

**Gibson County Special School District  
Board of Trustees**

**GCSSD Board of Trustees Regular Meeting**

**Gibson County High School Library**

**September 10, 2020**

**Members Present:** Mr. Scott Ball, Mr. Benny Boals, Mr. John Campbell II, Mr. Tom Lannom, Ms. Treva Maitland, Mr. Charles Scott, Mr. Eddie Watkins.

**PLEDGE OF ALLEGIANCE**

**CALL TO ORDER**

**ROLL CALL**

**CONSENT AGENDA**

**ALC Report**

**AMENDED Agenda Approval\*\*\***

**Bullying/Harassment Report**

**Finance Reports**

**Juvenile Court Referrals**

**Maintenance/Technology Reports**

**Minutes Approval**

**Overnight Field Trips**

**Policy Revisions - Second Reading**

**RECOGNITION**

**PUBLIC COMMENT**

**REGULAR AGENDA**

**Swearing In of New Board Members - Scott Ball & John Campbell II**

**Board Commitment of Office**

**Election of School Board Officers:  
Chairman, Vice-Chairman & TLN Representative**

**Policy Revision # 5.3051\*\*\***

**Update Board Member On-Line Profiles**

- **New Board Member need profiles & picture for GCSSD website**

**Superintendent Evaluation Recap**

**COVID-19 Bonus**

**Director's Report**

- **COVID-19 Update**
- **SGCES Surplus Equipement\*\*\***

**ADJOURN**

**North GC current**

<b>School</b>	<b>Grade</b>	<b>DHA Results</b>	<b>Reason for DHA</b>
GCHS	10	45 days ALC	racial pic posted on SnapChat

**South GC current**

<b>School</b>	<b>Grade</b>	<b>DHA Results</b>	<b>Reason for DHA</b>
SGCHS	10	30 Days ALC	inappropriate comment

<b>Date of DHA</b>	<b>Appeal Date</b>	<b>Notes</b>	<b>Time Complete</b>
8/31/2020	no appeal		

<b>Date of DHA</b>	<b>Appeal Date</b>	<b>Notes</b>	<b>Time Complete</b>
9/1/2020	no appeal		

**North GC for the year**

<b>School</b>	<b>Grade</b>	<b>DHA Results</b>	<b>Reason for DHA</b>
GCHS	10	45 Days ALC	Racial pic posted on snapchat

**South GC for Year**

<b>School</b>	<b>Grade</b>	<b>DHA Results</b>	<b>Reason for DHA</b>
SGCHS	10	30 Days ALC	inappropriate comment

<b>Date of DHA</b>	<b>Appeal Date</b>	<b>Notes</b>
8/31/2020	none	

<b>Date of DHA</b>	<b>Appeal Date</b>	<b>Notes</b>
9/1/2020	none	

**Time Complete**

**Time Complete**

# HARASSMENT/BULLYING REPORT

August 17, 2020 to August 31, 2020

**NOTE:** Totals YTD column represents the cumulative # of incidents' reported thus far.

	VERBAL INCIDENT	WRITTEN INCIDENT	TECHNOLOGY INCIDENT	PHYSICAL INCIDENT	TOTALS For Month	TOTALS YTD	Previous Year Total
DYER	0	0	0	0	0	0	0
GCHS	0	0	1	0	1	1	13
KENTON	0	0	0	0	0	0	1
SGCES	0	0	0	0	0	0	0
SGCMS	0	0	0	0	0	0	3
RUTHERFORD	0	0	0	0	0	0	2
SGCHS	0	0	0	0	0	0	11
SPRING HILL	0	0	0	0	0	0	1
YORKVILLE	0	0	0	0	0	0	0

VERBAL OR WRITTEN (classified as one of the following)

- Name calling
- Threatening
- Taunting/ridiculing
- Demeaning comments

TECHNOLOGY (classified as)

- Facebook Posting
- Instagram Pic
- Phone Texting
- Twitter Messages
- Snap Chat

PHYSICAL (classified as one of the following)

- Hitting/kicking/shoving/pushing
- Inappropriate touching
- Staring/Stalking
- Spitting

Date/Time: 9/3/2020 1:43 PM

## Payments

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Payment Date	Payment Number	Vendor	Status	Payment Amount
8/12/2020	6805	Gibson County School District/Gp Account	Paid	\$266,433.00
8/12/2020	6806	Gibson County School District/Gp Account	Paid	\$46,450.09
8/12/2020	6807	Gibson County School District/Gp Account	Paid	\$5,936.99
8/12/2020	6808	Gibson County School District/Gp Account	Paid	\$214,694.07
8/12/2020	6809	Gibson County School District/Gp Account	Paid	\$36,339.38
8/12/2020	6814	POWERSCHOOL GROUP, LLC	Paid	\$37,804.00
8/12/2020	6810	Gibson County School District/Gp Account	Paid	\$54,397.98
8/12/2020	6811	Gibson County School District/Gp Account	Paid	\$4,731.20
8/12/2020	6812	Gibson County School District/Gp Account	Paid	\$7,239.18
8/12/2020	6815	Sterno Products LLC	Paid	\$4,080.01
8/12/2020	6813	Gibson County School District/Gp Account	Paid	\$34,893.80

Date/Time: 9/3/2020 1:43 PM

Payments

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Payment Date	Payment Number	Vendor	Status	Payment Amount
8/24/2020	6818	Wal Mart Community	Paid	\$187.35
8/24/2020	6816	Business Card	Paid	\$254.87
8/24/2020	6817	CDI Technologies	Paid	\$6,245.00

**Gibson County Special Schools**  
**Bank Account Check Listing By Date**

**Run At:** 9/2/2020 7:54 AM  
**Run By:** Amy Santaniello  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379

GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50504	8/3/2020	Eric Allmon	Vendor	Outstanding	\$75.00
50505	8/3/2020	Emily Baker	Vendor	Outstanding	\$94.00
50506	8/3/2020	Chloe Bell	Vendor	Outstanding	\$94.00
50507	8/3/2020	Br Supply, Inc.	Vendor	Outstanding	\$2,410.85
50508	8/3/2020	McKenzie Bradley	Vendor	Outstanding	\$23.00
50509	8/3/2020	Carol Cunningham	Vendor	Outstanding	\$117.72
50510	8/3/2020	Chad Jackson	Vendor	Outstanding	\$154.78
50511	8/3/2020	Gentry Clanton	Vendor	Outstanding	\$94.00
50512	8/3/2020	Kierah Driver	Vendor	Outstanding	\$23.00
50513	8/3/2020	Dyer Florist	Vendor	Outstanding	\$67.00
50514	8/3/2020	Ally Goad	Vendor	Outstanding	\$94.00
50515	8/3/2020	Gordon Food Service	Vendor	Outstanding	\$3,629.40
50516	8/3/2020	Henry Schein	Vendor	Outstanding	\$512.95
50517	8/3/2020	Bailey Jackson	Vendor	Outstanding	\$94.00
50518	8/3/2020	Keeling Company	Vendor	Outstanding	\$65.35
50519	8/3/2020	Cierra Langley	Vendor	Outstanding	\$15.00
50520	8/3/2020	Victoria McAdory	Vendor	Outstanding	\$94.00
50521	8/3/2020	Reagann McVay	Vendor	Outstanding	\$94.00
50522	8/3/2020	Medina Auto Farm Supply	Vendor	Outstanding	\$36.92
50523	8/3/2020	Kaci Merrick	Vendor	Outstanding	\$94.00
50524	8/3/2020	Mike Ramsey	Vendor	Outstanding	\$316.67
50525	8/3/2020	Gabriella Miller	Vendor	Outstanding	\$94.00
50526	8/3/2020	Grace Rogers	Vendor	Outstanding	\$94.00
50527	8/3/2020	Micaiah Rogers	Vendor	Outstanding	\$23.00
50528	8/3/2020	Kaci Sweatt	Vendor	Outstanding	\$94.00
50529	8/3/2020	Terry Cunningham	Vendor	Outstanding	\$55.59
50530	8/3/2020	The Tri City Reporter	Vendor	Outstanding	\$139.00

**Gibson County Special Schools**  
**Bank Account Check Listing By Date**

**Run At:** 9/2/2020 7:04 AM  
**Run By:** Amy Santaniello 12  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
 GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50531	8/3/2020	Caleb Todd	Vendor	Outstanding	\$23.00
50532	8/3/2020	Rebecca Welch	Vendor	Outstanding	\$94.00
50533	8/3/2020	Workcare Resources Inc,	Vendor	Outstanding	\$70.00
50534	8/5/2020	Alford's Tire Center	Vendor	Outstanding	\$77.50
50535	8/5/2020	Alisha Bauman	Vendor	Outstanding	\$263.80
50536	8/5/2020	Caymee Services	Vendor	Outstanding	\$39.00
50537	8/5/2020	Cdw Government	Vendor	Outstanding	\$6,980.00
50538	8/5/2020	City Lumber Company	Vendor	Outstanding	\$558.68
50539	8/5/2020	Food Rite	Vendor	Outstanding	\$89.87
50540	8/5/2020	Gibson Connect, LLC	Vendor	Outstanding	\$520.91
50541	8/5/2020	Johnson Equipment & Sales	Vendor	Outstanding	\$99.00
50542	8/5/2020	Key Fire Protection	Vendor	Outstanding	\$1,554.78
50543	8/5/2020	Bryan Poole	Vendor	Outstanding	\$2,600.00
50544	8/5/2020	Rutherford Elementary School	Vendor	Outstanding	\$97.30
50545	8/5/2020	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$81.34
50546	8/5/2020	Wal Mart Community	Vendor	Outstanding	\$66.61
50547	8/6/2020	Alford's Tire Center	Vendor	Outstanding	\$60.95
50548	8/6/2020	Eddie Pruett	Vendor	Outstanding	\$125.00
50549	8/6/2020	Lowe's Credit Services	Vendor	Outstanding	\$1,034.21
50550	8/6/2020	Shearer Supply	Vendor	Outstanding	\$200.33
50551	8/6/2020	TE21, INC	Vendor	Outstanding	\$33,687.50
50552	8/7/2020	Cdw Government	Vendor	Outstanding	\$2,569.06
50553	8/7/2020	Chad Jackson	Vendor	Outstanding	\$11.00
50554	8/7/2020	Dyer School	Vendor	Outstanding	\$17,891.00
50555	8/7/2020	Gibson County Federal Accounts	Vendor	Outstanding	\$21,844.42
50556	8/7/2020	Gibson County High School	Vendor	Outstanding	\$31,171.00
50557	8/7/2020	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$344.49
50558	8/7/2020	J&B Detail Shop	Vendor	Outstanding	\$30.00

