



**LAKELAND BOARD OF EDUCATION
BUSINESS MEETING AGENDA
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**
- 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
 - January 2024
- VI. **APPROVAL OF AGENDA**
- 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
- VIII. **DISCUSSION / ACTION**
 - 1. Approval of Charges of Dismissal against Tenured Teacher R. Alston
 - 2. Review Policy Manual: Section 5 (Second Half)
- IX. **ANNOUNCEMENTS**
- X. **ADJOURNMENT**

LAKELAND SCHOOL SYSTEM
Expense Summary
Report Period January 1, 2024 - January 31, 2024

| PROGRAM | BUDGET AMOUNT | ADJUSTED BUDGET | YTD ACTIVITY | CURRENT ACTIVITY | ENCUMBRANCE | BALANCE | % EXPENDED |
|--|-------------------------|-------------------------|---------------------|-------------------------|----------------------|-----------------|-------------------|
| Regular Instruction Program | \$ 13,245,898.54 | \$ 13,206,438.00 | \$ 6,562,426.48 | \$ 901,280.21 | \$ 13,379.50 | \$ 6,630,632.02 | 49.79% |
| Special Education Program | \$ 2,161,686.02 | \$ 2,252,946.14 | \$ 1,053,241.38 | \$ 152,274.86 | \$ - | \$ 1,199,704.76 | 46.75% |
| Vocational Education | \$ 24,900.00 | \$ 24,900.00 | \$ - | \$ - | \$ - | \$ 24,900.00 | 0.00% |
| Other (Bonus Pay) | \$ 542,263.74 | \$ 862,761.50 | \$ 474,306.08 | \$ - | \$ - | \$ 388,455.42 | 54.98% |
| School Security | \$ 60,832.95 | \$ 60,832.95 | \$ 28,835.46 | \$ 4,488.80 | \$ - | \$ 31,997.49 | 47.40% |
| Health Services | \$ 366,589.14 | \$ 378,254.14 | \$ 168,744.34 | \$ 21,820.63 | \$ 346.13 | \$ 209,163.67 | 44.70% |
| Other Student Support | \$ 876,669.77 | \$ 876,669.77 | \$ 424,479.04 | \$ 62,911.10 | \$ - | \$ 452,190.73 | 48.42% |
| Regular Instruction Program Support | \$ 672,445.38 | \$ 737,445.38 | \$ 368,093.39 | \$ 55,309.32 | \$ 6,174.55 | \$ 363,177.44 | 50.75% |
| Special Education Program Support | \$ 457,058.21 | \$ 457,058.21 | \$ 219,533.88 | \$ 31,327.42 | \$ 391.72 | \$ 237,132.61 | 48.12% |
| Technology | \$ 694,878.49 | \$ 734,853.25 | \$ 404,243.53 | \$ 95,709.57 | \$ 10,109.60 | \$ 320,500.12 | 56.39% |
| Board of Education | \$ 612,950.00 | \$ 612,950.00 | \$ 346,073.29 | \$ 30,260.00 | \$ - | \$ 266,876.71 | 56.46% |
| Office of the Superintendent | \$ 356,984.26 | \$ 382,833.54 | \$ 201,243.92 | \$ 26,192.26 | \$ 394.00 | \$ 181,195.62 | 52.67% |
| Office of the Principal | \$ 1,722,159.61 | \$ 1,722,159.61 | \$ 904,033.62 | \$ 122,388.27 | \$ - | \$ 818,125.99 | 52.49% |
| Fiscal Services | \$ 329,313.97 | \$ 329,313.97 | \$ 182,670.84 | \$ 20,404.04 | \$ 60.29 | \$ 146,582.84 | 55.49% |
| Human Services/Personnel | \$ 274,904.03 | \$ 349,364.57 | \$ 154,276.22 | \$ 25,525.49 | \$ - | \$ 195,088.35 | 44.16% |
| Operation of Plant | \$ 1,378,953.88 | \$ 1,378,953.88 | \$ 655,864.97 | \$ 83,303.96 | \$ 3,112.19 | \$ 719,976.72 | 47.79% |
| Maintenance of Plant | \$ 408,817.15 | \$ 630,172.55 | \$ 331,160.81 | \$ 20,890.07 | \$ 3,021.80 | \$ 295,989.94 | 53.03% |
| Transportation | \$ 650,000.00 | \$ 650,000.00 | \$ 415,199.03 | \$ 71,070.06 | \$ - | \$ 234,800.97 | 63.88% |
| Summer Camp Food Service | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.00% |
| Regular Capital Outlay | \$ 164,400.00 | \$ 164,400.00 | \$ 22,200.00 | \$ 3,700.00 | \$ 35,646.00 | \$ 106,554.00 | 35.19% |
| Transfers Out | \$ 3,663,790.00 | \$ 3,663,790.00 | \$ - | \$ - | \$ - | \$ 3,663,790.00 | 0.00% |
| Federal Projects Regular Instruction | \$ 272,456.94 | \$ 240,559.25 | \$ 112,876.78 | \$ 13,458.08 | \$ 6,630.00 | \$ 121,052.47 | 49.68% |
| Federal Projects Special Education | \$ 294,169.06 | \$ 254,962.88 | \$ 125,792.10 | \$ 18,942.00 | \$ 1,179.08 | \$ 127,991.70 | 49.80% |
| Federal Programs Innovative Schools | \$ - | \$ 447,485.19 | \$ 97,823.82 | \$ 8,099.82 | \$ 3,915.65 | \$ 345,745.72 | 22.74% |
| Federal Projects Health Services | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.00% |
| Federal Projects Other Student Support | \$ 51,745.50 | \$ 57,085.50 | \$ 26,240.31 | \$ 3,380.68 | \$ - | \$ 30,845.19 | 45.97% |
| Federal Projects Regular Instruction Support | \$ 105,527.04 | \$ 66,591.21 | \$ 26,616.27 | \$ 2,879.79 | \$ 6,505.28 | \$ 33,469.66 | 49.74% |
| Federal Projects Special Education Support | \$ 215,485.60 | \$ 151,422.19 | \$ 74,847.58 | \$ 10,174.66 | \$ 399.12 | \$ 76,175.49 | 49.69% |
| Federal Projects Vocational | \$ - | \$ 5,000.00 | \$ - | \$ - | \$ - | \$ 5,000.00 | 0.00% |
| Federal Programs Technology | \$ 9,605.90 | \$ 9,602.46 | \$ 6,357.08 | \$ 3,148.20 | \$ - | \$ 3,245.38 | 66.20% |
| Federal Programs Operation of Plant | \$ - | \$ 7,500.00 | \$ 105.99 | \$ 105.99 | \$ - | \$ 7,394.01 | 1.41% |
| Federal Projects Capital Projects | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.00% |
| Food Service | \$ 692,700.00 | \$ 1,137,678.13 | \$ 461,309.02 | \$ 58,708.37 | \$ 14,372.13 | \$ 661,996.98 | 41.81% |
| State Grants | \$ - | \$ 171,821.91 | \$ 31,125.60 | \$ 6,671.40 | \$ 24,855.70 | \$ 115,840.61 | 32.58% |
| Before/After School Program | \$ 280,000.00 | \$ 280,000.00 | \$ 157,228.91 | \$ 13,582.91 | \$ - | \$ 122,771.09 | 56.15% |
| Education Capital Projects | \$ 7,000,000.00 | \$ 7,000,000.00 | \$ 2,343,463.21 | \$ 133,762.57 | \$ 361,794.19 | \$ 4,294,742.60 | 38.65% |
| GRAND TOTAL: | \$ 37,587,185.18 | \$ 39,305,806.18 | ##### | \$ 2,001,770.53 | \$ 492,286.93 | ##### | 42.93% |

