of the grade scale used in this system.

27 Transfer Scale: A+ = 100; A = 95; A- = 90; B+ = 89; B = 85; B- = 80; C+ = 79; C = 75; C- =
28 70; D+ = 69; D = 65; D- = 60; F = 59

29 This grading system shall be uniform throughout the school system for each grade.

1 GPA calculations will be called Lottery GPA and Local Weighted GPA. The Lottery GPA will be
2 based on a 4.0 scale. The Local Weighted GPA will be based on a 5.0 scale. Teachers will continue to
3 add additional points to the final grade of the course, and the following guidelines will be adhered to:

- 4 • One half (1/2) quality point shall be added to the numerical quality point value corresponding to
5 the letter grade received for the honors course.
- 6 • One (1) quality point shall be added to the numerical quality point value corresponding to the
7 letter grade received in a Statewide Dual Credit Course, ~~Industry-Certification Aligned Course,~~
8 Dual Enrollment Course, or an Advanced Placement Course.

9 Final Grade notification-~~The following courses shall include the addition of listed percentage points~~
10 ~~added to grades used to calculate the semester average.~~

- 10 • Honors courses – ~~will receive three points added to their final grade~~
- 11 • Dual enrollment courses – Students must be enrolled in a post-secondary institution to receive
12 ~~four~~ **five** additional points **beginning in the 2024-2025 school year.** ~~to their final grade.~~
- 13 • Statewide dual credit courses - students enrolled in a statewide dual credit course must sit for the
14 dual credit exam ~~in order~~ to receive four additional points ~~on their final grade.~~
- 15 • AP courses – In order to receive five additional points, students are required to take the
16 corresponding AP exam.
- 17 • Industry Certifications – CTE courses that are aligned to an industry certification recognized by
18 the Tennessee Department of Education will receive an additional four points if the student sits for
19 the industry certification exam.

20 **LOTTERY SCHOLARSHIPS³**

21 Each school counselor shall provide incoming freshman with information on college core courses
22 required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT
23 score, etc.) that must be met in order to receive a scholarship.

24 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal
25 Student Aid (FAFSA). The FAFSA is available at the guidance office or online at www.fafsa.ed.gov.
26 Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit application
27 in a timely manner.

28 Elementary school counselors should explain the HOPE Scholarship and its requirements to their
29 students and impress upon them the benefits of making good grades.

30 **LOTTERY SCHOLARSHIP DAY**

31 Each school year, prior to scheduling courses for the following school year, schools teaching students
32 in grades 8-11 shall conduct a lottery scholarship day for students and their parents.⁴

Legal References

1. TRR/MS 0520-01-03-.02, State Board of Education Policy 3.301; TCA 49-6-407
2. TCA 49-2-203(b)(16); TCA 49-2-301(b)(1)(H)
3. TCA 49-4-904, 907
4. TCA 49-4-932(f)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210
Reporting Student Progress 4.601
Honor Roll, Awards, & Class Ranking 4.602
Promotion and Retention 4.603
Transcript Alterations 4.608

Cumberland County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 07/27/23
		Rescinds: 5.600	Issued: 04/27/23

- 1 In fulfilling any rights and responsibilities, employees shall give proper consideration to the
2 educational welfare of students and ensure that no conflict exists with their duties.
- 3 Each staff member has the right to a work environment free from sexual, racial, ethnic, and religious
4 discrimination/harassment.¹
- 5 Educators have the right to:²
- 6 1. Be treated with civility and respect as well as having his/her professional judgement and
7 discretion respected;
 - 8
 - 9 2. Have their professional judgment and discretion respected;
 - 10
 - 11 3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or
12 appropriate agencies;
 - 13
 - 14 4. Provide students with a safe environment;
 - 15
 - 16 5. Defend themselves and their students from physical violence or harm;³
 - 17
 - 18 6. Share information regarding a student's educational experience, health, or safety with the
19 student's parent(s)/guardian(s) unless otherwise prohibited;⁴
 - 20
 - 21 7. Review all instructional material or curriculum before being utilized by students;
 - 22
 - 23 8. Not be required to use his/her personal money to appropriately equip a classroom;
 - 24
 - 25 9. Report students who commit offenses of assault and battery or vandalism on school property
26 endangering the life, health, or safety of others pursuant to state law;⁵ and
 - 27
 - 28 10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to
29 a physical assault or other violent criminal act committed during the course of employment.⁶
- 30 Each staff member has the responsibility to:
- 31 1. Make themselves familiar with and abide by the laws of the state, the policies of the Board, and
32 the procedures designed to implement them;
 - 33 2. To adhere to the Teacher Code of Ethics, to the extent applicable;⁷

- 1 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of
2 students and the students' right to know;
- 3 4. Be courteous and helpful in interacting and responding to parent(s)/guardian(s), visitors, and
4 members of the public;
- 5 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
6 State Board of Education rules and regulations, board policy, and administrative procedures; and
- 7 ~~6. Wear appropriate dress for work in accordance with district expectations. according to local~~
8 ~~school rules.~~