**Gibson County Special Schools**  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
 GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50559	8/7/2020	Kenton Elementary School	Vendor	Outstanding	\$4,556.00
50560	8/7/2020	Leitherland Family Care Clinic	Vendor	Outstanding	\$375.00
50561	8/7/2020	PESG FACILITY SERVICES GROUP, LLC	Vendor	Outstanding	\$74,915.37
50562	8/7/2020	Rutherford Elementary School	Vendor	Outstanding	\$13,666.00
50563	8/7/2020	SOUTH GIBSON COUNTY ELEMENTARY SCHOOL	Vendor	Outstanding	\$22,612.00
50564	8/7/2020	South Gibson County High Sch.	Vendor	Outstanding	\$39,610.00
50565	8/7/2020	South Gibson County Middle School	Vendor	Outstanding	\$24,439.00
50566	8/7/2020	Spring Hill School	Vendor	Outstanding	\$6,853.00
50567	8/7/2020	Yorkville Elementary School	Vendor	Outstanding	\$6,009.00
50568	8/10/2020	Area Wide Communications	Vendor	Outstanding	\$322.00
50569	8/10/2020	Book Systems, Inc.	Vendor	Outstanding	\$4,005.00
50570	8/10/2020	Cooperative Financial Solutions	Vendor	Outstanding	\$3,579.77
50571	8/10/2020	Dyer School	Vendor	Outstanding	\$200.00
50572	8/10/2020	Follett School Solutions, Inc	Vendor	Outstanding	\$212.50
50573	8/10/2020	Gibson County High School	Vendor	Outstanding	\$300.00
50574	8/10/2020	J.C. Educational Supply	Vendor	Outstanding	\$1,377.00
50575	8/10/2020	Kenton Elementary School	Vendor	Outstanding	\$200.00
50576	8/10/2020	Rutherford Elementary School	Vendor	Outstanding	\$200.00
50577	8/10/2020	SOUTH GIBSON COUNTY ELEMENTARY SCHOOL	Vendor	Outstanding	\$200.00
50578	8/10/2020	Spring Hill School	Vendor	Outstanding	\$200.00
50579	8/10/2020	Waste Management	Vendor	Outstanding	\$2,126.12
50580	8/10/2020	Yorkville Elementary School	Vendor	Outstanding	\$200.00
50581	8/12/2020	Ace Building Center	Vendor	Outstanding	\$76.46
50582	8/12/2020	Brad Garner	Vendor	Outstanding	\$78.48
50583	8/12/2020	Epperson & Epperson Equipment	Vendor	Outstanding	\$250.00
50584	8/12/2020	Gibson County Bus Garage	Vendor	Outstanding	\$17,403.80
50585	8/12/2020	Gibson County High School	Vendor	Outstanding	\$295.00
50586	8/12/2020	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$119.30

**Gibson County Special Schools**  
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**Run At:** 9/2/2020 11:34 AM  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
 GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50587	8/12/2020	J.C. Educational Supply	Vendor	Outstanding	\$302.00
50588	8/12/2020	Msc #551	Vendor	Outstanding	\$7,843.27
50589	8/12/2020	Quill	Vendor	Outstanding	\$781.96
50590	8/12/2020	Rabow's Septic Service (James Cooper)	Vendor	Outstanding	\$300.00
50591	8/12/2020	RUSHING CRANE SERVICE	Vendor	Outstanding	\$900.00
50592	8/12/2020	Spring Hill School	Vendor	Outstanding	\$76.50
50593	8/12/2020	Strickland Roofing Company, Inc.	Vendor	Outstanding	\$44,081.00
50594	8/12/2020	Sullivan Fabricating, Company	Vendor	Outstanding	\$1,200.00
50595	8/12/2020	Trenton Special School District	Vendor	Outstanding	\$77.67
50596	8/12/2020	Volunteer Technology Systems	Vendor	Outstanding	\$1,430.00
50597	8/12/2020	Yorkville Elementary School	Vendor	Void	\$107.60
50597	8/12/2020	Yorkville Elementary School	Vendor	Outstanding	\$107.60
50598	8/13/2020	Brennan Lownsdale	Vendor	Outstanding	\$1,837.00
50599	8/13/2020	Cowart Reese Sargent, Cpas	Vendor	Outstanding	\$10,000.00
50600	8/13/2020	Dollar General Corporation	Vendor	Outstanding	\$10.90
50601	8/13/2020	Dyer School	Vendor	Outstanding	\$300.00
50602	8/13/2020	S/P2	Vendor	Outstanding	\$524.00
50603	8/13/2020	Southern Concrete Products	Vendor	Outstanding	\$464.49
50604	8/18/2020	Alford's Tire Center	Vendor	Outstanding	\$61.15
50605	8/18/2020	Area Wide Communications	Vendor	Outstanding	\$48.75
50606	8/18/2020	Carrier Enterprise, LLC	Vendor	Outstanding	\$26.03
50607	8/18/2020	Cdw Government	Vendor	Outstanding	\$64,117.00
50608	8/18/2020	Ed's Supply Company, Inc	Vendor	Outstanding	\$612.82
50609	8/18/2020	Ena Services Llc	Vendor	Outstanding	\$26.50
50610	8/18/2020	Gibson County Federal Accounts	Vendor	Outstanding	\$8,516.94
50611	8/18/2020	Gibson County Government	Vendor	Outstanding	\$9,795.82
50612	8/18/2020	Grainger	Vendor	Outstanding	\$15,788.50
50613	8/18/2020	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$28.99

**Gibson County Special Schools**  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
 GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50614	8/18/2020	J.C. Educational Supply	Vendor	Outstanding	\$525.00
50615	8/18/2020	Jason Cantrell	Vendor	Outstanding	\$6,119.00
50616	8/18/2020	Medina Auto Farm Supply	Vendor	Outstanding	\$13.99
50617	8/18/2020	Msc	Vendor	Outstanding	\$113.48
50618	8/18/2020	Quill	Vendor	Outstanding	\$444.97
50619	8/18/2020	Shawn Hampton	Vendor	Outstanding	\$24.00
50620	8/18/2020	JOSEPH SHERLEY	Vendor	Outstanding	\$24.00
50621	8/18/2020	Turning Technologies	Vendor	Outstanding	\$2,050.38
50622	8/18/2020	Wal Mart Community	Vendor	Outstanding	\$39.96
50623	8/18/2020	Wells Fargo Financial Leasing	Vendor	Outstanding	\$399.00
50624	8/18/2020	Workcare Resources Inc,	Vendor	Outstanding	\$35.00
50625	8/18/2020	WT Medical Associates	Vendor	Outstanding	\$90.00
50626	8/19/2020	Cdw Government	Vendor	Outstanding	\$742.48
50627	8/19/2020	Gordon Food Service	Vendor	Outstanding	\$327.68
50628	8/19/2020	Quill	Vendor	Outstanding	\$17.94
50629	8/19/2020	Shearer Supply	Vendor	Outstanding	\$49.98
50630	8/19/2020	Spring Hill School	Vendor	Outstanding	\$191.88
50631	8/19/2020	TeamViewer	Vendor	Outstanding	\$2,149.20
50632	8/21/2020	Ace Building Center	Vendor	Outstanding	\$99.94
50633	8/21/2020	Christi Barnes	Vendor	Outstanding	\$111.00
50634	8/21/2020	Amanda Callins	Vendor	Outstanding	\$147.24
50635	8/21/2020	Cdw Government	Vendor	Outstanding	\$67.84
50636	8/21/2020	Cheryl Crocker	Vendor	Outstanding	\$145.95
50637	8/21/2020	Hardin Trucking Co	Vendor	Outstanding	\$483.01
50638	8/21/2020	Henry Schein	Vendor	Outstanding	\$466.62
50639	8/21/2020	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$473.35
50640	8/21/2020	Katom Restaurant Supply	Vendor	Outstanding	\$321.10
50641	8/21/2020	Nurses Professional Liability Ins.	Vendor	Outstanding	\$111.00

**Gibson County Special Schools**  
**Bank Account Check Listing By Date**

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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
 GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50642	8/21/2020	Pitney Bowes	Vendor	Outstanding	\$503.50
50643	8/21/2020	HOPE SANDERS	Vendor	Outstanding	\$150.00
50644	8/21/2020	TATE'S KWIK STOP	Vendor	Outstanding	\$34.99
50645	8/21/2020	Tennessee Book Company	Vendor	Outstanding	\$4,110.00
50646	8/21/2020	Verizon Wireless	Vendor	Outstanding	\$12.00
50647	8/21/2020	WEST TN HEALTHCARE ECC TRAINING CENTER	Vendor	Outstanding	\$360.00
50648	8/21/2020	William V. Macgill & Co.	Vendor	Outstanding	\$178.98
50649	8/24/2020	Alford's Tire Center	Vendor	Outstanding	\$13.00
50650	8/24/2020	Kelli Elliott Barnes	Vendor	Outstanding	\$1,182.50
50651	8/24/2020	Barbara Buck	Vendor	Outstanding	\$111.00
50652	8/24/2020	Business Card	Vendor	Outstanding	\$1,516.76
50653	8/24/2020	Electric Motor Rebuilders	Vendor	Outstanding	\$95.80
50654	8/24/2020	Hickerson Automotive Group, Inc	Vendor	Outstanding	\$28.99
50655	8/24/2020	Kenny Pipe And Supply	Vendor	Outstanding	\$11,886.00
50656	8/24/2020	Quill	Vendor	Outstanding	\$299.78
50657	8/24/2020	School Health Corporation	Vendor	Outstanding	\$267.37
50658	8/24/2020	Victor's Landscaping	Vendor	Outstanding	\$18,200.00
50659	8/24/2020	Workcare Resources Inc,	Vendor	Outstanding	\$245.00
50660	8/25/2020	Business Card	Vendor	Outstanding	\$1,151.50
50661	8/25/2020	Quill	Vendor	Outstanding	\$16.44
50662	8/25/2020	Act	Vendor	Outstanding	\$2,238.00
50663	8/25/2020	Business Card	Vendor	Outstanding	\$659.64
50664	8/25/2020	Sherman Hearn	Vendor	Outstanding	\$100.00
50665	8/25/2020	Keeling Company	Vendor	Outstanding	\$36.89
50666	8/26/2020	Aflac	Vendor	Outstanding	\$310.90
50667	8/26/2020	Alford's Tire Center	Vendor	Outstanding	\$467.20
50668	8/26/2020	Allison Kuykendall	Vendor	Outstanding	\$261.00
50669	8/26/2020	Apple, Inc	Vendor	Outstanding	\$1,199.00

**Gibson County Special Schools**  
**Bank Account Check Listing By Date**

**Run At:** 9/2/2020 11:04 AM  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
 GL Account: 141- -11130

Number	Date	Description	Check Type	Status	
50670	8/26/2020	Boston Mutual Whole Life	Vendor	Outstanding	\$30.34
50671	8/26/2020	Business Card	Vendor	Outstanding	\$1,047.81
50672	8/26/2020	Cdw Government	Vendor	Outstanding	\$1,041.04
50673	8/26/2020	Copies Unlimited	Vendor	Outstanding	\$154.00
50674	8/26/2020	Food Rite	Vendor	Outstanding	\$12.98
50675	8/26/2020	Gibson County Imagination Library	Vendor	Outstanding	\$24.00
50676	8/26/2020	Jessica R. Cox	Vendor	Outstanding	\$35.00
50677	8/26/2020	MANHATTANLIFE ASSURANCE COMPANY OF AMERIC	Vendor	Outstanding	\$330.56
50678	8/26/2020	LINDA NELSON	Vendor	Outstanding	\$2.04
50679	8/26/2020	Nicola Kastner	Vendor	Outstanding	\$90.00
50680	8/26/2020	Parchment, Inc	Vendor	Outstanding	\$3,400.00
50681	8/26/2020	Scholastic Classroom Magazines	Vendor	Outstanding	\$574.76
50682	8/26/2020	Tasc Pvr	Vendor	Outstanding	\$2,026.62
50683	8/26/2020	TestOut	Vendor	Outstanding	\$1,598.00
50684	8/26/2020	TRUSTMARK VOLUNTARY BENEFIT SOLUTIONS, INC	Vendor	Outstanding	\$378.40
50685	8/26/2020	Usable Life Insurance	Vendor	Outstanding	\$829.54
50686	8/26/2020	Usable Life Insurance	Vendor	Outstanding	\$1,771.30
50687	8/27/2020	Business Card	Vendor	Outstanding	\$733.92
50688	8/27/2020	Copies Unlimited	Vendor	Outstanding	\$291.84
50689	8/27/2020	Quill	Vendor	Outstanding	\$43.98
50690	8/27/2020	Stellar Therapy Services	Vendor	Outstanding	\$600.00
50691	8/27/2020	CHLIC	Vendor	Outstanding	\$23.08
50692	8/27/2020	TSACG	Vendor	Outstanding	\$3,565.00
50693	8/27/2020	CHLIC	Vendor	Outstanding	\$1,996.07
50694	8/27/2020	Terri Mcdaniel	Vendor	Outstanding	\$241.92
50695	8/27/2020	Bleachers And Seats	Vendor	Outstanding	\$2,670.00
50696	8/27/2020	Business Card	Vendor	Outstanding	\$138.35
50697	8/27/2020	Lisa Siler	Vendor	Outstanding	\$90.00

