



**LAKELAND BOARD OF EDUCATION
BUSINESS MEETING AGENDA
Monday, September 14, 2026, 5:45 PM
Lakeland School System District Office
3009 Davies Plantation Road
Lakeland, TN 38002**

- I. **CALL TO ORDER / MOMENT OF SILENCE / PLEDGE TO FLAG**
- II. **ROLL CALL**
- III. **CHAIR'S WELCOME**
- IV. **PUBLIC COMMENT (Limited to two (2) minutes per speaker.)**
- V. **REPORTS**
 - 1. Superintendent's Report
 - Recognition: High School Girls' Tennis State Championship Team
 - 2. Monthly Financial Summary
 - July 2026
 - 3. Legislative Liaison Update
- VI. **APPROVAL OF AGENDA**
- VII. **CONSENT AGENDA**
 - 1. Approval of Meeting Minutes: Business Meeting - August 10, 2026
 - 2. Approval of FY26-27 Budget Amendments (09/26)
 - 3. Approval of Amendment to the 26-27 Board Meeting Calendar
 - 4. Approval of Update to LPS Extracurricular Activities and Clubs
 - 5. Approval of Update to LMPS Extracurricular Activities and Clubs
 - 6. Approval of Job Description / Salary Schedule - District Facilities Supervisor
 - 7. Approval of Update to LSS Job Description - Maintenance and Facilities Manager
 - 8. Approval of Amendment to Policy 3.204 - Threat Assessment Team
 - 9. Child Trafficking Prevention and Awareness Education Implementation Plan
 - 10. Approval of LSS Resolution 2026/ 09-01 - A Resolution to Purchase a Vehicle for Maintenance Use
 - 11. Approval of Additional Branding Elements
 - 12. Approval of Save Act Compliance Package
- VIII. **DISCUSSION / ACTION**
 - 1. TETA Award Presentation - Jill Pearce
 - 2. Internet Safety Measures Presentation
 - 3. Approval of Amendment to Policy 4.406 - Use of the Internet (J. Burnett)
 - 4. Approval to Rescind Policy 6.313 - Discipline
 - 5. Approval of Amendment to Policy 6.300 - Code of Conduct / Discipline Procedures
 - 6. Review of Board Self-Evaluation Instrument
 - 7. Discussion on Preliminary Legislative Agenda
 - 8. Approval of LSS Resolution 2026/09-02 - A Resolution Approving Funding to Install an Audio/Video System in the LSS Board Room
 - 9. Discussion on TSBA Annual Convention/Delegate Assembly
 - 10. Review Policy Manual: Section 1
- IX. **ANNOUNCEMENTS**
- X. **ADJOURNMENT**

LAKELAND SCHOOL SYSTEM
Expense Summary Fiscal Year 2027
Period Ending July 31, 2026

PROGRAM	2026-27 Original Budget	2026-27 Revised Budget	2026-27 FYTD Activity	Monthly Activity	Encumbered Amount	Balance	% EXPENDED
Regular Instruction Program	17,817,506	17,817,506	745,826	745,826	252,375	16,819,304	6%
Special Education Program	2,995,756	2,995,756	79,585	79,585	579	2,915,592	3%
Vocational Education	223,996	223,996	15,746	15,746	0	208,250	7%
Health Services	506,495	506,495	16,786	16,786	0	489,709	3%
Other Student Support	1,348,960	1,348,960	98,850	98,850	0	1,250,110	7%
Regular Instruction Program Support	908,139	908,139	84,127	84,127	0	824,012	9%
Special Education Program Support	607,128	607,128	38,765	38,765	0	568,363	6%
Vocational Education Prog (ISM)	10,000	10,000	0	0	0	10,000	0%
Technology	882,293	882,293	140,217	140,217	36,860	705,217	20%
Board of Education	856,971	856,971	105,228	105,228	0	751,743	12%
Office of the Superintendent	428,057	437,296	49,706	49,706	1,658	385,932	12%
Office of the Principal	2,480,637	2,480,637	195,509	195,509	9,198	2,275,930	8%
Fiscal Services	609,603	609,603	58,167	58,167	0	551,436	10%
Human Services/Personnel	378,839	378,839	52,995	52,995	28	325,816	14%
Operation of Plant	1,821,605	1,821,605	121,339	121,339	9,395	1,690,870	7%
Maintenance of Plant	758,543	758,543	41,510	41,510	45,538	671,495	11%
Transportation	1,285,173	1,285,173	0	0	0	1,285,173	0%
Subtotal General Purpose School Fund	\$33,919,701	\$33,928,940	\$1,844,356	\$1,844,356	\$355,631	\$31,728,952	6%
Federal Programs	787,018	867,628	26,527	26,527	5,904	835,197	4%
Food Service	1,185,500	1,185,500	11,537	11,537	18,679	1,155,284	3%
Misc. Grants	0	0	0	0	0	0	0%
Before/After School Program	320,000	320,000	10,162	10,162	0	309,838	3%
Education Capital Projects	1,540,000	1,601,911	85,805	85,805	397,118	1,118,987	30%
GRAND TOTAL:	\$37,752,219	\$37,903,979	\$1,978,388	\$1,978,388	\$777,332	\$35,148,259	7%



