

MINUTES

WILLIAMSON COUNTY BOARD OF EDUCATION

REGULAR MEETING

February 18, 2008

A. Call to Order

The Williamson County Board of Education met in regular session on Monday, February 18, 2008, in the Williamson County Administrative Complex Auditorium.

1. Pledge of Allegiance

Chairman Gary Anderson called the meeting to order at 6:30 p.m.

The pledge of allegiance was led by Frank Comer, after which the Board observed a moment of silence.

Members Present12

D'Wayne Greer	1 st District	Sina Miller	7 th District
Janice Mills	2 nd District	Pat Anderson	8 th District
Janine Moore	3 rd District	Barry Watkins	9 th District
Frank Comer	4 th District	Bill Peach	10 th District
Gary Anderson	5 th District	Mark Gregory	11 th District
Terry Leve	6 th District	James Bond	12 th District

Members Absent0

B. Approval of Agenda

Chairman Anderson presented the agenda, including the Consent Agenda, for Board approval.

Superintendent Sharber called the Board's attention to information being provided for three changes to agenda items:

- Revision to C.1.a – January 28, 2008 Board Meeting Minutes
- Addendum to C.2 – Field Trip Fees Requested
- Revision to G.2.b. – Resolution regarding salary adjustments

Pat Anderson moved to approve the agenda, including the Consent Agenda, as presented with revisions. Mark Gregory seconded the motion.

Chairman Anderson called for a voice vote on the motion.

Action: Motion Carried.

Chairman Anderson read the approved Consent Agenda to the audience.

C. Consent Agenda (as approved above)

1. Approval of School Board Meeting Minutes
 - a. January 28, 2008, *with revision to title of Unfinished Business item*
 - b. January 30, 2008
 - c. February 7, 2008
2. Approval of Recommendations for Field Trip Fee Requests, *with Addendum*
3. Approval of Open Zoned Schools for 2008-2009
4. Approval of Premium Funding for County Health Insurance Program

D. Items of Particular Public Interest

1. Public Comment

No one requested the opportunity to address the Board.

E. Communications to the Board

1. Superintendent's Report

Superintendent Sharber reported on the action taken by the district Food Services Department regarding the recent hold by the USDA on some beef products. According to Food Services Director James Griffith, the meat in question had been held by the District after the recall by USDA, and that various recalls by the federal agency were common.

Superintendent Sharber presented copies of The Maltese Falcon to Board members as part of The Big Read initiative by the City of Franklin to encourage reading by everyone.

Principals in attendance were introduced.

a. High Schools That Work Report

Superintendent Sharber called attention to the High Schools That Work report in the Board packet.

b. Mid-Year Presentation of Goals

Superintendent Sharber presented a brief power point overview of the mid-year status of the district goals, highlighting and summarizing the information thus far in the school year within each category.

There was brief discussion about the effect of dual enrollment on AP enrollment and the request for more information on the number of

students opting for dual enrollment, with the suggestion to include dual enrollment in the AP goal. There was also discussion on IAI and test alignment, and also on the projected graduation rates in the district.

2. Board Chairman's Report

Chairman Anderson introduced Boy Scouts from Troop 130, who were working on their Citizenship in the Community Merit Badge and attending the school board meeting with their adult troop leaders Overton Campbell and Brennan Breckenridge.

F. Unfinished Business

There was no unfinished business on the agenda.

G. New Business

1. Board Policy Revisions, 1st Reading

a. 5.310 – Vacations and Holidays

Chairman Anderson called on Jason Golden, who presented and reviewed revisions to policy 5.310, Vacations and Holidays, for first reading.

5.310 VACATIONS AND HOLIDAYS

VACATIONS

Regular, 12 month, employees earn and accrue vacation as follows:

Full-Time Classified:

1. 1 day per month worked for the first 5 years of service
2. 1.25 days per month worked during the 6th year through the 10th year of service
3. 1.5 days per month worked during the 11th through the 15th year of service
4. 1.75 days per month worked during the 16th through the 20th year of service
5. 2 days per month worked with more than 20 years service

Full-time Professional:

(In accordance with WCEA contract)

A maximum of 24 days may be carried forward from one fiscal year to the next. Annual leave accrued in excess of the applicable maximum shall be transferred to sick leave on June 30 each year. All leave requests must be approved by the employee's immediate supervisor.

Upon termination of employment, any accrued vacation in excess of the appropriate carry forward amount shall be credited to the sick leave balance of the terminating employee. Payment for accrued vacation shall be paid at employee's current rate of pay.

The increased accrual rates are based on the length of service and become effective on the anniversary of the employee's date of hire, provided they have been in continuous service.