**Gibson County Special Schools**  
**Bank Account Check Listing By Date**

**Run At:** 9/2/2020 1:04 AM  
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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379  
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Number	Date	Description	Check Type	Status	
50698	8/27/2020	Stellar Therapy Services	Vendor	Outstanding	\$36.00
50699	8/28/2020	Christi Barnes	Vendor	Outstanding	\$104.21
50700	8/28/2020	RACHEL BEARDEN	Vendor	Outstanding	\$15.26
50701	8/28/2020	Learning Without Tears	Vendor	Outstanding	\$126.50
50702	8/28/2020	Tennessee Tractor, Llc	Vendor	Outstanding	\$748.60
50703	8/28/2020	Tn Dept Of Labor And Workforce Development	Vendor	Outstanding	\$3,712.56
50704	8/31/2020	At & T	Vendor	Outstanding	\$816.24
50705	8/31/2020	Cdw Government	Vendor	Outstanding	\$732.54
50706	8/31/2020	Dyer School	Vendor	Outstanding	\$200.00
50707	8/31/2020	Gibson Connect, LLC	Vendor	Outstanding	\$4,689.35
50708	8/31/2020	HOWARD COMPUTERS	Vendor	Outstanding	\$4,954.00
50709	8/31/2020	Kenton Elementary School	Vendor	Outstanding	\$100.00
50710	8/31/2020	Rutherford Elementary School	Vendor	Outstanding	\$100.00
50711	8/31/2020	SOUTH GIBSON COUNTY ELEMENTARY SCHOOL	Vendor	Outstanding	\$500.00
50712	8/31/2020	South Gibson County Middle School	Vendor	Outstanding	\$200.00
50713	8/31/2020	Spring Hill School	Vendor	Outstanding	\$100.00
50714	8/31/2020	Verizon Wireless	Vendor	Outstanding	\$687.58
50715	8/31/2020	Judy Wyatt	Vendor	Outstanding	\$35.15
50716	8/31/2020	Yorkville Elementary School	Vendor	Outstanding	\$100.00
50717	8/31/2020	Life Investors	Vendor	Outstanding	\$477.45
50718	8/31/2020	Nglic	Vendor	Outstanding	\$439.34
50719	8/31/2020	Asms	Vendor	Outstanding	\$1,702.00
50720	8/31/2020	ATECH, INC	Vendor	Outstanding	\$204.54
50721	8/31/2020	Gibson County High School Cafeteria	Vendor	Outstanding	\$15,000.00
50722	8/31/2020	Mike Ramsey	Vendor	Outstanding	\$316.67
50723	8/31/2020	Gay Patterson	Vendor	Outstanding	\$52.32
50724	8/31/2020	Rabow's Septic Service (James Cooper)	Vendor	Outstanding	\$300.00
50725	8/31/2020	South Gibson County High Sch.	Vendor	Outstanding	\$15,000.00

**Gibson County Special Schools**  
**Bank Account Check Listing By Date**

**Run At:** 9/2/2020 7:34 AM  
**Run By:** Amy Santaniello  
 Page 9 of 11

Bank Account: Farmers And Merchants Bank (Fund 141 Vendor)  
 GL Account: 141- -11130

Account Number: 000000200379

Number	Date	Description	Check Type	Status	
50726	8/31/2020	The Tri City Reporter	Vendor	Outstanding	\$125.00
50727	8/31/2020	UNITED REFRIGERATION, INC	Vendor	Outstanding	\$376.55
50728	8/31/2020	Wal Mart Community	Vendor	Outstanding	\$71.68

**Totals for Vendor**

<b>Number of Checks:</b>	226
<b>Total Checks:</b>	\$661,816.59
<b>Reconciled Checks:</b>	\$0.00
<b>Outstanding Checks:</b>	\$661,708.99
<b>Void Checks:</b>	\$107.60

Gibson County Special Schools  
Bank Account Check Listing By Date

Run At: 9/2/2020 7:34 AM  
Run By: Amy Santaniello  
Page 10 of 11

Bank Account: Farmers And Merchants Bank (Fund 141 Vendor)  
GL Account: 141- -11130

Account Number: 000000200379

Totals for 141- -11130

Number of Checks:	226
Total Checks:	\$661,816.59
Reconciled Checks:	\$0.00
Outstanding Checks:	\$661,708.99
Void Checks:	\$107.60

Gibson County Special Schools  
Bank Account Check Listing By Date

Run At: 9/2/2020 7:34 AM  
Run By: Amy Santaniello  
Page 11 of 11

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Bank Account: Farmers And Merchants Bank (Fund 141 Vendor) Account Number: 000000200379

**Grand Totals**

<b>Number of Checks:</b>	226
<b>Total Checks:</b>	\$661,816.59
<b>Reconciled Checks:</b>	\$0.00
<b>Outstanding Checks:</b>	\$661,708.99
<b>Void Checks:</b>	\$107.60

Gibson County Special Schools  
 Summary Financial Statement  
 August 2020

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
<b>Revenues</b>							
40162	Payments In Lieu Of Taxes-Local	86,500.00	(1,591.86)	1.84 %	7,208.33	(795.93)	11.04 %
40210	Local Option Sales Tax	2,952,000.00	(318,111.58)	10.78 %	246,000.00	(318,111.58)	129.31 %
40350	Interstate Telecommunications Tax	0.00	(2,133.99)	0.00 %	0.00	(2,133.99)	0.00 %
40610	Current Property Tax	6,674,000.00	0.00	0.00 %	556,166.67	0.00	0.00 %
40620	Prior Year's Property Tax	165,000.00	(25,496.21)	15.45 %	13,750.00	(25,496.21)	185.43 %
40630	Interest And Penalty	20,000.00	(1,897.85)	9.49 %	1,666.67	(1,897.85)	113.87 %
40640	Pick-Up Taxes	50,000.00	(21,863.87)	43.73 %	4,166.67	(21,863.87)	524.73 %
41110	Marriage Licenses	1,100.00	(131.70)	11.97 %	91.67	(131.70)	143.67 %
43570	Receipts From Individual Schools	65,000.00	(130.38)	0.20 %	5,416.67	(130.38)	2.41 %
43990	Other Charges For Services	0.00	537.83	0.00 %	0.00	657.83	0.00 %
44110	Investment Income	17,000.00	(2,924.27)	17.20 %	1,416.67	(1,414.70)	99.86 %
46511	Basic Education Program	23,064,000.00	(2,306,200.00)	10.00 %	1,922,000.00	(2,306,200.00)	119.99 %
46515	Early Childhood Education	407,958.00	0.00	0.00 %	33,996.50	0.00	0.00 %
46590	Other State Education Funds	545,535.00	(24,534.63)	4.50 %	45,461.25	(24,534.63)	53.97 %
46612	Career Ladder - Extended Contract	45,500.00	0.00	0.00 %	3,791.67	0.00	0.00 %
<b>Total Revenues</b>		<b>34,093,593.00</b>	<b>(2,704,478.51)</b>	<b>7.93 %</b>	<b>2,841,132.75</b>	<b>(2,702,053.01)</b>	<b>95.10 %</b>
<b>Expenditures</b>							
71100	Regular Instruction Program	(14,957,043.22)	728,583.59	4.87 %	(1,246,420.27)	441,382.35	35.41 %
71200	Special Education Program	(1,927,993.81)	10,948.33	0.57 %	(160,666.15)	10,757.25	6.70 %
71300	Career and Technical Education	(1,119,100.32)	83,584.73	7.47 %	(93,258.36)	37,894.79	40.63 %
71400	Student Body Education Program	0.00	(1,770.49)	0.00 %	0.00	(1,770.49)	0.00 %
72110	Attendance	(74,758.36)	11,708.54	15.66 %	(6,229.86)	5,854.27	93.97 %
72120	Health Services	(505,243.34)	19,762.72	3.91 %	(42,103.61)	10,574.37	25.12 %
72130	Other Student Support	(1,082,195.81)	69,941.32	6.46 %	(90,182.98)	3,935.00	4.36 %
72210	Regular Instruction Program	(1,216,839.77)	112,290.43	9.23 %	(101,403.31)	67,570.54	66.64 %
72220	Special Education Program	(261,422.00)	154,123.60	58.96 %	(21,785.17)	13,790.77	63.30 %
72230	Career and Technical Education	(5,000.00)	0.00	0.00 %	(416.67)	0.00	0.00 %
72250	EDUCATION TECHNOLOGY	(640,214.01)	150,024.13	23.43 %	(53,351.17)	33,229.61	62.28 %
72260	Adult Programs	(4,000.00)	0.00	0.00 %	(333.33)	0.00	0.00 %
72310	Board Of Education	(473,421.00)	167,386.64	35.36 %	(39,451.75)	2,485.59	6.30 %
72320	Office Of The Superintendent	(272,589.07)	44,150.80	16.20 %	(22,715.76)	19,579.87	86.20 %
72410	Office Of The Principal	(1,820,773.45)	191,108.42	10.50 %	(151,731.12)	95,554.24	62.98 %
72510	Fiscal Services	(236,911.42)	51,831.63	21.88 %	(19,742.62)	15,221.54	77.10 %
72610	Operation Of Plant	(2,129,694.00)	462,918.95	21.74 %	(177,474.50)	154,514.91	87.06 %
72620	Maintenance Of Plant	(696,176.57)	91,086.88	13.08 %	(58,014.71)	20,098.62	34.64 %
72710	Transportation	(1,495,401.14)	454,209.15	30.37 %	(124,616.76)	1,174.61	0.94 %
73400	Early Childhood Education	(407,958.00)	6,178.50	1.51 %	(33,996.50)	4,434.27	13.04 %

Gibson County Special Schools  
 Summary Financial Statement  
 August 2020

141 General Purpose School		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
76100	Regular Capital Outlay	(1,120,230.71)	570,689.60	50.94 %	(93,352.56)	568,778.30	609.28 %
82130	Education	(2,719,567.00)	0.00	0.00 %	(226,630.58)	0.00	0.00 %
82230	Education	(1,495,060.00)	0.00	0.00 %	(124,588.33)	0.00	0.00 %
<b>Total Expenditures</b>		<b>(34,661,593.00)</b>	<b>3,378,757.47</b>	<b>9.75 %</b>	<b>(2,888,466.08)</b>	<b>1,505,060.41</b>	<b>52.11 %</b>
<b>Total</b>	<b>141</b> General Purpose School	<b>(568,000.00)</b>	<b>674,278.96</b>	<b>118.71 %</b>	<b>(47,333.33)</b>	<b>(1,196,992.60)</b>	<b>-2,528.86</b>

<b>School</b>	<b>Grade</b>	<b>Date Referred to Juvenile Court</b>	<b>Reason for Referral</b>	<b>Person Requesting Referral</b>	<b>Persons Involved</b>	<b>Incident Notes</b>
Yorkville	3	9/1/2020	No Work	Sewell	Jackson	DL
GCHS	11	9/1/2020	No Work	Hughes	Jackson	DL
Rutherford	8	9/1/2020	No Work	Hinson	Jackson	Homeschool?
GCHS	10	9/1/2020	No Work	Hughes	Jackson	Homeschool?