LAKELAND BOARD OF EDUCATION

BUSINESS MEETING MINUTES

Monday, August 10, 2026, 5:45 PM

Lakeland School System District Office
3009 Davies Plantation Road
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I. CALL TO ORDER / MOMENT OF SILENCE / PLEDGE TO FLAG

With a quorum present, the meeting was called to order on Monday, August 10, 2026, at 5:45 PM, by Chair Laura Harrison. Vice Chair Jeremy Burnett opened the meeting with a prayer, followed by Chair Laura Harrison who led a moment of silence and led the Pledge to the Flag.

II. ROLL CALL

Attendance Taken at 5:46 PM.

Deborah Thomas: Present

Keith Acton: Absent

Michelle Childs: Absent

Laura Harrison (Chair): Present

Jeremy Burnett (Vice-Chair): Present

III. CHAIR'S WELCOME

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

No comments.

V. REPORTS

1. Superintendent's Report

Superintendent Horrell reported on various administrative items:

- Recognition of the 2026 Tennis State Championships: Jenna Cowell, Bram Maslowski, Bethany Brown, Naomi Brown, and coach Melanie Fleming
- Recognition of the 2026 Governor's School attendees: Frances Fang, Ryan Bishop, Jesus Trillo, Joshua Mans, Yashdeep Chaudhry, Simardeep Chaudhry, Mariyam Batool, Charlotte Smith, Amelia Mackus, Elaina Wright, and Jonathan Nguyen
- Recognition of 2026 TSA State Leadership Conference Make-Ups: Elaina Wright, Jonathan Nguyen, Simardeep Chaudhry, Yashdeep Chaudhry, Joshua Mans, Frances Fang



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- Recognition of Eagle Scout Aiden Johnson
- Congratulations given to Dr. Wanda Terral and Austin Green for TETA awards
- Recognition of Kevin Sanders for becoming a certified TN Behavioral Threat Assessment Trainer

Attendance Update Taken at 5:55 PM.

Keith Acton: Present

2. Monthly Financial Summary

- June 2026

3. Legislative Liaison Update

Legislative Liaison Michelle Childs was absent and no report was given.

VI. APPROVAL OF AGENDA

Laura Harrison (Chair) motioned to move this item to the floor, seconded by Jeremy Burnett (Vice Chair). **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Harrison (Chair): Aye

Thomas: Aye

VII. DISCUSSION / ACTION

1. Contract for Superintendent Dr. W. Edward Horrell, III

Laura Harrison (Chair) motioned to move this item to the floor, seconded by Jeremy Burnett (Vice Chair).

An explanation of the contract updates was provided, as well as praise of Superintendent Horrell from each of the board members. **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye



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Harrison (Chair): Aye

Thomas: Aye

VIII. CONSENT AGENDA

- 1. Approval of Meeting Minutes: July 13, 2026 - Business Meeting**
- 2. Approval of FY 26-27 Budget Amendments (08/26)**
- 3. Approval of Update to 26-27 School Fees List**
- 4. Approval of Update to FY 2026-27 Stipend Schedule**

Laura Harrison (Chair) motioned to move this item to the floor, seconded by Jeremy Burnett (Vice Chair).