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209; Public Acts of 2023, Chapter No. 153
3. TCA 49-6-2802
4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-714
7. TCA 49-5-1001 *et seq.*

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Anderson County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 08/10/23
		Rescinds: 5.600	Issued: 07/13/17

- 1 In fulfilling any rights and responsibilities, employees shall give proper consideration to the
2 educational welfare of students and ensure that no conflict exists with their duties.
- 3 Each staff member has the right to a work environment free from sexual, racial, ethnic, and religious
4 discrimination/harassment.¹
- 5 Educators have the right to:²
- 6 1. Be treated with civility and respect as well as having his/her professional judgement and
7 discretion respected;
 - 8 2. Have their professional judgment and discretion respected;
 - 9 3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or
10 appropriate agencies;
 - 11 4. Provide students with a safe environment;
 - 12 5. Defend themselves and their students from physical violence or harm;³
 - 13 6. Share information regarding a student's educational experience, health, or safety with the
14 student's parent(s)/guardian(s) unless otherwise prohibited;⁴
 - 15 7. Review all instructional material or curriculum before being utilized by students;
 - 16 8. Not be required to use his/her personal money to appropriately equip a classroom;
 - 17 9. Report students who commit offenses of assault and battery or vandalism on school property
18 endangering their life, health, or safety of others pursuant to state law;⁵ and
 - 19 10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to
20 a physical assault or other violent criminal act committed during the course of employment.⁶
- 21 Each staff member has the responsibility to:
- 22 1. Make themselves familiar with and abide by the laws of the state, the policies of the Board, and
23 the procedures designed to implement them;
 - 24 2. To adhere to the Teacher Code of Ethics, to the extent applicable;⁷

- 1 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of
2 students and the students' right to know;
- 3 4. Be courteous and helpful in interacting and responding to parent(s)/guardian(s), visitors, and
4 members of the public;
- 5 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
6 State Board of Education rules and regulations, board policy and administrative procedures;
7 and
- 8 6. Wear appropriate dress for work according to local school rules.

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209; Public Acts of 2023, Chapter No. 153
3. TCA 49-6-2802
4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-1001 *et seq.*

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Oak Ridge Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Staff Rights & Responsibilities	Descriptor Code: 5.600	Issued Date: 06/19/23
		Rescinds: 5.600	Issued: 09/25/17

1 In fulfilling any citizenship rights and responsibilities, employees shall give proper consideration to the
2 educational welfare of students and ensure that no conflict exists with their actual duties.

3 Each staff member has the right to:¹

- 4 1. A work environment free from sexual, racial, ethnic and religious discrimination/harassment.²
- 5 2. Academic freedom within the confines of state law and board policy in order to create an
6 atmosphere of freedom in the classroom.

7 Educators have the right to:

- 8 1. Be treated with civility and respect as well as having his/her professional judgement and
9 discretion respected;
- 10 2. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or
11 appropriate agencies;
- 12 3. Provide students with a safe environment;
- 13 4. Defend themselves and their students from physical violence or harm;³
- 14 5. Share information regarding a student's educational experience, health, or safety with the
15 student's parent(s)/guardian(s) unless otherwise prohibited;⁴
- 16 6. Review all instructional material or curriculum before being utilized by students;
- 17 7. Not be required to use his/her personal money to appropriately equip a classroom;
- 18 8. Report students who commit offenses of assault and battery or vandalism on school property
19 endangering the life, health, or safety of others pursuant to state law,⁵ and
- 20 9. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to
21 a physical assault or other violent criminal act committed during the course of employment.⁶

22 Each staff member has the responsibility to:

- 23 1. Make themselves familiar with and abide by the laws of the state as these affect their work, the
24 policies of the Board and the procedures designed to implement them.

- 1 2. To adhere to the Teacher Code of Ethics.⁷
- 2 3. Exercise good judgment in selecting issues for discussion and balance the relative maturity of
- 3 students and the students' right to know.
- 4 4. Be courteous and helpful in interacting and responding to parents, visitors and members of the
- 5 public.
- 6 5. Keep all records and prepare and submit promptly all reports that may be required by state law,
- 7 state board regulations, board policy and administrative procedures.
- 8 6. Wear appropriate dress for work in accordance with district expectations.

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209; Public Acts of 2023, Chapter No. 153
3. TCA 49-6-2802
4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-714
7. TCA 49-5-1001 *et seq.*

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Press Code

message

Removal...

Line 7 – (with or without collars), collared pullover style shirts, turtlenecks, sweaters, cotton knit pullover blouses and sweater sets

Line 16 & 17

Line 18

Line 19-22

Line 23-24

Line 25-26

Line 27-29

School 2

Dress Code - I'm ok with how it is now

Handwritten notes or signatures in the bottom right corner of the page.