<b>Previous Remediation</b>	<b>Y/N Bullying</b>	<b>Y/N IEP</b>	<b>Y/N Behavior Plan</b>
n	n	n	n
n	n	n	n
n	n	n	n
n	n	n	n









<b>School</b>	<b>Grade</b>	<b>Date Referred to Juvenile Court</b>	<b>Reason for Referral</b>	<b>Person Requesting Referral</b>	<b>Persons Involved</b>

<b>Incident Notes</b>	<b>Previous Remediation</b>	<b>Y/N Bullying</b>	<b>Y/N IEP</b>	<b>Y/N Behavior Plan</b>



















Y/N IEP	Y/N Behavior Plan	Notes





School	Grade	Date Referred to Juvenile Court	Reason for Referral	Person Requesting Referral	Persons Involved	Incident Note	Previous Remediation	Y/N Bullying
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Y/N IEP	Y/N Behavior Plan	Notes
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School	Grade	Date Referred to Juvenile Court	Reason for Referral	Person Requesting Referral	Persons Involved	Incident Notes	Previous Remediation	Y/N Bullying
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Y/N IEP	Y/N Behavior Plan	Notes
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	A	B	C	D	E	F
1	<b>Monthly Work Order Recap</b>					
2	<b>Period: August 1 through August 31, 2020</b>					
3						
4			<b>Beginning of Month</b>	<b>New</b>	<b>Closed</b>	<b>End of Month</b>
5	<b>Technology</b>	<b>Assigned To:</b>	<b>Open Work Orders</b>	<b>Work Orders</b>	<b>Work Orders</b>	<b>Open Work Orders</b>
6		Jamie Barr	3	52	42	13
7		Kary Parchman	15	17	19	13
8		Shawn Hampton	4	41	39	6
9		Joseph Sherley	5	50	48	7
10						
11	<b>Grand Totals</b>		<b>27</b>	<b>160</b>	<b>148</b>	<b>39</b>
12						
13						
14			<b>Beginning of Month</b>	<b>New</b>	<b>Closed</b>	<b>End of Month</b>
15	<b>Maintenance</b>	<b>Assigned To:</b>	<b>Open Work Orders</b>	<b>Work Orders</b>	<b>Work Orders</b>	<b>Open Work Orders</b>
16		Charles Salles	47	26	12	61
17		Travis Hendrix	1	45	43	3
18		Mark Robinson	0	36	34	2
19		Caleb Black	2	31	29	4
20		Ted Bauman	0	28	28	0
21						
22	<b>Grand Totals</b>		<b>50</b>	<b>166</b>	<b>146</b>	<b>70</b>
23						
24						
25	<b>Notes:</b>					
26	1. <b>Assigned To:</b> The person who was assigned the work order.					
27	2. <b>Beginning of the Month Work Orders:</b> The number of work orders open for the Assigned To for time frame selected.					
28	3. <b>New Work Orders:</b> New work orders received by the Assigned To during the time frame selected.					
29	4. <b>Closed Work Orders:</b> Closed work orders closed by the Assigned To during the time frame selected.					
30	5. <b>End of Month Open Work Orders:</b> Work orders still open for the Assigned To for the time frame selected.					

**Gibson County Special School District Board of Trustees**  
**Regular Meeting**  
**Gibson County High School**  
**August 13, 2020**

Mr. Tom Lannom, board chairman, called the meeting to order. Members present were: Benny Boals, Tom Lannom, Treva Maitland, Steven Tate, Eddie Watkins and Dana Welch. Charles Scott was the only member absent. A motion was made by Mrs. Welch to approve the consent agenda, with a second by Mr. Boals. *Motion passed.* Mr. Boals made the motion to approve the amended agenda with a second by Mrs. Maitland. *Motion passed.* Mark Johnson was present as legal counsel. (Mr. Bill Barron died suddenly, a week after being approved to serve as the district's attorney for the 2020-2021 fiscal year.)

**PUBLIC COMMENT:** A group of teachers expressed concern over school starting on Monday, and they haven't completed a few days on the distance learning academy. It's a new program, they are trying to learn and time consuming to load lessons. This week they have worked only on the DL, nothing prepared for their classrooms students. They stated would be working all weekend. The teachers are very stressed over the DL program and anxious conditions besides the pandemic and new guidelines for teachers and students.

**RECOGNITION**

**GCSSD would like to recognize members of the Class of 2020 who earned an ACT score of 30 or higher.**

**GCHS** – Benjamin Haynes, Sierra Lee, Jackson Lowrance, Kaci Merrick, Hillary Reynolds, Micaiah Rogers and Rebecca Welch.

**SGCHS** - William Barnett, Ariana Claros, John-Dalton Drake, Andrew Goode, Addison Harwell, Madison Huffstutter, Mark Jackson, Alix Kirkendoll, Camryn Luckey, Virginia McFarland, Charles Ostrander and Morgan Seech.

**GCSSD would also like to recognize students who scored a 5 on AP exams during the 2019-2020 school year.**

**GCHS** – Emily Baker, AP Psychology, Gabriella Miller AP Psychology, Kaci Sweatt AP & Calculus AB

**SGCHS** – Emma Butler AP Psychology, Ava Carter AP Psychology, Bryan Myers AP Psychology, Alex Pruett AP Psychology, Shelby Reasons AP Psychology, Ethan White AP Psychology, Hunter Zwahlen AP Psychology, Victoria Dover AP Human Geography, Dillon Jackson AP Human Geography, Brilee Petty AP Language and Composition, Brylee Bone AP US History, Madeline Cooper AP US History, Mmachukwu Osisioma AP US History, Mmachukwu Osisioma AP US History, Addison Whittermore AP US History,

August 13, 2020  
Page 2

Andrew Goode AP Calculus AB, Addison Harwell AP Calculus AB, Madison Huffstutter AP Calculus AB, Mmachukwu Osisioma AP Calculus AB and Duy Tran AP Calculus AB.

## **REGULAR AGENDA**

### **SRO Discussion**

Mr. Mack Zarecor, resident of Yorkville, spoke of his disapproval of the Board funds for not including a Student Resource Officer for the Yorkville and Spring Hill Schools in the approved facilities. The district was awarded a state funded grant for five SROs to be placed in the following schools, Kenton, Dyer School, Rutherford School, and South Gibson County. The district had asked for assistance in paying for the SROs salary. The grant only pays \$35,000 per officer, the district must come up with approximately \$20,000. The other municipalities that have agreed to contribute \$10,000 each year are Kenton Special School District, City of Rutherford, City of Dyer, and City of Medina, to help fund these officials. The district wasn't aware that the state would not allow district to use funds to share a SRO between schools. They were going to re-apply for a SRO grant to fund more officers, but with Covid-19, all grants were frozen by the state. Sheriff Paul Thomas was present reported that he doesn't see the governor cutting the grant. He also stated that he would not release any deputies if the grant is eliminated. The district would be taking full responsibility for these four SROs if the grant is ever purged. Sheriff Thomas said he would be glad to supply the five officers, with a training, vehicles and other mandatory equipment as GCSD deputies.

After much discussion and resending motions, it was decided to hire four SROs through the awarded grant for Dyer, Kenton, Rutherford, and South Gibson Co. Elementary Schools. And to hire one SRO thru the district to be part-time at Spring Hill and Yorkville Schools. This will cost the district \$52,857 per year. A motion was made by Mrs. Welch and seconded by Mr. Boals to hire one SRO to be split between Spring Hill and Yorkville Schools and hire four SROs with the grant money and amend the budget in the amount \$52,857. *Motion passed.*

### **Budget Amendment Approval\*\*\***

Mr. Terry Cunningham, Director of Finance & Operations, presented a budget amendment for the architect fees in the amount of \$568,000, for the SGC Sports Complex. A motion was made by Mr. Lannom and seconded by Mr. Boals to approve this budget amendment. *Motion passed.*

### **Discussion Interim Attorney Position**

Mr. Bill Barron was voted in as the district attorney for another year during the July board meeting. He suddenly had a stroke and died. The Board asked, his law partner, Honorable Mark Johnson to fill this position, he agreed. A motion was made by Mrs. Maitland and seconded by Mr. Watkins to approve Mr. Johnson as the GCSSD attorney. *Motion passed.*

### **Director Evaluation**

Mr. Pruett reminded the Board to complete his evaluation on line or by hand. We did not have any state tests last year so there were no district scores/determinations to use for the quantitative part of the evaluation. These scores will be shared and discussed at the September board meeting. Please complete it by the end of August and return to Carol.

### **Policy Revisions**

Mr. Pruett presented the first reading to the following policies for Board approval, # 6.316 – Suspension, # 6.319 – Alternative School Programs and # 6.409 Reporting Child Abuse. Policy # 6.316 was updated by new updated laws. Alternative Education is a short-term intervention program designed to provide educational service outside the regular school program for students who have been suspended or expelled. This policy also had new law updates. Policy # 6.409 Reporting Child Abuse was also updated due to new laws. A motion was made by Mr. Tate and seconded by Mr. Boals to approve the first reading to all three policies, # 6.316, 6.319 and 6.409. *Motion passed.*

### **State & Federal Legislation**

Mr. Pruett presented the Board with updates made by the state legislative body for their review. He highlighted the ones that pertain to the district. *Information.*

### **Director's Report**

Mr. Pruett reported that the **Fall District Meeting** will be at Paris Special School District on September 29<sup>th</sup>. Please tell Carol by September 1<sup>st</sup> if you plan to attend.

Mr. Pruett presented the Board with a **new hire list** for their information.

Mr. Lannom recognized two **out-going board members**, Steven Tate and Dana Welch chose not to pursue re-election. Mr. Tate has served 12 years on the Board, with Mrs. Welch serving 14 years. Mr. Lannom expressed his appreciation for their time and service to the Board. They were presented with a token from the school district.

A motion was made to adjourn by Mr. Tate.



**Gibson County Special School District Board of Trustees**  
**Special Called Meeting**  
**Gibson County High School**  
**August 18, 2020**

Mr. Tom Lannom, Board Chairman, called the meeting to order. Members present were: Benny Boals, Tom Lannom, Treva Maitland, Charles Scott, Steven Tate, Eddie Watkins and Dana Welch. A motion was made by Mrs. Welch to approve the agenda, with a second by Mr. Boals. *Motion passed.*

**Public Comment** - Caitlyn Cochran, Rutherford teacher, urged the board to vote for option # 5, using Fridays as teacher planning days, with no students. She stated it's not as easy as loading documents in Digital Learning Academy. If you will give teachers time, we can make the Schology Program work.

## **REGULAR AGENDA**

### **Digital Learning Academy Planning Time**

Mr. Pruett gave the Board several different options to review. He explained that in talking with his administrators and principals they felt that no students on Fridays would be the most productive option... The teachers could devote 100% of the day time to planning preparation. He sent a survey out to parents and staff, 2,108 responded within 24 hours.. The results were: for the student A/B schedule 7.3% in favor of it, leaving one hour early 25.7%, one half day off - 22.6% for teacher's planning. The largest number was for a full day, every Friday at 33.7%. Mr. Pruett's recommendation was to give the teachers all day on Fridays for nine weeks, to help with preparing the Digital Learning Academy for students. This will begin on August 28<sup>th</sup> through October 16<sup>th</sup>. No students will attend on Fridays for these nine weeks, but will be using the DLA or packets will be sent home, if no computer is available for Friday's assignments. A motion was made by Mr. Scott and seconded by Mrs. Maitland to approve option # 5, full day on Fridays, from August 28<sup>th</sup> – October 16<sup>th</sup>, to give teachers planning time. No students will attend on Fridays for nine weeks. *Motion passed.*

Mr. Tate made the motion to adjourn.

**CURRENT POLICY**

<b>Gibson County Board of Education</b>			
<b>Monitoring:</b> <b>Review: Annually, in April</b>	<b>Descriptor Term:</b> <b>Suspension/Expulsion/Remand</b>	<b>Descriptor Code:</b> <b>6.316</b>	<b>Issued Date:</b> <b>10/10/13</b>
		<b>Rescinds:</b> <b>6.316</b>	<b>Issued:</b> <b>08/09/12</b>

1 **DEFINITIONS:<sup>1</sup>**

2 **Suspension:** dismissed from attendance at school for any reason not more than ten (10) consecutive  
3 days. Multiple suspensions shall not run consecutively nor shall multiple suspensions be applied to  
4 avoid expulsion from school.

5 **Expulsion:** removal from attendance for more than ten (10) consecutive days or more than fifteen (15)  
6 days in a month of school attendance. Multiple suspensions that occur consecutively shall constitute  
7 expulsion.

8 **Remand:** assignment to an alternative school.