Retirees may request lump sum payments of vacation. However, the amount of payment cannot be reported or used as part of the average final compensation. Should a retiree elect not to receive the lump sum payment for vacation, the retiree will be extended on the payroll until all vacation has been used. In such a case, the school system will make retirement contributions on behalf of the employee and creditable service for retirement will be granted.

Temporary and part-time employees are not entitled to vacation.

Vacation for employees is calculated on a daily basis and maintained on a fiscal year basis. Vacation may be taken in hourly increments for non-exempt employees.

An employee must work a minimum of twenty (20) days per month in order to accrue one (1) vacation day.

Principals / immediate supervisors must consider school / district business needs prior to approving an employee's vacation request. Normally, vacation requests should be made at least two weeks in advance.

All vacation time shall be paid at the employee's current rate of pay. Vacation may not be taken until earned.

HOLIDAYS

Paid holidays for full-time twelve (12) month personnel covered in this section shall be New Year's Day, Martin Luther King, Jr. Day, Thursday and Friday of Spring Break, Memorial Day, Independence Day, Labor Day, ~~MTEA Day~~ one day during the fall semester determined by the Director of Schools, Thanksgiving and the day following, Christmas Day, and 4 other days during the Christmas-New Year's Season.

Paid holidays for full-time school year secretaries, teacher assistants, and food service employees shall be ~~Labor Day (effective 2005-2006 school year)~~, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King, Jr. Day, and either Friday during Spring Break or Memorial Day as determined by the Director of Schools from time to time.

When a recognized holiday falls on Saturday, it shall be observed on the preceding Friday. When a recognized holiday falls on Sunday, it shall be observed on the following Monday.

To qualify for each above paid holiday, each employee must be in a paid work status or paid leave status on the day immediately preceding and the day immediately following that holiday.

Legal References:
TCA 5-23-101
TCA 5-23-104

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Pat Anderson moved to approve the revisions on first reading as presented for Board policy 5.310. Barry Watkins seconded the motion.

Chairman Anderson asked for a recommendation from Superintendent Sharber, who recommended approval of the motion.

Chairman Anderson called for a roll call vote on the motion.

D'Wayne Greer	Yes	Sina Miller	Yes
Janice Mills	Yes	Pat Anderson	Yes
Janine Moore	Yes	Barry Watkins	Yes
Frank Comer	Yes	Bill Peach	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Terry Leve	Yes	James Bond	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried.

b. 6.316 – Student Suspension/Expulsion

Jason Golden presented the revisions to board policy 6.316 and explained the revisions being presented for first reading.

6.316 STUDENT SUSPENSION/EXPULSION

It is the duty of the Board of Education to suspend, dismiss or alternatively place pupils when the progress, safety or efficiency of the school makes it necessary or when disruptive, threatening or violent students endanger the safety of other students or school system employees. Only the Board of Education is authorized by law to permanently bar a student from attendance at a Williamson County School.

Any principal or assistant principal of any Williamson County School may suspend a student from attendance:

1. at the school, including its sponsored activities, or from riding a school bus,
2. at a specific class, classes, or school-sponsored activity without suspending such student from attendance at school for good and sufficient reasons.

Only a principal or assistant principal is authorized by law to suspend a student.

During any period of suspension, *students shall be expected to make up any daily grades and weekly tests which occur during the period of suspension and are responsible for obtaining assignments for their classes.* ~~except for in-school suspension, alternative school placement or enrollment in approved educational programs of drug or alcohol treatment centers, no student shall be given the privilege of making up daily grades or weekly tests.~~ Parents may at their own expense obtain tutoring during a period of suspension to enable a student to keep up with his class.

~~In the event the suspension occurs during the last ten (10) days of any term or semester, the student may be permitted to take such final examinations or submit such required work as is necessary to complete the course of instruction for that semester, subject to the action of the principal, or the final action of the Director of Schools upon any appeal from an order of a principal continuing a suspension.~~

Students under in-school suspension shall be recorded as constituting a part of the public school attendance in the same manner as students who attend regular classes.

REASONS FOR SUSPENSIONS/EXPULSIONS

Good and sufficient reasons for such suspension may include but shall not be limited to:

1. Willful and persistent violation of the rules of school,
2. Truancy,
3. Immoral or disreputable conduct,
4. Vulgar or profane language,
5. Violence or threatened violence against the person of any personnel attending or assigned to the school,
6. Willful or malicious damage to real or personal property of the school,
7. Willful or malicious damage to the property of any person attending or assigned to the school,
8. Marking, defacing, or destroying school property,
9. Possession of a pistol, gun, firearm or like instrument containing a firing pin capable of shooting tear gas or pistol cartridges on school property,
10. Possession of any razor, dirk, bowie knife, any size pocket knife, or other knives, sword cane, ice pick, or Spanish stiletto, or any like instrument that may be used as a lethal weapon, on school property.
11. Possession of a blackjack, brass-knuckles, or like instrument,
12. Solicitation of another to bring a weapon (see 9, 10, 11) onto school property,
13. Assaulting a staff member with vulgar, obscene or threatening language,
14. Unlawful use or possession of drug paraphernalia, alcoholic beverages, legend drugs, or other controlled substances. [See Board Policy 6.309]
15. Behavior which adversely affects the safety and well-being of other students or employees,
16. Behavior which disrupts a class or school sponsored activity,
17. Inciting, advising, or counseling of others to engage in any of the acts herein before enumerated,
18. Any other conduct prejudicial to good order or discipline.