Deborah Thomas requested to move item #5, *Approval of Industry Credentials for Criminal Justice Classes* from the Consent Agenda to #4 of Discussion/Action,

When the question was called, the Consent Agenda was approved as amended.

Acton: Aye

Burnett (Vice-Chair): Aye

Harrison (Chair): Aye

Thomas: Aye

IX. DISCUSSION / ACTION

- 1. 25-26 Academic Data Presentation**

Dr. Angie Dellosa presented.

- 2. Approval of Facilities Planning Committee**

Laura Harrison (Chair) motioned to approve the members of the committee as presented, seconded by Jeremy Burnett (Vice Chair). **Motion carried.**

Acton: Aye

Burnett (Vice-Chair): Aye

Harrison (Chair): Aye

Thomas: Aye



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3. Consideration of 2026-27 TSBA Resolutions

Laura Harrison (Chair) motioned to move this item to the floor, seconded by Jeremy Burnett (Vice Chair).

Superintendent Dr. Horrell gave a synopsis of each resolution.

When the question was called, the resolutions were approved as a whole.

Acton: Aye

Burnett (Vice-Chair): Aye

Harrison (Chair): Aye

Thomas: Aye

4. Approval of Industry Credentials for Criminal Justice Classes

Laura Harrison (Chair) motioned to move this item to the floor, seconded by Keith Acton.

Deborah Thomas questioned and confirmed that the classes giving industry credentials would also be eligible for quality points.

When the question was called, Industry Credentials for Criminal Justice Classes was approved.

Acton: Aye

Burnett (Vice-Chair): Aye

Harrison (Chair): Aye

Thomas: Aye

X. ANNOUNCEMENTS

Jeremy Burnett (Vice Chair) recognized the re-election of Keith Acton and Chair Laura Harrison and welcomed newly elected board member, Sara Castellaw.

XI. ADJOURNMENT

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

Acton: Aye



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Burnett (Vice-Chair): Aye

Harrison (Chair): Aye

Thomas: Aye

The meeting was adjourned at 6:41 PM on Monday, August 10, 2026.

These minutes were approved on Monday, September 14, 2026.

Laura Harrison, Chair

ATTEST:

Dr. Ted Horrell, Superintendent

Summer Smith, Board Secretary

LSS Proposed Budget Amendment							
Fund 142 - Title I							
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference
Revenue:							
142 R 47141 000 000 00000 100	Title I - Grants to Local Educ	\$ 203,833.65	\$ 19,842.89	\$ -	\$ 183,990.76	\$ 212,389.53	\$ 8,555.88
Revenue Difference:							\$ 8,555.88
Expenditures:							
142 E 71100 116 000 02000 100	Teachers	\$ 27,433.00	\$ 786.16	\$ -	\$ 26,646.84	\$ 33,435.00	\$ 6,002.00
142 E 71100 201 000 02000 100	Social Security	\$ 1,701.00	\$ 45.05	\$ -	\$ 1,655.95	\$ 2,073.00	\$ 372.00
142 E 71100 204 000 00116 100	State Retirement	\$ 10,392.00	\$ 812.08	\$ -	\$ 9,579.92	\$ 10,394.05	\$ 2.05
142 E 71100 204 000 02000 100	State Retirement	\$ 1,742.00	\$ 84.10	\$ -	\$ 1,657.90	\$ 2,130.39	\$ 388.39
142 E 71100 206 000 00116 100	Life Insurance	\$ 556.05	\$ 21.23	\$ -	\$ 534.82	\$ 554.00	\$ (2.05)
142 E 71100 206 000 02000 100	Life Insurance	\$ 142.06	\$ 1.49	\$ -	\$ 140.57	\$ 132.00	\$ (10.06)
142 E 71100 207 000 02000 100	Medical Insurance	\$ 6,135.00	\$ 114.27	\$ -	\$ 6,020.73	\$ 7,477.00	\$ 1,342.00
142 E 71100 212 000 02000 100	Employer Medicare	\$ 398.00	\$ 10.54	\$ -	\$ 387.46	\$ 485.00	\$ 87.00
142 E 71100 429 000 99999 100	Instructional Supplies & Mater	\$ 734.54	\$ 183.80	\$ -	\$ 520.27	\$ 1,109.09	\$ 374.55
Expenditures Difference:							\$ 8,555.88