9 **REASONS FOR SUSPENSION/EXPULSION:**

10 Any principal, principal-teacher or assistant principal (herein called principal) may suspend/expel any  
11 student from attendance at school or any school-related activity on or off campus or from attendance at  
12 a specific class or classes, or from riding a school bus, without suspending such student from  
13 attendance at school (in-school suspension), for good and sufficient reasons including, but not limited  
14 to:<sup>2</sup>

- 15 1. Willful and persistent violation of the rules of the school;
- 16 2. Immoral or disreputable conduct, including vulgar or profane language;
- 17 3. Violence or threatened violence against the person of any personnel attending or assigned to  
18 any school;
- 19 4. Willful or malicious damage to real or personal property of the school, or the property of any  
20 person attending or assigned to the school;
- 21 5. Inciting, advising or counseling of others to engage in any of the acts herein enumerated;
- 22 6. Possession of a pistol, gun or firearm on school property;<sup>3</sup>
- 23 7. Possession of a knife, etc., as defined in TCA 39-17-1309, on school property;
- 24 8. Assaulting a principal, teacher, school bus driver or other school personnel with vulgar,  
25 obscene or threatening language;  
26

- 1 9. Unlawful use or possession of barbitol or legend drugs, as defined in TCA 53-10-101;<sup>3</sup>
- 2 10. Engaging in behavior which disrupts a class or school-sponsored activity;
- 3 11. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly  
4 explosive or destructive device including chemical weapons on school property or at a school  
5 sponsored event;
- 6 12. One (1) or more students initiating a physical attack on an individual student on school  
7 property or at a school activity, including travel to and from school;
- 8 13. Off-campus criminal behavior resulting in felony charges; when behavior poses a danger to  
9 persons or property or disrupts the educational process; and
- 10 14. Any other conduct prejudicial to good order or discipline in any school.

11 If as a result of an investigation, a principal or his/her designee finds that a student acted in self-  
12 defense under a reasonable belief that the student, or another to whom the student was coming to the  
13 defense, may have been facing the threat of imminent danger of death or serious bodily injury, then,  
14 the student may not face any disciplinary action.<sup>4</sup>

#### 15 **IN-SCHOOL SUSPENSION:<sup>5</sup>**

- 16 1. Students given an in-school suspension in excess of one (1) day from classes shall attend either  
17 special classes attended only by students guilty of misconduct or be placed in an isolated area  
18 appropriate for study; and
- 19 2. Personnel responsible for in-school suspension will see that each student is supervised at all  
20 times and has textbooks and classwork assignments from his/her regular teachers. Students  
21 given in-school suspension shall be required to complete academic assignments and shall  
22 receive credit for work completed.

#### 23 **PROCEDURES FOR OUT OF SCHOOL SUSPENSION AND EXPULSION:<sup>6</sup>**

- 24 1. Unless the student's continued presence in the school, class or school-related activity presents  
25 an immediate danger to the student or other persons or property, no principal shall  
26 suspend/expel any student until that student has been advised of the nature of his/her  
27 misconduct, questioned about it, and allowed to give an explanation.
- 28 2. Upon suspension/expulsion of any student (in-school suspension in excess of one (1) day), the  
29 principal shall make an immediate attempt to contact the parent or guardian to inform them of  
30 the suspension/expulsion. The student shall not be sent home before the end of the school day  
31 unless the parent or guardian has been contacted.
- 32 3. The principal shall notify the parent or guardian and the director of schools or designee in  
33 writing:  
34

- 1           a. Of the suspension/expulsion and the cause for it; and  
 2           b. A request for a meeting with the parent or guardian, student and principal, to be held as  
 3           soon as possible, but no later than five (5) days following the suspension/ expulsion.
- 4           4. Immediately following the scheduled meeting, whether or not attended by the parent or  
 5           guardian or student, the principal shall determine the length of the suspension/expulsion and set  
 6           conditions for readmission. If the principal determines the length of the suspension to be  
 7           between six (6) and the maximum of ten (10) days, the principal shall develop and implement a  
 8           plan for correcting the behavior when the student returns to school.
- 9           5. If at the time of the suspension the principal determines that an offense has been committed  
 10           which, in the judgment of the principal would justify a suspension/expulsion for more than ten  
 11           (10) days, he/she may suspend/expel/remand the student unconditionally for a specified period  
 12           of time or upon such terms and conditions as are deemed reasonable.
- 13          6. The principal shall immediately give written or actual notice to the parent or guardian and the  
 14           student of the right to appeal the decision to suspend/expel/remand for more than ten (10) days.  
 15           The notice shall include a statement that, unless the student's parent or guardian requests an  
 16           open hearing in writing within five (5) days of receipt of the notice, any hearing will be closed  
 17           to the public. All appeals must be filed, orally or in writing, within five (5) days after receipt of  
 18           the notice and may be filed by the parent or guardian, the student or any person holding a  
 19           teaching license who is employed by the school system if requested by the student.
- 20          7. The appeal from this decision shall be to the Board or to a disciplinary hearing authority  
 21           appointed by the Board.
- 22          8. If the suspension/expulsion occurs during the last ten (10) days of any term or semester, the  
 23           student shall be permitted to take such final examinations or submit such required work as  
 24           necessary to complete the course of instruction for that semester, subject to conditions  
 25           prescribed by the principal.

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 Legal References

1. TCA 49-6-3007(h)
2. TCA 49-2-203(a)(7); TCA 49-6-3401(a)
3. TCA 49-6-4216; TCA 39-17-1309; TCA 39-17-417
4. TCA 49-6-3401(i)
5. TCA 49-6-3401(b)(1)
6. TCA 49-6-3401(4)-(6); *Goss v. Lopez*, 419 U.S. 565 (1975); Individuals with Disabilities Act Amendments of 1997 § 615

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 Cross References

- Procedural Due Process 6.302
- Interference/Disruption of School Activities 6.306
- Bus Conduct 6.308
- Zero Tolerance Offenses 6.309
- Dress Code 6.310
- Discipline Procedures 6.313
- Disciplinary Hearing Authority 6.317

# PROPOSED POLICY

Gibson County Board of Education			
Monitoring: <b>Review: Annually, in March</b>	Descriptor Term:  <b>Suspension</b>	Descriptor Code: <b>6.316</b>	Issued Date:
		Rescinds:	Issued:

1 *General*

2 A principal may suspend a student from attendance in a specific class or school related activity without  
3 suspending the student from attendance at school. Based on the severity of the offense, a principal may  
4 suspend a student from attendance at school and all school activities.

5 Students may be suspended for good and sufficient reasons including, but not limited to:<sup>1</sup>

- 6 1. Willful and persistent violation of the rules of the school;
- 7 2. Immoral or disreputable conduct, including vulgar or profane language;
- 8 3. Violence or threatened violence against the person of any personnel attending or assigned to any  
9 school;
- 10 4. Willful or malicious damage to real or personal property of the school or the property of any  
11 person attending or assigned to the school;
- 12 5. Inciting, advising, or counseling of others to engage in any of the action that would justify  
13 suspension;
- 14 6. Marking, defacing, or destroying school property;
- 15 7. Possession of a pistol, gun, or firearm on school property;<sup>2</sup>
- 16 8. Possession of a knife or other weapons, as defined in state law, on school property;<sup>3</sup>
- 17 9. Assaulting a principal, teacher, school bus driver, or other school personnel with vulgar,  
18 obscene, or threatening language;
- 19 10. Unlawful use or possession of barbitol or legend drugs as defined in state law;<sup>4</sup>
- 20 11. Engaging in behavior which disrupts a class or school-sponsored activity;
- 21 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly  
22 explosive or destructive device including chemical weapons on school property or at a school-  
23 sponsored event;
- 24 13. One (1) or more students initiating a physical attack on an individual student on school property  
25 or at a school activity, including travel to and from school;

- 1 14. Off-campus criminal behavior resulting in felony charges;
- 2 15. When behavior poses a danger to persons or property or disrupts the educational process; or
- 3 16. Any other conduct prejudicial to good order or discipline in any school.

4 Except in an emergency, a principal shall not suspend any student until that student has been advised  
5 of the nature of his/her misconduct, questioned about it, and allowed to give an explanation.

6 If, as a result of an investigation, a principal/designee finds that a student acted in self-defense under a  
7 reasonable belief that the student, or another to whom the student was coming to the defense of, may  
8 have been facing the threat of imminent danger of death or serious bodily injury, then the student may  
9 not face any disciplinary action.<sup>5</sup>

10 When a student is suspended, the principal shall notify the parent(s)/guardian(s) and the Director of  
11 Schools/designee of the following:

- 12 1. Student's suspension;
- 13
- 14 2. Cause for the suspension; and
- 15
- 16 3. Any conditions for readmission which may include a meeting of the parent(s)/guardian(s),  
17 student, and the principal.

18 If a student is suspended during the last ten (10) days of any term or semester, he/she shall be  
19 permitted to take such final examinations or submit such required work as necessary to complete the  
20 course of instruction for that semester, subject to conditions prescribed by the principal.<sup>6</sup>

## 21 **IN-SCHOOL SUSPENSION<sup>7</sup>**

22 In-school suspension shall be offered to students as an alternative program (if applicable) to complete  
23 academic assignments and receive credit for work completed.

24 Students given an in-school suspension in excess of one (1) day from classes shall attend special  
25 classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for  
26 study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all  
27 times and has textbooks and classwork assignments from his/her regular teachers.

## 28 **SUSPENSIONS LONGER THAN FIVE DAYS<sup>8</sup>**

29 If a suspension is longer than five (5) days, the principal shall develop and implement a plan for  
30 improving the student's behavior.

## 31 **SUSPENSIONS LONGER THAN TEN DAYS<sup>9</sup>**

32 If the principal suspends a student for longer than ten (10) days, he/she shall immediately give written  
33 notice to the parent(s)/guardian(s) and the student of the right to appeal the decision. All appeals shall  
34 be filed within five (5) days of receipt of the notice. These appeals may be filed by the

- 1 parent(s)/guardian(s), the student, or any person holding a teaching license who is employed by the
- 2 school district if requested by the student.
  
- 3 The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If
- 4 a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

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**Legal References**

1. TCA 49-2-203(a)(7); TCA 49-6-3401(a)
2. TCA 39-17-1309(b)
3. TCA 39-17-1309
4. TCA 53-10-101; TCA 39-17-454
5. TCA 49-6-3401(i)
6. TCA 49-6-3401(d)
7. TCA 49-6-3401(b)(1)
8. TCA 49-6-3401(c)(3)
9. TCA 49-6-3401(a)-(c); *Goss v. Lopez*, 419 U.S. 565 (1975); 20 USCA § 1415

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**Cross References**

Traffic and Parking Controls 3.403  
Code of Conduct 6.300  
Procedural Due Process 6.302  
Interference/Disruption of School Activities 6.306  
Drug-Free Schools 6.307  
Bus Safety and Conduct 6.308  
Zero Tolerance Offenses 6.309  
Dress Code 6.310  
Student Disciplinary Hearing Authority 6.317  
Alternative Education 6.319

## CURRENT POLICY

<b>Gibson County Board of Education</b>			
Monitoring: Review: <b>Annually, in March</b>	Descriptor Term: <b>Alternative School Programs</b>	Descriptor Code: <b>6.319</b>	Issued Date: <b>04/12/18</b>
		Rescinds: <b>6.319</b>	Issued: <b>10/13/11</b>

1 *General*

2 The board shall operate an alternative school program for students in grades seven through twelve (7-  
3 12) who have been suspended or expelled from regular school programs.<sup>1</sup>

4 Alternative school programs shall be operated in accordance with state laws and the rules of the State  
5 Board of Education, and instruction shall proceed as nearly as practicable in accordance with the  
6 instructional programs at the student's home school.<sup>2</sup>

7 The director of schools shall develop procedures that provide appropriate educational opportunities for  
8 all students assigned to an alternative education program. These educational opportunities shall utilize  
9 Tennessee's academic standards, incorporate innovative teaching strategies, deliver research-based  
10 instructional techniques, and provide the resources necessary to foster student learning and  
11 achievement.<sup>3</sup>

12 Annually, the director of schools/designee shall submit the following information to the Department of  
13 Education:<sup>3</sup>

- 14 1. Alternative school(s) or program(s) currently in operation in the district;
- 15 2. Number and grade level of students served in an alternative education program;
- 16 3. Primary reason for student assignment to an alternative education program; and
- 17 4. Number of faculty and staff serving each alternative education program.