Suggestions from **School 3** Employees concerning dress code.

- a. Suits, sportscoats or blazers. (Not necessary- obvious)
- b. Dress slacks, casual slacks, jeans without holes, colored denim
- c. Dress shirts and blouses (with or without collars), collared pullover style shirts, turtlenecks, sweaters, cotton knit pullover blouses and sweater sets. Sleeve length, vests and neckties are optional. School t-shirts or sweatshirts
- d. Dresses and skirts for female employees. All are to be worn no higher than three (3) inches above the middle of the knee. Mid thigh or 4-5 inches length requested for dresses. Wear leggings under dresses as long as front and back are covered.
- e. Clothing that would exhibit bare shoulders is not permitted. (sleeveless should be ok)
- f. Shorts are only permitted for employees involved in athletic or physical education instruction and only in the immediate area where the instruction is conducted. The employee will be required to change into other approved apparel when departing that area.
- g. nylon "running style" suits are considered professional dress only for physical education and wellness teachers.
- h. Denim jeans may be worn ~~while on extracurricular duty such as ball games.~~ With no holes whenever. A person can look nice in jeans.

Career and Technical Education teachers with shops or lab areas will be permitted to wear industry-approved clothing that meets all necessary safety requirements to include lab coats, aprons, jeans, scrubs, chef coats, gloves, and helmets along with other personal protective clothing in accordance with course appropriateness.

The following types of clothing are otherwise specifically prohibited except on casual days: All denim jeans, shorts, skorts (should be allowed. If it looks like a skirt and follows length requirement. They are wonderful in lower grades when you are in the floor), cotton sweat suits, tee shirts (school shirts should always be allowed or shirts with appropriate sayings should be allowed. and nylon "running style" suits.

As on regular workdays, principals have the final say concerning appropriate attire on Casual Day, which will be every payday. Special dress days may be designated by the principal to include but not limited to the following examples: Field days, picture days, school spirit days, etc. Employees are encouraged to participate accordingly.

Men wear dress shorts

Shorts that follow the dress length designation should be allowed for outdoor fieldtrips if wearing a school tshirt.

Employees (professional and paraprofessional) are expected to present a neat, clean appearance in order to project a professional image to students, fellow employees and the public. The following clothing is considered acceptable in the projection of this professional image during regular school hours.

a. Suits, sports-coats or blazers.

b. Dress slacks, casual slacks or pantsuits.

c. Dress shirts and blouses (with or without collars), collared pullover style shirts, turtlenecks, sweaters, cotton knit pullover blouses, sweaters, and dress t-shirts, and t-shirts as part of a professional outfit. Sleeve length, vests and neckties are optional.

d. If dresses or skirts for selected for female employees, all are to be worn no higher than three (3) inches above the middle of the knee.

e. Clothing that would exhibit bare shoulders is not permitted.

f. Shorts are only as part of a suit (meeting dresses and skirt policy) and as permitted for employees involved in athletic or physical education instruction and only in the immediate area where the instruction is conducted. The employee will be required to change into other approved apparel when departing that area.

g. Nylon "running style" suits or fitness wear are considered professional dress only for physical education and wellness teachers.

h. Denim jeans may be worn while on extracurricular duty such as ballgames.

i. Career and Technical Education teachers with shops or lab areas will be permitted to wear industry-approved clothing that meets all necessary safety requirements to include lab coats, aprons, jeans, scrubs, chef coats, gloves, and helmets along with other personal protective clothing in accordance with course appropriateness.

j. The following types of clothing are otherwise specifically prohibited except on casual days: All denim jeans, shorts, skorts, cotton sweat suits, tee shirts and nylon "running style" suits.

k. As on regular workdays, principals have the final say concerning appropriate attire on Casual Day, which will be every payday.

l. Special dress days may be designated by the principal to include but not limited to the following examples: Field days, picture days, school spirit days, etc. Employees are encouraged to participate accordingly.

Dress Code Feedback

message

Here are are my thoughts for the employee dress code:

*Line 12 mentions bare shoulders. How does sleeveless fit into this? In my opinion, sleeveless leaves bare arms. Bare shoulders would be like wearing thin spaghetti straps or something like that.

*Lines 14 & 15 - strike "and only in the immediate area where the instruction is conducted. The employee will be required to change into other approved apparel when departing that area." (This is not reasonable to ask them to change every time they leave the gym for bus duty, a PLC, etc.)

*Lines 16 & 17 - remove all (This is outdated and not an issue)

*Line 24 - remove "skorts" and "tee shirts" (I feel like the intention with skorts were the old ones where it looked like a skirt in the front and shorts in the back, Now, skorts just have shorts underneath.) (I feel that t-shirts are acceptable in most situations - school shirts, "teacher" shirts, seasonal shirts, etc. - just not a t-shirt from the bar you visited during Spring Break 😊 . It's hard to legislate that specifically, but I think it would have to be done on a case-by-case basis.)