NOTE: See Board Policy 6.309 regarding “zero tolerance” offenses.

IN-SCHOOL SUSPENSION

1. Students given an in-school suspension in excess of one (1) day from classes shall attend either special classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for study.

2. Students given in-school suspension shall be required to complete academic requirements and shall receive credit for work completed.
3. Students under in-school suspension shall be recorded as constituting a part of the public school attendance in the same manner as students who attend regular classes.
4. In-school suspension may not be appealed to the Board of Education.

DISCIPLINE OF STUDENTS WITH DISABILITIES

Suspensions/expulsions for more than a total of ten (10) days per offense shall be considered a change of placement for students with disabilities. Prior to such action, the student's IEP-Team, as defined in the Individuals with Disabilities Education Act, or Section 504 team as defined by Section 504 of the Rehabilitation Act of 1973 must meet and determine whether the offense is a manifestation of the student's disability based on the criteria set by current state and federal law.

If the IEP-Team determines that the offense is a manifestation of the student's disability, the student cannot be suspended or expelled. If the IEP-Team determines that the offense is not a manifestation of the student's disability, the student is treated as if he/she were non-disabled and may be suspended or expelled on the same basis as any student. Either determination is subject to due process procedures and upon challenge; placement shall be frozen pending the outcome of any administrative or judicial proceeding. If the student is covered under IDEA, the frozen placement is in the alternative setting. If the student is covered under Section 504, the student continues to receive services under the terms of the last agreed upon accommodations. If a student is suspended or expelled, educational services (as determined by the IEP-Team or 504 Team) must be provided during the expulsion period.

PROCEDURES FOR OUT-OF-SCHOOL SUSPENSION/EXPULSION

1. Unless the student's continued presence in the school, class or school related activity presents an immediate danger to the student or other persons or property or an on-going threat to the academic process or except in an emergency, no principal shall suspend any student until that student has been advised of the nature of misconduct, questioned about it, and allowed to give an explanation.
2. Upon suspension of any student, the principal will contact the parent or guardian to inform them of the reason(s) for the suspension, and the procedures for application for readmission. The student will not be sent home before the end of the day unless the parent or guardian has been contacted.
3. Upon suspension of any student, other than for in-school suspensions of one(1) day or less, the principal shall notify the parent or guardian and the Director of Schools or designee in writing:
 - a. Of the suspension, which shall be for a period of no more than ten(10) days,
 - b. Of the cause for the suspension,
 - c. Of the conditions for readmission, which must include a meeting of the parent or guardian, student and principal.
 - d. Of the right to appeal the decision to the Disciplinary Hearing Authority through the Director of Schools, if ten (10) or more days.

4. If the suspension is for more than five (5) days, the principal shall develop and implement a plan for remediation of the behavior for which the suspension was ordered, which shall be made available for review by the Director of Schools upon request.
5. If at the time of the suspension the principal determines that an offense has been committed which, in the judgment of the principal, would justify a suspension for more than ten (10) days, or if the student has violated Board Policy 6.309, he shall immediately refer the case to the Director of Schools. If the principal recommends a suspension/expulsion for a period in excess of 10 days, he shall specify the length of the suspension/expulsion from the school.
6. The Disciplinary Hearing Authority shall consist of three county administrators named by the Director of Schools or designee. The student's principal will not be a member of the hearing authority. The Disciplinary Hearing Authority must include a Special Education educator if the student has been verified as having a disability. The Director of Schools or designee will serve as the non-voting chairman of the hearing authority and will be responsible for scheduling the hearing, conducting the hearing and preparing the written findings of the Disciplinary Hearing Authority.
7. The hearing shall be held no later than ten (10) days after the beginning of the suspension. The notice of the time and place of this hearing shall be given in writing to the parent and principal or assistant principal by the Director of Schools or designee.
8. After the hearing, the Disciplinary Hearing Authority may, except for zero tolerance offenses under provisions of TCA:
 - a. Affirm the decision of the principal;
 - b. Order removal of the suspension/expulsion unconditionally;
 - c. Order removal of the suspension/expulsion upon such terms and conditions as it deems reasonable within the policies of the Board.
 - d. Recommend the student to the Alternative Learning Center;
or
 - e. Suspend/expel the student from any school or recommend remand to ALC for a specified period of time.
9. A written record of the proceedings, including a summary of the facts and the reasons supporting the decision, shall be made by the Disciplinary Hearing Authority.
10. Only after exhausting appeal procedures, the principal or the student (or his parents) may request review by the Board of Education. The appeal to the Board must be presented to the Director of Schools in writing within five (5) days after the date of the Disciplinary Hearing Authority hearing. Absent a timely appeal, the decision shall be final.
11. After a review of the record, the Board may, except for zero tolerance offenses under provisions of TCA:
 - a. Affirm the decision of the hearing authority,
 - b. Modify the decision to a lesser penalty, or
 - c. Grant or deny a hearing before the Board of Education. If a hearing is granted, the Board may:
 - 1) Affirm the decision of the hearing authority, or
 - 2) Modify the decision in any manner, including imposing a lesser or more severe penalty than that of the hearing authority.