18 **ASSIGNMENT<sup>3</sup>**

19 Prior to the assignment of the student to an alternative school program, the director of schools/designee  
20 shall provide written notice to the student's parent/guardian stating the reason for the student's  
21 placement.

22 Placement in an alternative education setting shall be reserved for students who significantly disrupt the  
23 educational process. If a student has an active Individualized Education Plan, a 504 plan, or is suspected  
24 of having a disability, all state and federal laws, rules, and regulations related to special education shall

1 be followed. The director of schools/designee shall develop procedures regarding placement of students  
2 in the program, taking in to consideration the impact of exclusionary discipline practices.

3 Attendance in alternative school programs shall be mandatory, and students attending an alternative  
4 school located outside of the school district shall provide their own transportation.

5 The director of schools/designee shall monitor and regularly evaluate the academic progress of each  
6 student enrolled in an alternative education program.

### 7 **TRANSITION PLANS<sup>3</sup>**

8 The director of schools/designee shall develop procedures regarding the implementation of transition  
9 plans for the integration of students entering and exiting the program.

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#### Legal References

1. TCA 49-6-3402(a); State Board of Education Policy 2.302
2. TCA 49-6-3402(b); TRR/MS 0520-01-02-.09
3. State Board of Education Policy 2.302

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#### Cross References

Special Education 4.202  
Suspension/Expulsion/Remand 6.316  
Disciplinary Hearing Authority 6.317  
Special Education Students 6.500

<b>Gibson County Board of Education</b>			
Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Alternative Education</b>	Descriptor Code: <b>6.319</b>	Issued Date:
		Rescinds:	Issued:

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

2 The Board shall operate an alternative school and/or program for students in grades seven through  
3 twelve (7-12) who have been suspended or expelled from the regular school program.

4 An alternative school is a short-term intervention program designed to provide educational services  
5 outside the regular school program for students who have been suspended or expelled. The alternative  
6 school is located in a separate facility from the regular school program.

7 An alternative program is a short-term intervention program designed to provide educational services  
8 outside the regular school program for students who have been suspended or expelled. Alternative  
9 programs may be located within the regular school or be a self-contained program within a school.

10 The alternative school and/or program shall be operated in accordance with state laws and the rules of  
11 the State Board of Education, and instruction shall proceed as nearly as practicable in accordance with  
12 the instructional program at the student’s regular school. The Director of Schools shall develop  
13 procedures that provide appropriate educational opportunities for all students assigned to the  
14 alternative school or program. These educational opportunities shall adhere to Tennessee’s academic  
15 standards.<sup>2</sup>

16 **ASSIGNMENT**

17 Students who have been suspended for more than ten (10) days or expelled shall be assigned to the  
18 alternative school or program if there is staff and space available.<sup>3</sup> Availability of staff and space shall  
19 be determined at the time the disciplinary decision is rendered. The Director of Schools/designee shall  
20 make this determination by evaluating factors including, but not limited to, the following:

- 21 1. Level of supervision available;
- 22
- 23 2. Safety considerations; and
- 24
- 25 3. Type of infraction.

26 Students who have committed zero tolerance offenses are not required to be assigned to alternative  
27 schools or programs.<sup>4</sup>

28 Prior to the assignment of the student to the alternative school or program, the Director of  
29 Schools/designee shall provide written notice to the student’s parent/guardian stating the reason for the  
30 student’s placement.<sup>5</sup>

1 Placement in an alternative education setting shall be reserved for students who significantly disrupt  
 2 the educational process. If a student has an active Individualized Education Plan, a 504 plan, or is  
 3 suspected of having a disability, all state and federal laws and rules and regulations related to special  
 4 education shall be followed. The Director of Schools/designee shall develop procedures regarding  
 5 placement of students in the program, taking into consideration the impact of exclusionary discipline  
 6 practices.<sup>6</sup>

7 The Director of Schools/designee shall monitor and regularly evaluate the academic progress of each  
 8 student enrolled in the alternative school.

### 9 **REMOVAL**<sup>7</sup>

10 A student may be removed from the alternative school or program if:

- 11 1. He/she violates the rules of the alternative school or program; or
- 12
- 13 2. He/she is not benefitting from the assignment and all interventions have been exhausted
- 14 unsuccessfully.

### 15 **ADDITIONAL OFFENSES**<sup>8</sup>

16 Any new disciplinary offense committed during a student's original suspension or expulsion period  
 17 shall be treated as a new and separate offense. These offenses shall not constitute an extension of the  
 18 original suspension or expulsion.

### 19 **TRANSITION PLAN**<sup>9</sup>

20 The Director of Schools/designee shall develop procedures regarding the implementation of transition  
 21 plans for the integration of students assigned to the alternative school.

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#### Legal References

1. TCA 49-6-3402(a); Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09
2. TRR/MS 0520-01-02-.09(9)(a)
3. Public Acts of 2020, Chapter No. 603
4. Public Acts of 2020, Chapter No. 603; TRR/MS 0520-01-02-.09(6)(a)
5. TRR/MS 0520-01-02-.09(9)(i)
6. TRR/MS 0520-01-02-.09(9)(h)
7. Public Acts of 2020, Chapter No. 603
8. TRR/MS 0520-01-02-.09(9)(g)(2)
9. TRR/MS 0520-01-02-.09(m)

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#### Cross References

Special Education 4.202  
 Suspension 6.316  
 Student Disciplinary Hearing Authority 6.317  
 Special Education Students 6.500

**CURRENT POLICY**

<b>Gibson County Board of Education</b>			
Monitoring: Review: Annually, in April	Descriptor Term: <b>Child Abuse and Neglect</b>	Descriptor Code: <b>6.409</b>	Issued Date: <b>11/08/18</b>
		Rescinds: <b>6.409</b>	Issued: <b>10/11/18</b>

**1 REPORTING**

2 All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.<sup>1</sup> If personnel  
3 know or have reasonable cause to suspect abuse or neglect, a report shall be filed immediately. Reports  
4 shall be made to the judge having juvenile jurisdiction, to the county office of the Department of  
5 Children's Services (DCS), to the sheriff of the county where the child resides, or to the office of the  
6 chief law-enforcement official where the child resides.<sup>2</sup>

7 The report shall include, to the extent known by the reporter:<sup>3</sup>

- 8 1. The name, address, telephone number, and age of the child;
- 9 2. The name, telephone number, and address of the parents or persons having custody of the child;
- 10 3. The nature and extent of the abuse or neglect; and
- 11 4. Any evidence to the cause or any other information that may relate to the cause or extent of the  
12 abuse or neglect.

13 The identity of the person reporting shall remain confidential except when the juvenile court  
14 determines otherwise.<sup>4</sup>

15 Notice that a report was filed, and any other information relevant to the wellbeing of the child, shall be  
16 verbally provided to the parent(s)/guardian(s) within twenty-four (24) hours of filing. This notice shall  
17 be made in coordination with DCS. Notice shall not be provided if there is reasonable cause to believe  
18 that the parent/guardian may be the perpetrator or in any way responsible for abuse.<sup>5</sup>

19 The Director of Schools/designee shall develop reporting procedures, including sample indicators of  
20 abuse and neglect, and shall disseminate the procedures to all school personnel.<sup>6</sup>

**21 INVESTIGATIONS**

22 School administrators and employees have a duty to cooperate, provide assistance, and information in  
23 child abuse investigations<sup>7</sup> including permitting child abuse review teams to conduct interviews while  
24 the child is at school. The principal may control the time, place, and circumstances of the interview but  
25 may not insist that a school employee be present even if the suspected abuser is a school employee or  
26 another student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s)  
27 that the child is to be interviewed even if the suspected abuser is not a member of the child's  
28 household.<sup>8</sup>

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**Legal References**

1. TCA 37-1-403(a)(1); TCA 37-1-412; TCA 37-1-602; TCA 37-1-605
2. TCA 37-1-403(a)(2)
3. TCA 37-1-403(b); TCA 49-6-1601(b)
4. TCA 37-1-409(a)(1)
5. TCA 37-1-605(d); TCA 49-6-1601
6. TRR/MS 0520-01-03-.08(2)(e)
7. TCA 37-1-611(b)
8. Tenn. Op. Atty. Gen. No. 87-101 (June 9, 1987)

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**Cross References**

Recommendations and File Transfers 5.203  
Staff-Student Relations 5.610  
Interrogations and Searches 6.303  
Student Discrimination, Harassment, Bullying,  
Cyber-bullying, and Intimidation 6.304

<b>Gibson County Board of Education</b>			
Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Reporting Child Abuse</b>	Descriptor Code: <b>6.409</b>	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Director of Schools shall:<sup>1</sup>

- 3 1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional
- 4 employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;
- 5
- 6 2. Require that the Coordinator and the Alternate receive appropriate training;
- 7
- 8 3. Supply the Coordinator with all necessary resources;
- 9
- 10 4. Ensure that all school personnel annually complete the child abuse training program required
- 11 by state law.<sup>2</sup>

12 The Coordinator shall assist any employee with appropriately reporting and responding to instances of

13 child abuse or child sexual abuse.

14 **REPORTING**

15 All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.<sup>3</sup> If personnel

16 know or have reasonable cause to suspect child abuse, sexual abuse, or neglect, a report shall be filed

17 immediately with the Coordinator, the Department of Children's Services (DCS), and law

18 enforcement.<sup>4</sup>

19 The report shall include, to the extent known by the reporter:<sup>5</sup>

- 20 1. The name, address, telephone number, and age of the child;
- 21
- 22 2. The name, telephone number, and address of the parents or persons having custody of the child;
- 23
- 24 3. The nature and extent of the abuse or neglect; and
- 25
- 26 4. Any evidence to the cause or any other information that may relate to the cause or extent of the
- 27 abuse or neglect.

28 The Director of Schools/designee shall develop reporting procedures, including sample indicators of

29 abuse and neglect, and shall disseminate the procedures to all school personnel.

## 1 CONFIDENTIALITY

2 District employees shall keep all information regarding any child abuse confidential in accordance  
3 with state law.

## 4 INVESTIGATIONS

5 School administrators and employees have a duty to cooperate, provide assistance, and information in  
6 child abuse investigations<sup>6</sup> including permitting DCS teams to conduct interviews while the child is at  
7 school. The principal may control the time, place, and circumstances of the interview but may not  
8 insist that a school employee be present even if the suspected abuser is a school employee or another  
9 student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the  
10 child is to be interviewed even if the suspected abuser is not a member of the child's household.<sup>7</sup>

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### Legal References

1. H.B. 2461, 111<sup>th</sup> Tenn. Gen. Assembly (2020)
2. TCA 37-1-408
3. TCA 37-1-403(a)(1); TCA 37-1-412; TCA 37-1-602; TCA 37-1-605(a)(4)
4. TCA 37-1-403(a)(2); H.B. 2461, 111<sup>th</sup> Tenn. Gen. Assembly (2020)
5. TCA 37-1-403(b)
6. TCA 37-1-611(b)
7. Tenn. Op. Atty. Gen. No. 87-101 (June 9, 1987)

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### Cross References

Recommendations and File Transfers 5.203  
Staff-Student Relations 5.610  
Interrogations and Searches 6.303  
Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation 6.304  
Title IX & Sexual Harassment 6.3041

## School Board Member Oath of Office

**Board Chairman:** Do you solemnly swear that you will uphold the Constitution and statutes of the United States and of the State of Tennessee and that as a school board member of \_\_\_\_\_ that you will faithfully execute the office to which you have been elected.