*Add something about leggings. Lines 10 & 11 address dresses and skirts, but many women wear tunic-length tops with leggings. Leggings are going to be worn, but I think we should add something such as, "Tops with leggings must be worn no higher than mid-thigh."

***If this is not what you want, let me know and I'll make any changes you need.

--



School 5

County-wide Employee Dress Code

1 message

If you have any questions about any of the comments, please let me know.

d. If leggings are worn with a dress or skirt, then adjust the 3 inch rule to higher like 5 or 6 inches. (Only if leggings are worn! We don't want to see lots of bare legs! If they don't have leggings, we think it should stay at 3 inches or move it to 4 inches.)

e. Change the no bare shoulder to the same rule as students which is to cover 3 inches of the shoulder.

f. In regards to PE teachers - you could get rid of the following requirement that the employee will be required to change into other approved apparel when departing that area.

Lines 23-24 Prohibited Clothing: delete tee shirts. We think it is fine to wear t-shirts with khaki style pants. T-shirts should be in the allowable section.

We want to keep jeans on the 2 pay days and then 2 designated days per month by the principal. We also want to keep special dress-up days like field days, homecoming, etc.

Violations

1st: verbal warning documented and employee should change if flagrant.

2nd: written warning and employee should change if flagrant

3rd: written reprimand and employee should change if flagrant

4th: 1 day suspension without pay

5th: 3 day suspension without pay

6th Insubordinate resulting in termination

School 6

Aspects of the policy to keep or maintain.

The dress code is fine

Most seem fairly clear.

get rid of it neat and clean

Aspects of the policy to remove or edit.

The first violation should be a verbal warning.

Remove any reference to materials such as "cotton" or "nylon". That is unenforceable and outdated. A poly blend sweater technically violates the rules but cotton doesn't?

If women can wear shirts, men should have a similar option through dress shorts if an appropriate length.

It doesn't concern me personally, but any mention to gender and clothing is likely contestable and would subject the system to litigation. It is likely a form of discrimination that should be addressed.

Does the BOE consider a sweater and sweatshirt as the same thing? If not, sweatshirts should be added.

I think this is a harsh scaffold for being out of dress code:

First violation: Written reprimand placed in personnel file. If violation is determined to be flagrant, the employee will be sent home to change.

b. Second violation: Three (3) day suspension without pay.

c. Third violation: Will be considered an insubordinate act resulting in termination.

I would recommend adding in one more attempt to correct the dress code as supervisors can vary in their interpretation of professional.

Here is a suggestion:

First violation: Written reprimand placed in personnel file. If violation is determined to be flagrant, the employee will be sent home to change.

b. Second violation: One (1) day suspension without pay.

c. Third violation: Three (3) day suspension without pay.

d. Will be considered an insubordinate act resulting in termination.

Neat and clean dress for your job

Only wearing jeans on pay-days or days when the principal deems appropriate.

I don't think PE teachers should have to change clothes to go to a different area of the building.

Additions to the policy that you feel would make a more effective district-wide employee dress code.

It is fine.

Clothing prominently bearing school-logos and related apparel only promotes school activities. Those items need to be allowed to be worn. Promoting our programs and school should be projected.

get rid of it... neat and clean

Trust adults to be able to dress themselves in a way that suits them and their needs in the classroom.

Aspects of the policy to keep or maintain.	Aspects of the policy to remove or edit.	Additions to the policy that you feel would make a more effective district-wide employee dress code.
A C D F G	<p>Edit of 'E' to say "permitted as long as professional look is maintained"</p> <p>Edit of 'B' to add denim jeans with no holes or frayed edges.</p> <p>Remove 'H' and permit denim jeans with no holes or frayed edges to be worn daily.</p> <p>Verbage needs to be updated. Terms are outdated.</p>	<p>Allowing denim jeans as long as professional look is maintained. Example: Jeans with no holes or frayed edges with a button up shirt, polo shirt, sport coat, school attire, etc.</p>
Everything else is fair.	<p>Jeans and school pride attire should be allowed to wear any day.</p>	<p>Teachers should not have holes in their jeans.</p>
Most of the guidelines in the policy seem fair.	<p>What does "sleeve length" in c. mean? It seems odd that there is a stipulation about jeans for "extracurricular duties" (h.).</p>	<p>Jeans and school pride attire should be allowed to wear any day.</p>
<p>I think it's a good idea to stipulate that there should be no shorts, dresses should be a certain length, shoulders and stomachs should be covered, and leggings must be covered by a long shirt. (Just like in the student dress code.)</p>	<p>I don't see any reason jeans or even T-shirts couldn't be worn as long as the employee wears appropriate jeans (no giant holes) and appropriate T-shirts. The employee should look presentable and wear presentable attire.</p>	<p>Please examine the guidelines in the comments that I made in the question above.</p>
Keeping a clean and neat professional look.	n/a	Same as above
<p>The requirements and exceptions for nurses, cafeteria workers, and CTE teachers could remain.</p>	<p>Lines (f) 13-15. PE teachers should not have to change clothes to come into the main parts of the building.</p>	n/a
All	<p>Section e for school level and central office personnel could be modified to allow females to wear tops that show the shoulders. There are several sleeveless blouses that would still fit under the criteria of being professional attire for females.</p>	<p>As long as there is a specific requirement for jeans, such as NO holes, rips, or tears at all, jeans could be allowed on an every day basis for all employees.</p>
<p>The policy needs to be updated with current language. An example is that nylon suits is not a term used any more.</p>	<p>None</p> <p>The policy should be stated as business casual. Examples of business casual attire should be provided as possible options but not the exhaustive list. I think I would add a section on acceptable footwear.</p>	Compliance
		<p>The policy as a whole should be neutral in language. An example is that everyone should dress in a business casual attire except for days that the principal has discretion on dress. The high school level would have HOCO week. Teachers and staff participation is important and the students enjoy seeing everyone dress up.</p>