LSS Proposed Budget Amendment							
Fund 142 - Title II							
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference
Revenue:							
142 R 47189 000 000 00000 200	Title II	\$ 53,876.40	\$ 419.05	\$ -	\$ 53,457.35	\$ 66,283.19	\$ 12,406.79
Revenue Difference:							\$ 12,406.79
Expenditures:							
142 E 72210 499 000 00116 200	Other Supplies & Materials	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ 300.00	\$ 200.00
142 E 72210 499 000 02000 200	Other Supplies & Materials	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ 300.00	\$ 200.00
142 E 72210 499 000 03000 200	Other Supplies & Materials	\$ 100.00	\$ -	\$ -	\$ 100.00	\$ 300.00	\$ 200.00
142 E 72210 524 000 00116 200	In-Service/Staff Development	\$ 10,859.80	\$ 1,563.70	\$ -	\$ 9,296.10	\$ 14,795.39	\$ 3,935.59
142 E 72210 524 000 02000 200	In-Service/Staff Development	\$ 10,859.80	\$ 2,874.73	\$ 2,250.00	\$ 5,735.07	\$ 14,795.40	\$ 3,935.60
142 E 72210 524 000 03000 200	In-Service/Staff Development	\$ 10,859.80	\$ -	\$ -	\$ 10,859.80	\$ 14,795.40	\$ 3,935.60
Expenditures Difference:							\$ 12,406.79

LSS Proposed Budget Amendment								
Fund 142 - Title III								
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference	
Revenue:								
142 R 47592 000 000 00000 330	Title III	\$ 28,510.41	\$ 6,477.47	\$ -	\$ 22,032.94	\$ 32,516.13	\$ 4,005.72	
Revenue Difference:							\$ 4,005.72	
Expenditures:								
142 E 71100 429 000 00116 330	Instructional Supplies & Mater	\$ 4,553.85	\$ -	\$ -	\$ 4,553.85	\$ 6,053.85	\$ 1,500.00	
142 E 71100 429 000 02000 330	Instructional Supplies & Mater	\$ 2,846.15	\$ -	\$ -	\$ 2,846.15	\$ 3,350.00	\$ 503.85	
142 E 71100 429 000 03000 330	Instructional Supplies & Mater	\$ 3,984.62	\$ -	\$ -	\$ 3,984.62	\$ 4,486.49	\$ 501.87	
142 E 72210 524 000 00116 330	In-Service/Staff Development	\$ 1,500.00	\$ -	\$ -	\$ 1,500.00	\$ 2,000.00	\$ 500.00	
142 E 72210 524 000 02000 330	In-Service/Staff Development	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 1,500.00	\$ 500.00	
142 E 72210 524 000 03000 330	In-Service/Staff Development	\$ 1,000.00	\$ -	\$ -	\$ 1,000.00	\$ 1,500.00	\$ 500.00	
Expenditures Difference:							\$ 4,005.72	

LSS Proposed Budget Amendment							
Fund 142 - Title IV							
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference
Revenue:							
142 R 47147 000 000 00000 410	Safe and Drug-Free Schools - S	\$ 19,785.70	\$ 1,878.94	\$ -	\$ 17,906.76	\$ 20,683.01	\$ 897.31
Revenue Difference:							\$ 897.31
Expenditures:							
142 E 72250 471 000 00116 410	Software	\$ 9,785.70	\$ 6,060.50	\$ -	\$ 3,725.20	\$ 10,683.01	\$ 897.31
Expenditures Difference:							\$ 897.31