The action of the Board of Education shall be final, except for zero tolerance suspensions involving Drugs, Assault, or Weapons (see Board Policy 6.309).

Legal Reference

TCA 49-6-3401: “Suspension of Students”

TCA 49-6-4216: “Zero Tolerance”

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Barry Watkins moved to approve the revisions as presented to Board policy 6.316 on first reading. Pat Anderson seconded the motion.

Chairman Anderson asked for a recommendation from Superintendent Sharber, who recommended approval of the motion.

Chairman Anderson called for a roll call vote on the motion.

D’Wayne Greer	Yes	Sina Miller	Yes
Janice Mills	Yes	Pat Anderson	Yes
Janine Moore	Yes	Barry Watkins	Yes
Frank Comer	Yes	Bill Peach	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Terry Leve	Yes	James Bond	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried.

2. 2007-2008 Budget Resolutions

a. Textbooks

Chairman Anderson called on Budget and Finance Director Leslie Holman, who presented and explained a resolution for a budget amendment of \$2,071,196 from fund balance for the purchase of textbooks.

Janice Mills moved to approve the textbook resolution as presented. Frank Comer seconded the motion.

Chairman Anderson asked for a recommendation from Superintendent Sharber, who recommended approval of the motion.

Chairman Anderson called for a roll call vote on the motion.

D'Wayne Greer	Yes	Sina Miller	Yes
Janice Mills	Yes	Pat Anderson	Yes
Janine Moore	Yes	Barry Watkins	Yes
Frank Comer	Yes	Bill Peach	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Terry Leve	Yes	James Bond	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried.

b. Salaries

Ms. Holman presented the revised inter-category resolution transferring funds in the amount of \$607,610 to adjust for certain salary account code changes.

James Bond moved to approve the salary adjustment resolution for \$607,610 as presented. Mark Gregory seconded the motion.

Chairman Anderson asked for a recommendation from Superintendent Sharber, who recommended approval of the motion.

Chairman Anderson called for a roll call vote on the motion.

D'Wayne Greer	Yes	Sina Miller	Yes
Janice Mills	Yes	Pat Anderson	Yes
Janine Moore	Yes	Barry Watkins	Yes
Frank Comer	Yes	Bill Peach	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Terry Leve	Yes	James Bond	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried.

3. Request for Athletic Improvements at Fairview High and Page High

Chairman Anderson called on Superintendent Sharber, who presented a request from the High School Athletics Committee recommending that the Williamson County Parks and Recreation Department complete athletic improvements at Fairview and Page high schools. The requested improvements include relocation of the softball dugout at Page High and extension of the softball field fences at Fairview High. The County Commission had already approved funding for the projects.

Terry Leve asked for further information related to turning the project over to the Parks and Recreation Department. Athletic Program Specialist, Ralph Ringstaff, explained the discussion and recommendation by the Athletics Committee.

D'Wayne Greer moved to approve the recommendation for the athletic improvements to be done by the Parks and Recreation Department to softball fields at Fairview and Page high schools. Janice Mills seconded the motion.

Chairman Anderson asked for a recommendation from Superintendent Sharber, who recommended approval of the motion.

Chairman Anderson called for a roll call vote on the motion.

D'Wayne Greer	Yes	Sina Miller	Yes
Janice Mills	Yes	Pat Anderson	Yes
Janine Moore	Yes	Barry Watkins	Yes
Frank Comer	Yes	Bill Peach	Yes
Gary Anderson	Yes	Mark Gregory	Yes
Terry Leve	Yes	James Bond	Yes

Action: Yes, 12; No, 0; Abstain, 0; Motion Carried.

H. Adjournment

There being no further business to come before the Board, Chairman Anderson adjourned the meeting at 7:10 p.m.

Gary B. Anderson, Chairman

Dr. Rebecca S. Sharber, Director of Schools