March FY 23-24 Budget Amendments

| March FY 23-24 Budget Amendments | | | | | | | |
|--|--------------------------------|----------------------------|-------------------------|------------------------|-----------------------------|-----------------------|---------------|
| Fund 142 - Federal Programs | | | | | | | |
| Account Number Fnd T Acct Obj Prj Loc Prg | Account Level Description | FY 23-24 Revised Budget | FY 23-24 FY Activity | FY 23-24 Encumbered | FY 23-24 Available Funds | Proposed Amendment | Difference |
| Revenues: | | | | | | | |
| 142 R 47147 000 000 00000 410 | Safe and Drug-Free Schools - S | \$ 29,601.46 | \$ 2,265.00 | \$ - | \$ 27,336.46 | \$ 29,601.46 | \$ - |
| | | \$ 29,601.46 | \$ 2,265.00 | \$ - | \$ 27,336.46 | \$ 29,601.46 | \$ - |
| Expenditures | | | | | | | |
| 142 E 71100 429 000 00116 410 | Instructional Supplies & Mater | \$ 5,622.00 | \$ - | \$ - | \$ 5,622.00 | \$ 4,600.00 | \$ (1,022.00) |
| 142 E 71100 429 000 02000 410 | Instructional Supplies & Mater | \$ 2,149.00 | \$ 795.00 | \$ - | \$ 1,354.00 | \$ 795.00 | \$ (1,354.00) |
| 142 E 71100 429 000 03000 410 | Instructional Supplies & Mater | \$ 878.00 | \$ - | \$ - | \$ 878.00 | \$ 207.00 | \$ (671.00) |
| 142 E 71100 499 000 03000 410 | Other Supplies & Materials | \$ 1,500.00 | \$ - | \$ - | \$ 1,500.00 | | |
| 142 E 71100 722 000 00116 410 | Reg Inst Equipment | \$ 1,000.00 | \$ - | \$ - | \$ 1,000.00 | \$ - | \$ (1,000.00) |
| 142 E 71100 722 000 01000 410 | Reg Inst Equipment | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 71100 722 000 02000 410 | Reg Inst Equipment | \$ 1,600.00 | \$ - | \$ - | \$ 1,600.00 | \$ 1,150.00 | \$ (450.00) |
| 142 E 71100 722 000 03000 410 | Reg Inst Equipment | \$ 3,400.00 | \$ 2,850.00 | \$ - | \$ 550.00 | \$ 2,850.00 | \$ (550.00) |
| 142 E 72120 399 000 00116 410 | Other Contracted Services | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 72120 399 000 01000 410 | Other Contracted Services | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 72120 399 000 02000 410 | Other Contracted Services | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 72120 499 000 01000 410 | Other Supplies & Materials | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 72130 399 000 00116 410 | Other Contracted Services | \$ 1,150.00 | \$ 1,150.00 | \$ - | \$ - | | |
| 142 E 72130 399 000 02000 410 | Other Student Support | \$ 1,150.00 | \$ 1,150.00 | \$ - | \$ - | | |
| 142 E 72130 499 000 00116 410 | Other Supplies & Materials | \$ 475.00 | \$ 350.00 | \$ - | \$ 125.00 | \$ 350.00 | \$ (125.00) |
| 142 E 72130 499 000 02000 410 | Other Supplies & Materials | \$ 675.00 | \$ 550.00 | \$ - | \$ 125.00 | \$ 550.00 | \$ (125.00) |
| 142 E 72130 499 000 03000 410 | Other Supplies & Materials | \$ 400.00 | \$ 150.00 | \$ - | \$ 250.00 | \$ 150.00 | \$ (250.00) |
| 142 E 72130 790 000 00116 410 | Other Equipment | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 72210 524 000 00116 410 | In-Service/Staff Development | \$ - | \$ - | \$ - | \$ - | \$ 5,547.00 | \$ 5,547.00 |
| 142 E 72210 524 000 02000 410 | In-Service/Staff Development | \$ - | \$ - | \$ - | \$ - | | |
| 142 E 72250 524 000 00116 410 | In-Service/Staff Development | \$ 4,801.23 | \$ 1,782.92 | \$ - | \$ 3,018.31 | | |
| 142 E 72250 524 000 02000 410 | In-Service/Staff Development | \$ 4,801.23 | \$ 1,425.96 | \$ - | \$ 3,375.27 | | |
| | | \$ 29,601.46 | \$ 10,203.88 | \$ - | \$ 19,397.58 | \$ 16,199.00 | \$ - |