LSS Proposed Budget Amendment							
Fund 141 - ISM							
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference
Revenue:							
141 R 46790 000 000 00000 951	Innovative School Models	\$ 90,000.00	\$ -	\$ -	\$ -	\$ 95,289.91	\$ 5,289.91
Revenue Difference:							\$ 5,289.91
Expenditures:							
141 E 71300 429 000 03000 951	Instructional Supplies & Materials	\$ 15,000.00	\$ -	\$ -	\$ -	\$ 6,800.00	\$ (8,200.00)
141 E 71300 429 000 02000 951	Middle School Supplies & Materials	\$ 5,000.00	\$ -	\$ -	\$ -	\$ -	\$ (5,000.00)
141 E 71300 599 000 03000 951	Other Charges-CTSO	\$ 10,000.00	\$ -	\$ -	\$ -	\$ -	\$ (10,000.00)
141 E 71300 599 000 99999 951	Other Charges	\$ 40,000.00	\$ -	\$ -	\$ -	\$ -	\$ (40,000.00)
141 E 71300 429 000 99999 951	Consumables	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 5,500.00	\$ (4,500.00)
141 E 71300 730 000 03000 951	Equipment	\$ -	\$ -	\$ -	\$ -	\$ 77,165.00	\$ 77,165.00
141 E 72130 524 000 03000 951	Teacher PD	\$ -	\$ -	\$ -	\$ -	\$ 2,500.00	\$ 2,500.00
141 E 72230 524 000 03000 951	Director PD	\$ 10,000.00	\$ -	\$ -	\$ -	\$ 3,324.91	\$ (6,675.09)
Expenditures Difference:							\$ 5,289.91

LSS Proposed Budget Amendment							
Fund 142 - IDEA B							
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference
Revenue:							
142 R 47143 000 000 00000 900	IDEA	\$ 475,060.00	\$ 38,023.06	\$ -	\$ 437,036.94	\$ 501,784.30	\$ 26,724.30
Revenue Difference:							\$ 26,724.30
Expenditures:							
142 E 72220 312 000 01000 900	Contracts w Private Agencies	\$ 65,055.11	\$ -	\$ -	\$ 65,055.11	\$ 91,779.41	\$ 26,724.30
Expenditures Difference:							\$ 26,724.30

LSS Proposed Budget Amendment							
Fund 142 - IDEA Pre-K							
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference
Revenue:							
142 R 47145 000 000 00000 910	IDEA Preschool	\$ 12,753.00	\$ 4,485.00	\$ -	\$ 8,268.00	\$ 15,058.31	\$ 2,305.31
Revenue Difference:							\$ 2,305.31
Expenditures:							
142 E 71200 725 000 00116 910	Special Education Equipment	\$ 5,196.71	\$ -	\$ 4,932.00	\$ 264.71	\$ 7,502.02	\$ 2,305.31
Expenditures Difference:							\$ 2,305.31