Aspects of the policy to keep or maintain.	Aspects of the policy to remove or edit.	Additions to the policy that you feel would make a more effective district-wide employee dress code.
lines 2-3, 19-22, 25-29	<p>EDIT/OMIT - Clothing that would exhibit bare shoulders is not permitted. (some shirts do show a little more shoulder - most dressy type sleeveless shirts have modest shoulder covering that should be allowed)</p> <p>EDIT - The following types of clothing are otherwise specifically prohibited except on casual days: All denim jeans, shorts, skorts, cotton sweat suits, tee shirts and nylon "running style" suits. (some denim can be dressed up as well as some t-shirts, many styles are t-shirt material)</p> <p>EDIT - Casual Day, which will be every payday. (every Friday - jeans and school shirt/nice shirt)</p> <p>OMIT -The employee will be required to change into other approved apparel when departing that area. (having to change to come to other areas in the building is ridiculous - it would be evident that the employee is a PE teacher)</p>	<p>Those two statements are from the last two districts that I worked at. I feel like our dress code does not to be so detail oriented.</p> <ol style="list-style-type: none"> 1. Wear appropriate dress for work according to local school rules. 2. All certified staff members are expected to dress in a professional manner that inspires respect and serves as a role model for students. ... Professional dress at work and at school system-sponsored events not only balances between comfort, professionalism, safety and functionality, but also prevents possible distractions and/or disruptions in the work environment. <p>Business casual would be an acceptable dress code and that would look different for everyone. It not longer is just suits and ties. I included a great definition from Michigan State University. That is only one example of how the old traditional look has changed with the times.</p> <p>"Business casual sticks true to its name: it's a blend of formal and informal wear. To dress in a business casual dress code, you'll need to look professional and put together, but that doesn't mean you need a suit. You can be casual and dress more to your personality — just not the same way you would to lounge around your house on the weekend.</p> <p>In 2023, business casual is more about the "casual," and trends will encourage professionals to show more of their style in their outfits. To fit the dress code, wear comfortable yet professional items that make you feel confident and ready to take on your work." https://careernetwork.msu.edu/blog/2023/08/11/what-does-business-casual-really-mean-in-2023/</p>
Employees (professional and paraprofessional) are expected to present a neat, clean appearance in order to project a professional image to students, fellow employees and the public. I think this is well said.	As it is written, it makes me think that it is intended that women are to wear dresses or skirts. I would like to see a provision for the Visual Arts teachers to be able to dress in denim or casual clothing when necessary.	As a professional, I wonder why denim is appropriate on "casual" days but not on "regular" days. How is my teaching delivery any different on a "casual" day? I do tend to "dress up" everyday, but as an Arts teacher, I would prefer to have the option to wear denim on days where I might be working with messier materials and not want to ruin my clothing.
Points A, B,C, E, F, G	H: jeans allowed anytime with appropriate top I think we can ease up on the denim jeans policy.	The length of skirt should be updated with the addition of leggings or tights underneath
Statements a-h in the County-Wide Employee Dress Code are all acceptable	Jeans should be allowed everyday. Bare shoulders should be allowed but no Spaghetti straps.	
All of it	None of it Paydays and school spirit days should remain as casual days.	Jeans should be added to appropriate school dress code. An employee should be able to wear jeans at their discretion; teachers can wear jeans with a professional top and effectively do their job. Pants do not determine the ability to teach.
n/a	I am a professional and should be trusted to dress as such. The concept of professional dress has changed, and our policy should be updated to reflect this.	Jeans should be allowed every day.
I will do whatever is decided.	I will do whatever is decided.	I will do whatever is decided.
Looks good to me	No change necessary	N/A
No shorts (unless PE),		I think teachers should be able to wear scrubs (science labs, pre-k, kindergarten, STEM), so many of our teachers do many hands-on activities that are not cohesive with professional dress. I think teachers should be able to wear tee-shirts/sweatshirts as long as they are applicable to their school spirit or their role in education. Casual day every Friday (if teacher chooses). I think many teachers would like to wear leggings.