**School Board Member:** I will.

**Board Chairman:** By the authority vested in me from the citizens of \_\_\_\_\_, I declare this board member to be duly elected. Please join me in a round of applause and congratulation.

*(Once the school board member has been sworn in, the member should read and sign the below oath of office.)*

As an elected member of the \_\_\_\_\_ Board of Education, I accept the high honor and trust that has been placed in me to ensure that the children of this district receive the best education available anywhere in the United States of America. In accepting this position, I hold the pursuit of that goal as my sacred duty. To that end, I hereby swear that I will:

- Place the interests of children above all others in every decision that I make;
- Uphold all applicable federal and state laws and regulations;
- Abide by the policies of the Board, and work with my fellow Board members to change those policies as needed to improve student learning;
- Maintain board focus on the achievement of all students regardless of race, class, ethnicity, or gender;
- Not use my position for personal or partisan gain;
- Model continuous learning in my role as a member of the governance team;
- Maintain a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;
- Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day to day operation of the district to the superintendent and staff;
- Base my decisions upon available facts, vote my convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made;
- Work to build trust between and among board members and the superintendent by treating everyone with dignity and respect, even in times of disagreement;
- Maintain the confidentiality of privileged information including that shared in executive sessions of the board;
- Recognize that authority rests only with majority decisions of the board and will make no independent commitments or take any independent actions that may compromise the board as a whole;
- Refer constituent complaints and concerns to the appropriate person within the district chain of command; and
- Respect the leadership roles of the board chairman and superintendent.

I will maintain fidelity to these commitments and will be held accountable by my fellow board members should I fail to live up to this oath. So help me, God.

This oath of office has been sworn to on this, the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
Witness

# CURRENT POLICY

<b>Gibson County Board of Education</b>			
<b>Monitoring:</b> <b>Review: Annually, in January</b>	<b>Descriptor Term:</b> <b>FFCRA LEAVE</b>	<b>Descriptor Code:</b> <b>5.3051</b>	<b>Issued Date:</b> <b>06/25/20</b>
		<b>Rescinds:</b>	<b>Issued:</b>

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

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

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

7 **PAID SICK LEAVE**

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

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

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

## 1 EXPANDED FMLA LEAVE

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

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

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

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

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### Legal References

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

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### Cross References

Sick Leave 5.302  
Family and Medical Leave 5.305

<b>Gibson County Board of Education</b>			
Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>FFCRA LEAVE</b>	Descriptor Code: <b>5.3051</b>	Issued Date: <b>06/25/20</b>
		Rescinds:	Issued:

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

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

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

7 **PAID SICK LEAVE**

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

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

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

## 1 EXPANDED FMLA LEAVE

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

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

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

16 The first ten (10) days of EFMLEA leave shall be unpaid, however, an employee may choose to take  
17 any existing leave benefit during this time. After ten (10) days, EFMLEA leave is paid at two-thirds  
18 (2/3) the rate of the employee's regular rate of pay, ~~unless he/she chooses to utilize accrued sick leave~~  
19 ~~or annual leave to cover those days~~ or the amount is capped per federal law.<sup>7</sup> ~~Employees may not~~  
20 ~~simultaneously take both existing paid leave and FFCRA paid leave.~~

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### Legal References

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

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### Cross References

Sick Leave 5.302  
Family and Medical Leave 5.305

## Pruett Evaluation

### Board Relationship

Keeps all board members informed on issues, needs and operation of the school system.	4	5	4	5	4	5	4
Maintains a positive and productive relationship with the board.	3	4	4	5	5	5	4
Advises the board on need for new or revised policies.	4	5	4	5	4	5	4
Interprets and executes the intent of board policy.	3	4	4	5	4	5	4
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	4	4	4	5	4	5	4
Seeks and accepts constructive criticism of his/her work.	4	4	2	5	3	5	3
Keeps board informed of employment, promotion, and dismissal of personnel.	4	4	4	5	4	5	4

### Community Relationship

Is an effective spokesman for the school system.	4	4	4	5	4	5	4
Develops cooperative relationships with the news media.	5	3	4	5	4	5	4
Participates actively in community life and affairs.	4	3	4	5	4	5	3

### Staff and Personnel Relationships

Oversees a comprehensive human resources program (recruitment, retention, staffing organization, compensation and benefits, staff recognition and support) tied to defined system goals.	3	3	3	5	3	5	4
Develops and executes sound personnel procedures and practices.	3	4	3	5	4	5	3
Develops good staff morale and loyalty to the organization.	3	3	3	5	4	5	3
Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.	4	3	3	5	3	5	3

Recruits and assigns the best available personnel.	3	4	3	5	3	5	4
Ensures that adequate planning and evaluation of curriculum and instruction occurs.	4	4	4	5	4	5	3
Develops and empowers staff, resulting in an effective educational team.	4	4	3	5	4	5	3
Has vision and communicates a mission for the school system.	4	5	2	5	4	5	4
<b>Educational Leadership</b>							
Maintains a sound philosophy of educational needs of all pupils.	5	4	4	5	4	5	3
Understands and keeps informed regarding all aspects of the instructional program of the district and individual schools	4	4	4	5	3	5	4
Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement.	4	4	4	5	4	5	5
Promotes academic rigor and excellence for students.	4	5	4	5	5	5	4
Oversees a program of staff development to improve district performance.	3	5	4	5	4	5	4
Organizes a planned program of staff evaluation and improvement.	4	4	4	5	4	5	4
<b>Business and finance</b>							
Has an understanding of the needs of the school program, facilities, equipment, supplies and the budget required.	3	5	2	5	4	5	4
Supervises operations, insisting on competent and efficient performance.	3	4	4	5	4	5	4
Ensures that funds are spent wisely, and adequate control and accounting are maintained.	4	4	4	5	4	5	4
Provides accurate and timely reports to the board on the financial condition of the school system.	4	5	4	5	4	5	4

On a scale of 1-5, what would you rate my overall performance as Director of Schools? What would I need to do in order to achieve a score of 5?

Average Score	3.75	4.07	3.57	5.00	3.89	5.00	3.75
	<b>Overall Average 19/20</b>	<b>Overall Average 18/19</b>	<b>Overall Average 17/18</b>	<b>Overall Average 16/17</b>	<b>Overall Average 15/16</b>	<b>Overall Average 14/15</b>	<b>Overall Average 13/14</b>
<b>Board Relationship</b>	4.21	4.47	4.32	4.48	4.21	4.27	3.5
<b>Community Relationship</b>	4.19	4.00	4.22	4.44	4.29	4.12	3.7
<b>Staff and Personnel Relationships</b>	3.89	3.90	3.94	4.26	4.03	3.81	3.05
<b>Educational Leadership</b>	4.33	4.54	4.66	4.46	4.41	4.26	4
<b>Business and finance</b>	4.21	4.14	4.27	4.28	4.36	4.11	4.15
<b>Total Average</b>	4.15	4.22	4.26	4.38	4.23	4.10	3.68

**Average Score**      **# of 1's**    **# of 2's**    **# of 3's**    **# of 4's**    **# of 5's**    **Total #**

**4.43**            0            0            1            1            5            7

**4.29**            0            0            1            2            4            7

**4.43**            0            0            0            2            5            7

**4.14**            0            0            1            3            3            7

**4.29**            0            0            0            3            4            7

**3.71**            0            0            0            6            1            7

**4.29**            0            0            0            3            4            7

**4.29**            0            0            1            5            1            7

**4.29**            0            0            2            4            1            7

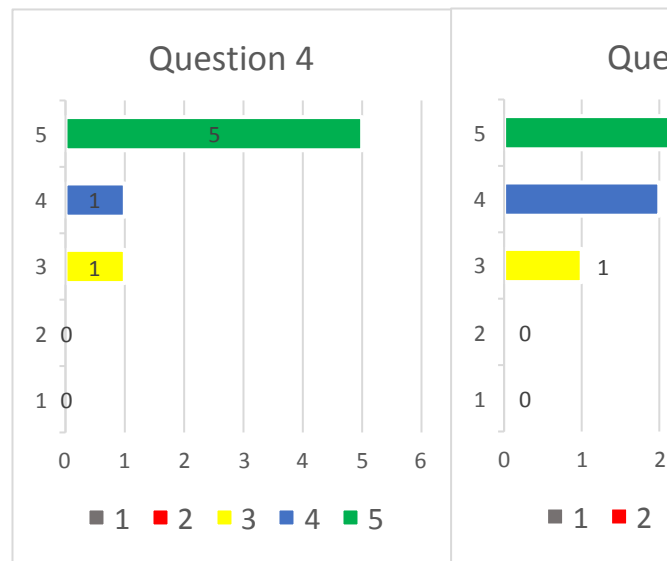
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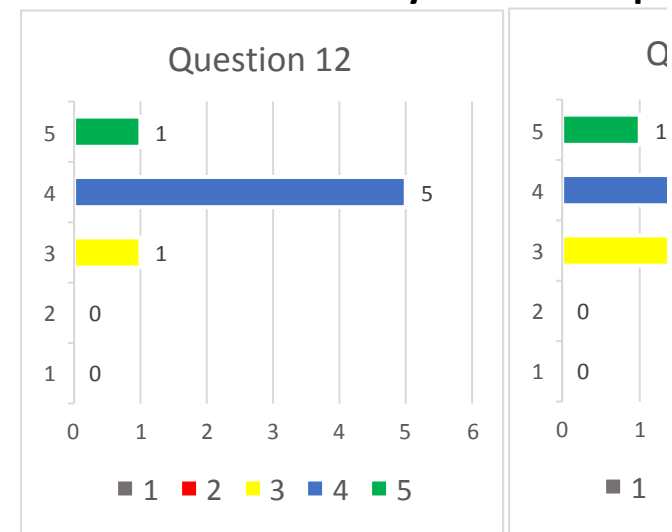
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**3.71**            0            0            4            2            1            7



**Community Relationship**



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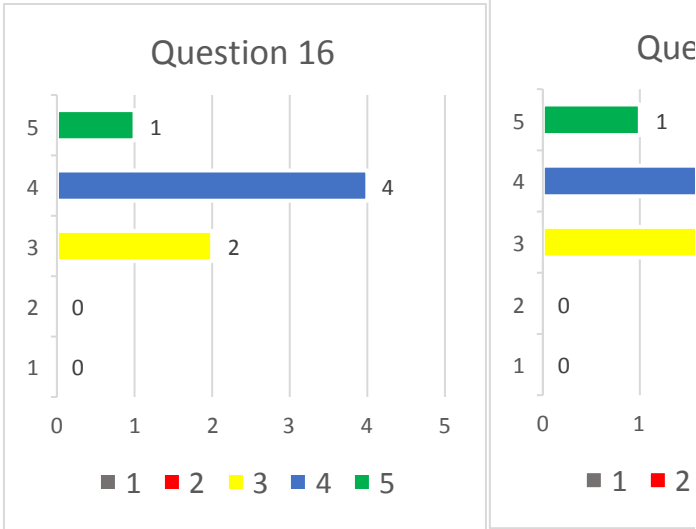
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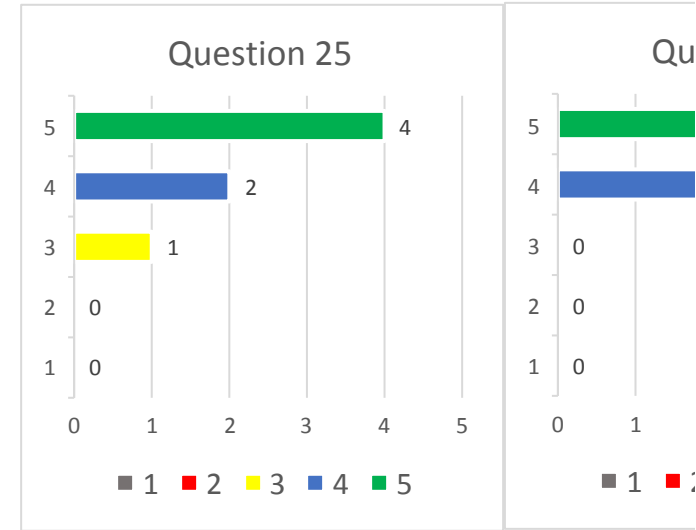