LSS Proposed Budget Amendment									
Fund 141 - TN Tutoring Grant									
Account Number Fnd T Acct Obj Prj Loc Prg	Account Level Description	FY 26-27 Revised Budget	FY 26-27 FY Activity	FY 26-27 Encumbered	FY 26-27 Available Funds	Proposed Budget Amendment	Difference		
Revenue:									
141 R 46590 000 000 00000 954	TN Tutoring Grant	\$ -	\$ -	\$ -	\$ -	\$ 78,060.00	\$ 78,060.00		
Revenue Difference:							\$ 78,060.00		
Expenditures:									
141 E 71100 189 000 00116 954	Teachers	\$ -	\$ -	\$ -	\$ -	\$ 33,498.36	\$ 33,498.36		
141 E 71100 189 000 02000 954	Teachers	\$ -	\$ -	\$ -	\$ -	\$ 24,290.00	\$ 24,290.00		
141 E 71100 201 000 00116 954	Social Security	\$ -	\$ -	\$ -	\$ -	\$ 2,070.02	\$ 2,070.02		
141 E 71100 201 000 02000 954	Social Security	\$ -	\$ -	\$ -	\$ -	\$ 1,501.00	\$ 1,501.00		
141 E 71100 204 000 00116 954	State Retirement	\$ -	\$ -	\$ -	\$ -	\$ 1,468.23	\$ 1,468.23		
141 E 71100 204 000 02000 954	State Retirement	\$ -	\$ -	\$ -	\$ -	\$ 1,247.58	\$ 1,247.58		
141 E 71100 206 000 00116 954	Life Insurance	\$ -	\$ -	\$ -	\$ -	\$ 9.55	\$ 9.55		
141 E 71100 207 000 00116 954	Medical Insurance	\$ -	\$ -	\$ -	\$ -	\$ 417.71	\$ 417.71		
141 E 71100 212 000 00116 954	Employer Medicare	\$ -	\$ -	\$ -	\$ -	\$ 485.72	\$ 485.72		
141 E 71100 212 000 02000 954	Employer Medicare	\$ -	\$ -	\$ -	\$ -	\$ 352.21	\$ 352.21		
141 E 71100 429 000 00116 954	Instructional Supplies & Mater	\$ -	\$ -	\$ -	\$ -	\$ 8,114.69	\$ 8,114.69		
141 E 71100 429 000 02000 954	Instructional Supplies & Mater	\$ -	\$ -	\$ -	\$ -	\$ 405.53	\$ 405.53		
141 E 72210 189 000 00116 954	Other Salaries & Wages	\$ -	\$ -	\$ -	\$ -	\$ 1,800.00	\$ 1,800.00		
141 E 72210 189 000 02000 954	Other Salaries & Wages	\$ -	\$ -	\$ -	\$ -	\$ 1,800.00	\$ 1,800.00		
141 E 72210 201 000 00116 954	Social Security	\$ -	\$ -	\$ -	\$ -	\$ 111.60	\$ 111.60		
141 E 72210 201 000 02000 954	Social Security	\$ -	\$ -	\$ -	\$ -	\$ 111.60	\$ 111.60		
141 E 72210 204 000 00116 954	State Retirement	\$ -	\$ -	\$ -	\$ -	\$ 162.00	\$ 162.00		
141 E 72210 204 000 02000 954	State Retirement	\$ -	\$ -	\$ -	\$ -	\$ 162.00	\$ 162.00		
141 E 72210 212 000 00116 954	Employer Medicare	\$ -	\$ -	\$ -	\$ -	\$ 26.10	\$ 26.10		
141 E 72210 212 000 02000 954	Employer Medicare	\$ -	\$ -	\$ -	\$ -	\$ 26.10	\$ 26.10		
Expenditures Difference:							\$ 78,060.00		

Laura Harrison
Board Chair

Jeremy Burnett
Board Vice-Chair

Keith Acton
Board Member

Michelle Childs
Board Member

Deborah Thomas
Board Member

Ted Horrell
Superintendent

2026-2027 Lakeland School Board Meeting Dates

August 2026	September 2026	October 2026	November 2026	December 2026	January 2027
10 Business Meeting 5:45pm LSS District Office	8* Work Session <i>*Tuesday</i> 5:45pm LSS District Office	5 Business Meeting 5:45pm LSS District Office	2 Business Meeting 5:45pm LSS District Office	7 Work Session 5:45pm LSS District Office	11 Business Meeting 5:45pm LSS District Office
	14 Business Meeting 5:45pm LSS District Office		6 Board Retreat 1:00pm Gaylord Opryland Resort	14 Business Meeting 5:45pm LSS District Office	

February 2027	March 2027	April 2027	May 2027	June 2027	July 2027
1 Work Session 5:45pm LSS District Office	1 Work Session 5:45pm LSS District Office	5 Work Session 5:45pm LSS District Office	3 Work Session 5:45pm LSS District Office	7 Work Session 5:45pm LSS District Office	12 Business Meeting 5:45pm LSS District Office
8 Business Meeting 5:45pm LSS District Office	8 Business Meeting 5:45 pm LSS District Office	12 Business Meeting 5:45 pm LSS District Office	10 Business Meeting 5:45pm LSS District Office	14 Business Meeting 5:45pm LSS District Office	