Aspects of the policy to keep or maintain.

Keep: All about School Level and Central Office Personnel. Other Employees are currently required to wear uniforms, Health Services Personnel (Nursing attire), and All Employees Consequences.

Professional points a, c, d, f, and g

I think the dress code policy is appropriate as it is currently.

would change the T shirt rule if it is a School representing T shirt such as school shirt or hoodie. T shirt rule

Employees should maintain a neat and clean appearance. Skirts and dresses should be 3 inches above the knee. Clothing that would exhibit bare shoulders is not permitted.

We need to be neat, clean, and presentable.

Seems to be ok.

I think most of the policy should remain.

Neat and clean with principal discretion.

Items a-g on lines 5-17 with the exception of the edits listed below for line 6 item b and line 24.

It's fine with me. If you're new to the building, you should be able to tell who is staff/teachers, and who is student

Keep all

Aspects of the policy to remove or edit.

The employees are not impacted by the clothing aspects of this dress code.

b should be changed to "Dress slacks, casual slacks, pantsuits, or dress capris."

e should be changed to "For male employees, clothing that would exhibit bare shoulders is not permitted. For female employees, blouses should be at least 3 inches wide at the shoulder and have a modest neckline."

h should be changed to "Denim jeans and capris may be worn permitted they are accompanied by a professional top as described in points a, c, and e."

none

T shirt rule

Denim Jeans or skorts are prohibited except on casual days. Remove suits.

Denin jeans may be worn at teacher discretion.

None.

I would prefer to be able to wear denim on a regular basis. I believe jeans (with no holes or tears) appear professional.

All denim jeans, shorts, skorts, cotton sweat suits, tee shirts and nylon "running style" suits

Edit Line 6 item b to read: Dress slacks, casual slacks, pantsuits, or dark wash denim jeans.
Edit Line 24 to remove "All denim jeans"

Remove nothing

Additions to the policy that you feel would make a more effective district-wide employee dress code.

n/a

The only other thing is that the dress code should actually be enforced.

I wanted to be more specific here. Neat and clean, principals make the call, teachers must comply, then can appeal to supervisor

None at this time.

If jeans are allowed for one group of employees, they should be allowed for all employees.

Doing away with the dress code and trusting teachers to dress clean, neat, modest and professionally. Dress for your job. Principals can monitor and correct as necessary.

It is important for the County-Wide Employee Dress Code to keep up with the expectations and trends of corporate America, which currently is taking a more "business casual" approach.

Thank you for the consideration!

Cumberland County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: County-Wide Employee Dress Code	Descriptor Code: 5.6001	Issued Date: 04/27/23
		Rescinds: 5.6001	Issued: 04/23/15

1 School Level and Central Office Personnel

2 Employees (professional and paraprofessional) are expected to present a neat, clean appearance in order
3 to project a professional image to students, fellow employees and the public. The following clothing
4 is considered acceptable in the projection of this professional image during regular school hours.

5 a. Suits, sportcoats or blazers.

6 b. Dress slacks, casual slacks or pantsuits.

7 c. Dress shirts and blouses (with or without collars), collared pullover style shirts,
8 turtlenecks, sweaters, cotton knit pullover blouses and sweater sets. Sleeve length, vests
9 and neckties are optional.

10 d. Dresses and skirts for female employees. All are to be worn no higher than three (3) inches
11 above the middle of the knee.

12 e. Clothing that would exhibit bare shoulders is not permitted.

13 f. Shorts are only permitted for employees involved in athletic or physical education
14 instruction and only in the immediate area where the instruction is conducted. The employee
15 will be required to change into other approved apparel when departing that area.

16 g. Nylon "running style" suits are considered professional dress only for physical education
17 and wellness teachers.

18 h. Denim jeans may be worn while on extracurricular duty such as ballgames.

19 Career and Technical Education teachers with shops or lab areas will be permitted to wear industry-
20 approved clothing that meets all necessary safety requirements to include lab coats, aprons, jeans,
21 scrubs, chef coats, gloves, and helmets along with other personal protective clothing in accordance
22 with course appropriateness.

23 The following types of clothing are otherwise specifically prohibited except on casual days: All denim
24 jeans, shorts, skorts, cotton sweat suits, tee shirts and nylon "running style" suits.

25 As on regular workdays, principals have the final say concerning appropriate attire on Casual Day,
26 which will be every payday.

27 Special dress days may be designated by the principal to include but not limited to the following
28 examples: Field days, picture days, school spirit days, etc. Employees are encouraged to participate
29 accordingly.