Lakeland Board of Education

| | | | |
|--|--|---|--|
| Monitoring: Review: Annually, in September | Descriptor Term: <div style="background-color: yellow; text-align: center; padding: 5px;"> Use of School Name and Resources in Advertising and Distribution of Materials in the Schools </div> | Descriptor Code: <div style="background-color: yellow; text-align: center; padding: 2px;"> 1.806 </div> | Issued Date: <div style="background-color: yellow; text-align: center; padding: 2px;"> 03/04/24 </div> |
| | | Rescinds: <div style="background-color: yellow; text-align: center; padding: 2px;"> 1.806 </div> | Issued: <div style="background-color: yellow; text-align: center; padding: 2px;"> 03/17/14 </div> |

- 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; and

- 1 8. School publications may accept and publish paid advertising under procedures established by
- 2 the superintendent.

Lakeland Board of Education

| | | | |
|--|---|-----------------------------------|---------------------------------|
| Monitoring: Review: Annually, in March | Descriptor Term: Paid Advertisements and Sponsorships | Descriptor Code: 1.8065 | Issued Date: 03/04/24 |
| | | 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;
 - 28 4. Is inconsistent with the educational objectives of the District;
 - 29 5. Attacks, demeans, ridicules or disparages any member of the school or district community;
-

1 6. Endorses a political cause, political activity, political party or candidate for a political office or
2 position; or

3 7. Contains explicitly religious messages (although religious organizations may be allowed to
4 advertise or serve as sponsors).

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

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

11 **ADVERTISEMENTS**

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

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

20 **SPONSORSHIPS**

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

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

Lakeland Board of Education

| | | | |
|--|--|----------------------------------|---------------------------------|
| Monitoring: Review: Annually, in October | Descriptor Term: Naming Facilities | Descriptor Code: 3.210 | Issued Date: 03/04/24 |
| | | Rescinds: 3.210 | Issued: 04/14/14 |

- 1 Facilities of the school system shall be named through Board action, based upon the following criteria:
- 2 1. Two schools in the system shall not be given the same name and care should be taken to avoid
- 3 similar names.
- 4 2. Schools shall be named for:
- 5 a. The area or community in which the school is located,
- 6 b. The street on which the school is located, or a street bordering the school site, if that street
- 7 is well known in the community, or
- 8 3. A single building on a campus with multiple buildings or a specific area on the campus may be
- 9 named for a living person, provided he/she has made an outstanding contribution to that school.
- 10 The naming of such building or specific area shall not supplant the facility's name.
- 11 4. Facilities other than school shall be given names which describe the facility or the geographic
- 12 location in the city.
- 13 5. Facilities may be named for corporate sponsors based on criteria established by the
- 14 Superintendent provided such sponsorships are approved by the Board.
- 15 6. If the Board decides an existing school or facility should be renamed, the criteria of this policy
- 16 shall apply.
- 17 When a school or facility is to be named, the superintendent shall submit recommendations to the Board
- 18 after seeking input from school personnel and the public.



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