****Meeting dates, times and location are subject to change. Meeting dates, times and agendas will always be posted in advance at <http://www.lakelandk12.org/>** 16



26-27 Sports

High School Football	9-12
HS Basketball Boys	9-12
HS Basketball Girls	9-12
HS Baseball	9-12
HS Bowling	9-12
HS Cheer-basketball	9-12
HS Cheer Competitive	9-12
HS Volleyball	9-12
HS Softball	9-12
HS Golf Boys	9-12
HS Golf Girls	9-12
HS Track Boys	9-12
HS Track Girls	9-12
HS Cross Country Boys	9-12
HS Cross Country Girls	9-12
HS Soccer Boys	9-12
HS Soccer Girls	9-12
HS Lacrosse Boys	9-12
HS Swimming	9-12
HS Tennis	9-12
HS Wrestling	9-12
HS Flag Football	9-12



26-27 HIGH SCHOOL CLUBS

Club	Grades Involved	Description
Knowledge Bowl	9-12	This is a high school based club which practices competitive knowledge based questions in a timed scenario. The team competes against other area high schools in local tournaments and WREG's pre-recorded, televised tournament. The team practices monthly and holds other practice rounds as necessary.
HS Student Council	9-12	This is an annually elected body of students serving the high school student community. It consists of 4 officer positions (President, Vice President, Secretary and Historian) and 5 representatives from each class (freshmen, sophomores, juniors, seniors). The entire council meets monthly and the executive council meets bi weekly. The group carries out a variety of events, activities and programs with the aim of fostering community and school spirit. Students may also be asked to work in tandem with faculty and administration in advising policies which affect student life.
BETA Club	9-12	"National Beta is committed to recognizing high academic achievement, rewarding and nurturing worthy character, fostering leadership skills and encouraging service to others."
Art Club	9-12	Art club is a chance for students who have a strong interest in art to come and create along with other like minded students. We will have different projects and pieces that will help students to understand art and its relation to the school and community. Students applying should be responsible, self motivated, and excel in the art classroom.
Robotics Club	9-12	Planning and Preparing for Robotics Competitions
Marching Band	9-12	The Marching Band is a music ensemble that meets during the summer and fall. The ensemble consists of woodwinds, brass, percussion, and a color guard. The Marching band provides entertainment at home football games, local events, and competes all over the Mid-South.
Color Guard/Winter Guard	9-12	Color guard is a part of the marching band that uses flags, dance, rifles, sabres, and other equipment to visually represent what is happening in the music. Since color guard is part of the marching band, the season begins mid-summer and continues throughout the fall. Winterguard is a group that uses choreography, dancing, staging, and equipment (flags, rifles, sabres, etc.) to interpret music. Although similar to color guard, winterguard is performed indoors without the band and occurs during the winter/spring seasons.
Emerging Bilingual Club	9-12	The Emerging Bilingual Club proposes to promote awareness, appreciation, and understanding of the people and diverse cultural productions of the languages around the world. It also proposes to contribute and encourage the study and appreciation of world languages. Finally, it proposes to foster friendly relations with other clubs and organizations, as well as the community, and to work with them to better understand diversity through cultural awareness. The Emerging Bilingual Club is composed of students in all levels or just those who are interested in diverse cultures.
Technology Community	9-12	Students will learn the importance of using graphic design and communication as a tool to keep our community informed of events and happenings within the school. Students will learn to design, edit, and proof graphics and articles as well as utilize technology to provide resources and technology tutorials to the community and school. Students will also learn the importance of digital citizenship and understand the digital footprint their interactivity with technology creates.