1 — Other Employees

2 — Other system employees are currently required to wear uniforms as part of their normal duties. The
3 — following employees are not impacted by the clothing aspects of this dress code: custodians, maintenance
4 — technicians, transportation mechanics and food service personnel. Health Services personnel will
5 — continue to wear appropriate nursing attire. Bus drivers are not currently required to wear uniforms
6 — and are expected to maintain a professional appearance.

7 — All Employees

8 — Failure to personally adhere to the provisions of this dress code or to enforce it when authorized, shall
9 — result in the following consequences:

10

11 — a. **First violation:** Written reprimand placed in personnel file. If violation is determined to be
12 — ~~flagrant, the employee will be sent home to change.~~

13 — b. **Second violation:** Three (3) day suspension without pay.

14 — c. **Third violation:** Will be considered an insubordinate act resulting in termination.

It is the recommendation of CCSS to delete Policy 5.6001

- TSBA does not provide a model policy for employee dress codes.
- Policy 5.600, Staff Rights & Responsibilities, page 2 line 7 addresses educators responsibility
- District expectations, related to county-wide employee dress code, will be developed in administrative procedures, and shared with all employees.

Board of Education
March 12, 2024 4:00 PM
Central Services Board Room

The Cumberland County Board of Education met in a working committee session on Tuesday, March 12, 2024, in the Central Services Board Room, where the meeting was called to order by Policy Chairman Hamby at the approximate hour of 4:00 pm. Hamby welcomed everyone to the meeting and appreciated everyone for attending.

1. Athletic Committee-Mr. Nick Davis

1.A. **Call to Order**-Davis called this portion of the meeting to order.

1.B. ***Approval of Minutes**-Stout made a motion to approve minutes and King with the second.

Motion to approve minutes.

VOICE VOTE: (mover-yes) Stout

(seconder-yes) King

Yes: 3, No: 0

MOTION: Motion Carried

1.C. **Old Business**-Davis said he would like to discuss some things over the last year that he has served on this committee. He said they have not voted for committee chairpeople. He asked if this was something that needed to be done. King said for every committee, yes. Davis then asked if it needed to be done now or at a board meeting. King and Hamby replied in the committee. Hamby told him they had to nominate someone on the committee. King nominated Davis to continue to serve as chairman and Stout with the second. Davis accepted.

Davis said he had talked to Stepp and talked about the idea that collectively, with the right policies and right funding, they can influence the outcome of athletes. He said most recently they've been trying to understand, after collecting data, what obligations the Board supports, one thing being elementary basketball/sports. He said by process of elimination they have determined they are only supporting elementary competitive basketball and a lot of other sports are not being financially supported. He said he had a lot of questions. He said the decision was made to move forward with the current structure of supporting only elementary and not moving forward with middle school. Davis said there were a lot of people present, and he would like to let them all speak individually. Boston said they approved TMSAA and asked with what they are being told now, are they now staying with elementary basketball teams? Stepp said yes, that is what he made the decision to do. Boston asked if they would have middle school teams and Stepp said the structure would be set up exactly the same. Every school would have basketball teams. Hamby said she sees there are several present that want to talk, but asked Davis if this information was sent out so that those opposing what he's proposing knew to come and speak? Hamby said she wasn't aware what was on the agenda under old business. Hale said she wasn't either. Hamby said for those wanting to come and speak for elementary basketball, was everyone made aware of what this meeting was going to be about and who could come and speak? Davis said the point of having old business was to bring up some bullet point items he had and not talk about the 4 million things that could be brought up. Hamby said her question was, did they have people there that was going to speak for elementary