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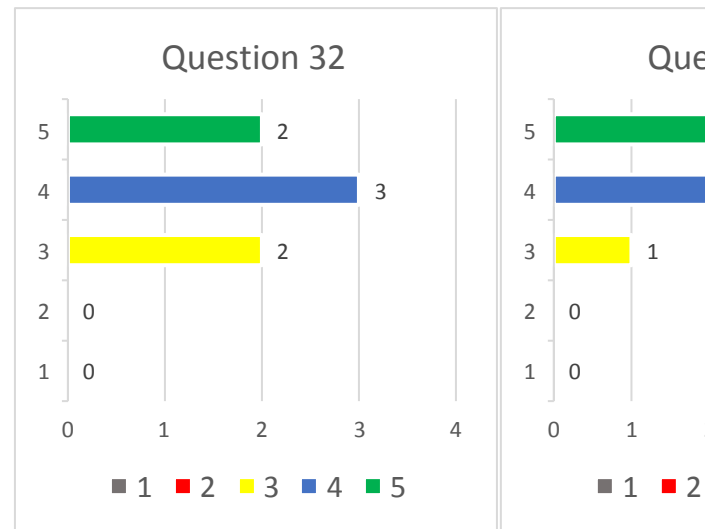
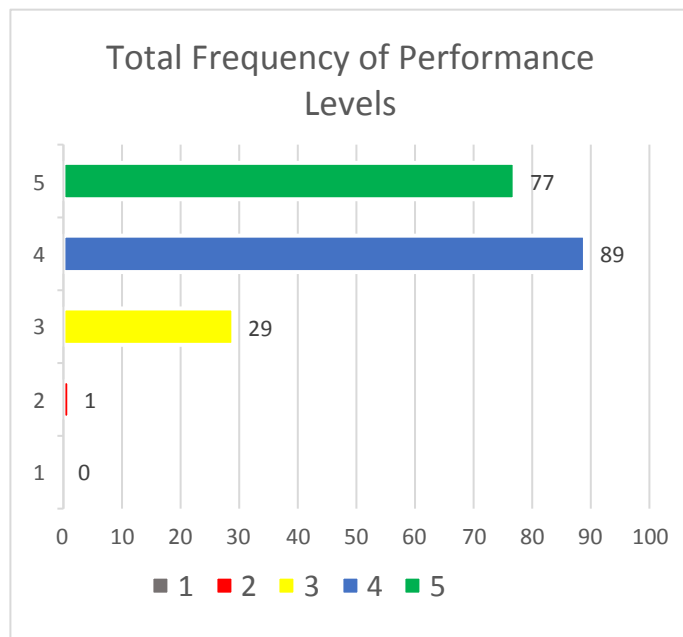
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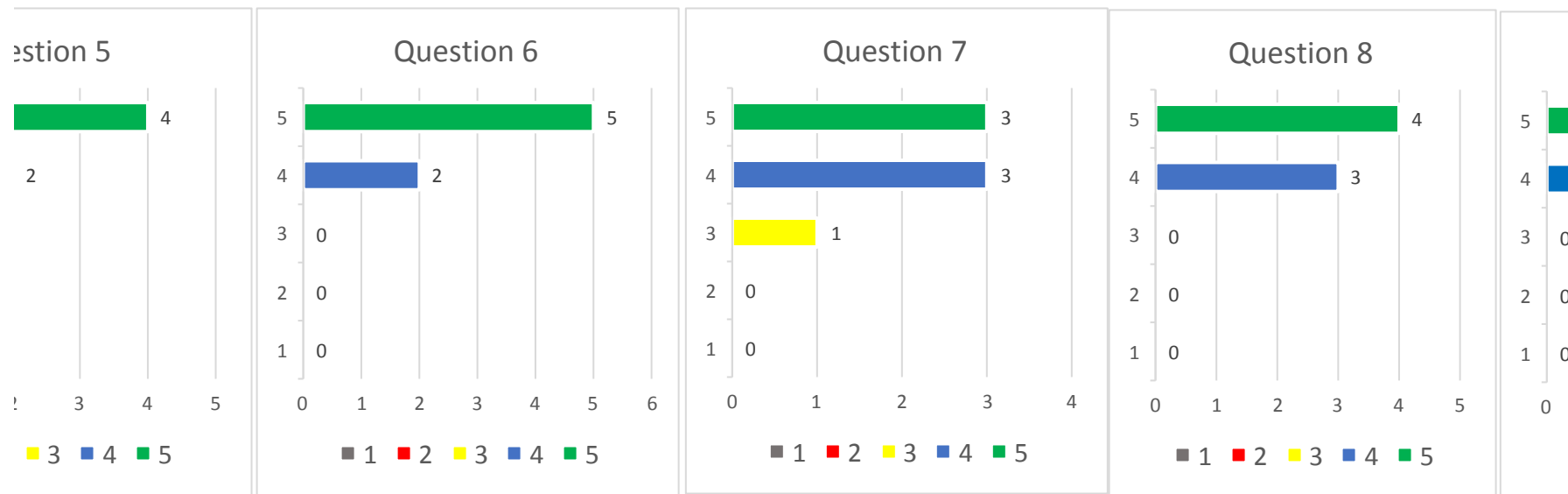
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Total #	0	1	29	89	77	196
Percent	0	1	15	45	39	

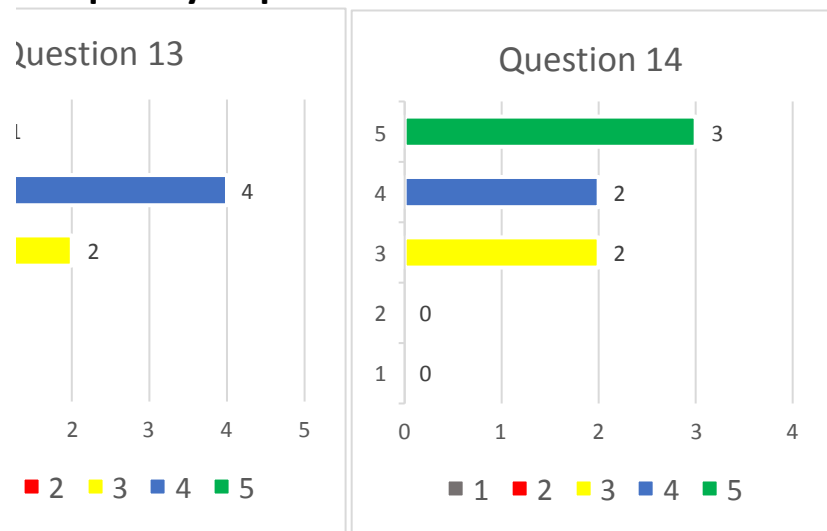
4.15

Overall Average 12/13	Overall Average 11/12
4.17	3.64
3.8	3.37
3.83	3.38
4.23	3.64
3.68	3.25
3.942	3.456

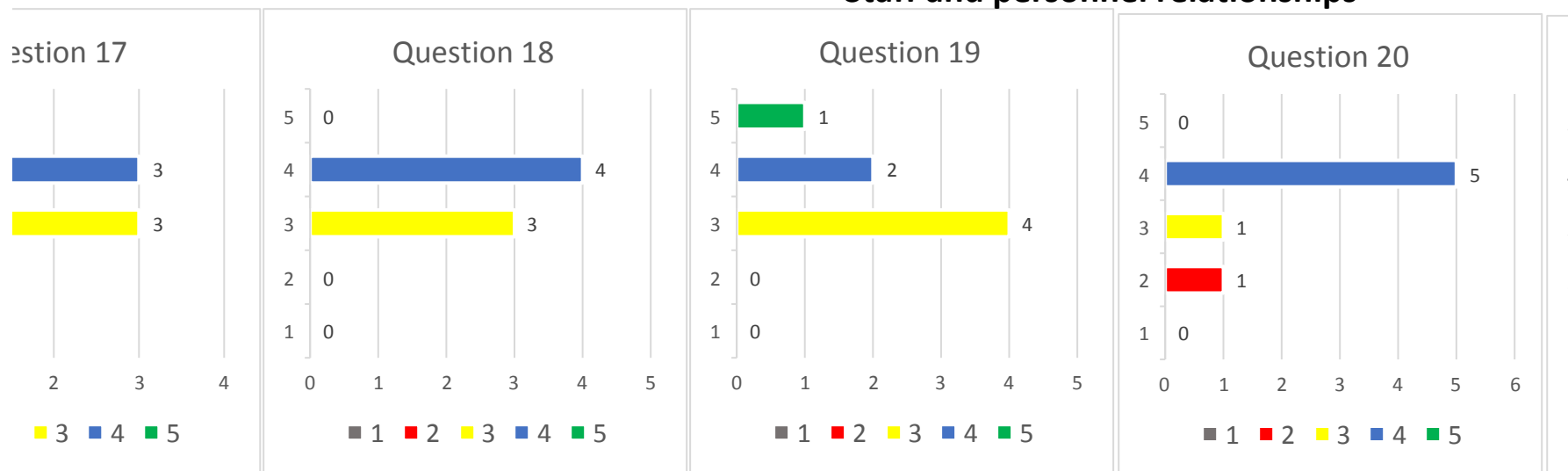




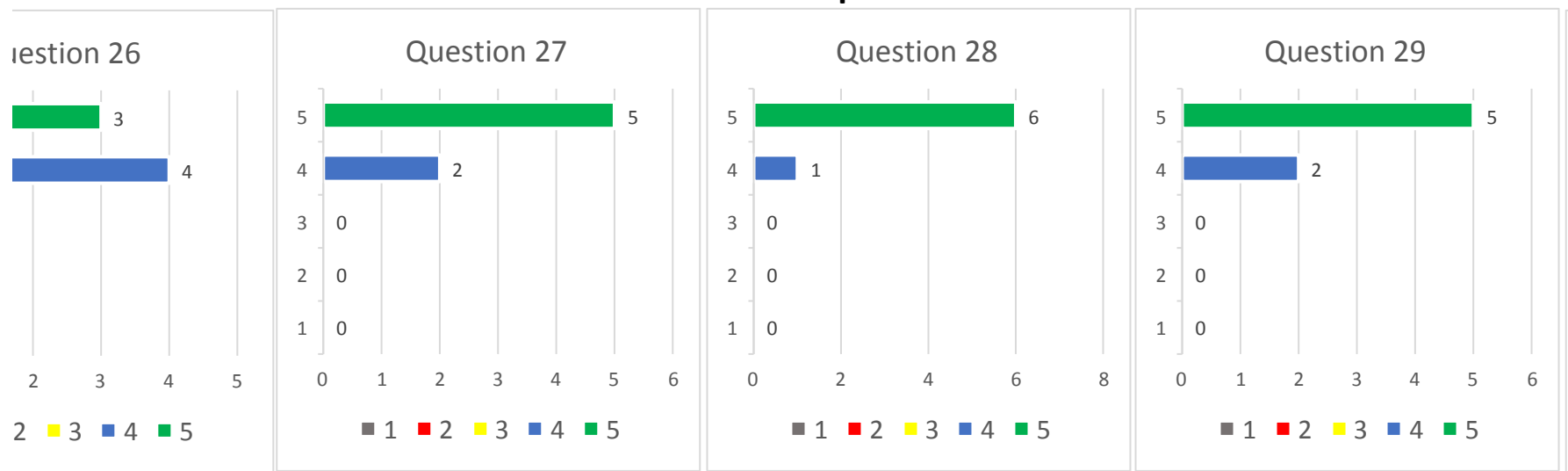
### Frequency of performance levels



## Staff and personnel relationships



## Educational Leadership



### Business and Finance