basketball? Davis said he couldn't answer that. Hamby said ok, there was no info put out, and she'd been contacted by several who would love to speak for elementary basketball. Stout said they could come. Hamby said no one knew that's what they were talking about today. Stout said the committee agenda was posted. Hamby said the item "old business" didn't let them know what would be talked about. Davis said it was no different that talking about 18 pages of stuff that wasn't published. Stull said it was very different. She said in the policy meeting the agenda already had the policy they were to discuss on the agenda but under Davis' portion of the athletic agenda there was nothing but approving the minutes. She said old business is something that people cannot prepare for on the fly. Davis said it is old business, it's already been shared and in the other meetings this has already been discussed. Stull said if he knows the topics he is going to talk about it shouldn't be under old business when nothing is listed. The public and board should know what he's going to be discussing otherwise no one is going to be prepared ahead of time and be ready to speak to the items. Stull said he was all over the fact that what they discussed in policy was not on the agenda but the policy was indeed on that portion of the agenda. She said they had no clue what bullet points he wanted to discuss today because he didn't share it with anyone. Stout said her impression was that this was talked about at the last meeting and the people present were there to speak based on what was brought up at the last committee meeting. Davis said correct. Stull said they couldn't have it both ways, they need to let people know what is on the agenda. She said Davis put out an agenda with nothing on it. Davis asked what she would propose happen under old business moving forward. Stull said if anything was going to be discussed, then that needs to be part of the agenda, otherwise old business would cover absolutely anything. Davis asked verbatim? He said Boston said that anything could be put under old business and here they were under old business. Hamby asked how was the public informed on what he planned to discuss? Davis said no one asked him anything about it. He said he didn't have 1 email or 1 question about why his agenda was so vague. Stull said because the agenda looks like he isn't discussing anything. Stout said she doesn't believe it's set up as a discussion. She said she wasn't aware people were going to show up either, but her take is they have come because of what was brought up at the last meeting and anyone can do that. She said they heard from Humphrey's tonight and he wasn't on the agenda and wasn't aware he would want to speak. Stull said the issue is not having people come and speak-they are more than welcome to do that. Stout said they didn't know what the people were here to speak on so that wouldn't go on the agenda. Nichols asked if Davis invited the people to come. Davis said he's answered phone calls for the last 2 years from a number of these people. Boston asked Stepp when the decision was made to keep everything the same. He said this week. Stull said the problem was the agenda portion of the athletic committee was so vague that anyone in the public would know anything that was going to go on in the athletic committee. She said it doesn't matter if they have discussions, he didn't list one thing they were planning to discuss. Davis said when he reads old business that tells him he needs to go back and read all the things they have previously done. Nichols said no, Stull is saying he should have created an agenda to speak about. Stull said he already said he has bullet points he's planning to discuss, they should have shared those on the agenda with the public. He already knew what he wanted to talk about. Davis said she's saying the same thing about all the stuff that he brought up that wasn't on the policy agenda. Hamby and Stull said the documentation was addressing the policy, which was on the agenda. Hamby said they said they were going to discuss the county wide dress code because that dress code policy was on the agenda. She said no where in his agenda does it say what they were discussing. After more back and forth from Davis and Stull, Hamby said it didn't matter-give the public a chance to speak. Stull said it's double-talk and Hamby agreed. Davis said he can do a better job at making a very detailed agenda but he finds he gets raked over the coals for being so specific and taking too much time. Stull told Davis she has no problem with making a detailed agenda, but the problem is if he's going to nitpick about an agenda, he had better make sure his is on point. Davis rebutted with when the meeting starts at 4, be here at 4. Stull said she had already told them she wouldn't be available at that time. She said that

has nothing to do with it. Davis said the meeting starts at a certain time and they all have things to do and they have a better chance at moving forward when everyone is there on time.

At this point Davis opened the floor to several members of the public to speak. There were coaches and parents allowed to voice their opinion on how their decisions on middle school sports- specifically basketball, impact their children.

*Stacy Spriggs-parent and coach. For middle school basketball.

*Mike Buck-coach at SMHS. For middle school basketball.

*Ivy Mayberry-coach. For middle school basketball.

*Jimmy Spriggs-parent. For middle school basketball.

*Chris Mosely-parent and coach at NCE. For middle school basketball.

*Matt Triono-parent and HS coach. For middle school basketball.

*Courtney McShan-parent. For middle school basketball.

*Jason Futrell-parent. For middle school basketball.

Stepp appreciated everyone who came to speak and said any decision he makes, he considers all sides and weighs everything out, weighs out all opinions. Davis said that was all to be discussed. Humphreys from the media asked Stepp if he was willing to go back after hearing all the comments and change his decision or would the decision be final. Again Stepp appreciated all the comments and said he would take it back to his team. Spriggs asked for a straight answer, a yes or no from him. Stepp said not until he speaks to his team. Boston said the survey that was sent to the coaches, what were those results? Maddox said about 55% in favor of middle school basketball with 45% being opposed. Stull asked for a copy of the survey and Maddox said sure. Mayberry said she isn't sure everyone got it. She had to ask for it twice, and she believes some assistant coaches never received it. Maddox said it went out to the list serve for all the coaches and principals. Stout asked if there were specific questions regarding continuing the elementary and Maddox said yes he could show her the pie chart and questions. Boston asked if they all could get that along with the questions that were asked and Maddox answered yes. Stepp reminded them all that he's available anytime they want to come in and speak to him.

Motion to nominate Davis as committee chair.

VOICE VOTE: (mover-yes) King

(seconder-yes) Stout

Yes: 3, No: 0

MOTION: Motion Carried

1.D. **Adjournment-** King made a motion to adjourn the athletic portion of the agenda and Stout made the second. Meeting was adjourned at approximately 5:42pm.

Motion to adjourn.

VOICE VOTE: (mover-yes) King
(seconder-yes) Stout
Yes: 3, No: 0

MOTION: Motion Carried (*) Indicates Board Approval Required

William Stepp, Director of Schools

Nick Davis, Athletics Committee Chair

Diane McCartney, Board Secretary/Committee Recorder