26-27 HIGH SCHOOL CLUBS

Club	Grades Involved	Description
Theatre - Soon to be Thespian Troupe	9-12	Jr. Thespian and Thespian Troupe 10902 - Lakeland Preparatory School - Commitment to theatre is what the International Thespian Society is all about. The Society was established in 1929 by a group of college and high school teachers in Fairmont, West Virginia. They named their organization for Thespis, the Greek who, according to legend, was the first actor; their guiding principle was a dedication to excellence in theatre arts in secondary schools. In the years since, the Society has grown into an international organization with more than 2.2 million members, but its goals haven't changed; the International Thespian Society still strives to make education and arts programs places for good theatre and to honor those students who do theatre well. The Society is a service as well as an honorary organization. This school year we will hold Thespian meetings, elect officers, attend the TN Thespian Conference in January and have special events. We are excited for the future of Jr. Thespian and Thespian Troupe 10902.
HOSA Health Occupations Students of America	9-12	HOSA provides a unique program of leadership development, motivation, and recognition exclusively for secondary, postsecondary, adult, and collegiate students enrolled in health science education and biomedical science programs or have interests in pursuing careers in health professions. https://hosa.org/
DECA Distributive Education Clubs of America	9-12	DECA prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality and management in high schools and colleges around the globe. https://www.deca.org/
SkillsUSA	9-12	A nonprofit national education association, SkillsUSA serves middle-school, high-school and college/postsecondary students preparing for careers in trade, technical and skilled service occupations. https://www.skillsusa.org/
TSA Technology Student Association	9-12	The Technology Student Association fosters personal growth, leadership, and opportunities in technology, innovation, design, and engineering. Members apply and integrate science, technology, engineering and mathematics (STEM) concepts through co-curricular activities, competitions and related programs. https://tsaweb.org/
History Club	9-12	This new club will serve as a "deeper dive" into the 8th Grade Social Studies curriculum. It will increase students' enthusiasm for American history (especially Tennessee history) through morning meetings and parent-accompanied Saturday field trips to historic sites and museums. History club students would also learn how to properly raise, lower, and fold our school's flags, assisting Student Council with flag duty when needed.
National Honor Society	10-12	The National Honor Society enshrines four pillars at its heart: Scholarship, Service, Leadership, and Character. More than mere badges of honor for NHS members, these principles are transformative keys that unlock potential, enhancing every student's educational journey, and ultimately empowering them to make profound, enduring contributions to our world.
Lunch Time Book Club	9-12	The librarian will choose the books, and students will participate in reading and discussing the books during lunch usually once per week.



26-27 HIGH SCHOOL CLUBS

Club	Grades Involved	Description
Chess Club	9-12	Students learn and play chess! FOUNDERS OF MID-SOUTH CHESS are International Grandmaster Alex Stripunsky, a competitive player and premier chess instructor dedicated to spreading quality chess in the Mid-South, and International Master Jake Kleiman, a native Memphian and Phi Beta Kappa Rhodes College graduate recognized as one of the top players in the country. MID-SOUTH CHESS INSTRUCTORS are college students and recent graduates who must exhibit chess ability, skill, enthusiasm, play actively, possess communicative-child friendly skills and fine moral character. Our instruction has spanned 21 years in Memphis and includes coaching elementary, middle, and high school students, camps, tournaments, seminars, and simultaneous chess exhibitions.
American Chemical Society	9-12	Create opportunities for students studying chemical science to become better acquainted with peers in the following ways: secure the intellectual stimulation that arises from professional association, obtain experience in preparing and presenting technical material before audiences focusing on chemistry, foster a professional spirit among the members, instill a professional pride in the chemical sciences, foster an awareness of the responsibilities and challenges of the modern chemist
Roar Corp	9-12	This group will help promote school spirit in a variety of ways!
National Technical Honor Society	10-12	National Technical Honor Society (NTHS) is the honor society for Career & Technical Education (CTE). As a national non-profit student organization, NTHS has been recognizing outstanding student achievement in CTE since 1984. Having served over 1.2 million members in secondary and postsecondary chapters across the country and beyond, NTHS continues to support the next generation of skilled workers and leaders through chapter activities built around our Core Four Objectives of career development, leadership development, service, and recognition.
Coding Club	9-12	Provide students the opportunity to learn the basics of computer coding and computer science.
Tri-M Music Honors Society	9-12	Tri-M is a Music Honor Society that will give students opportunities to perform, lead and serve LPS and the greater Lakeland community. Membership in Tri-M at LPS is contingent on the following criteria: Students must be enrolled in a music class at LPS. Students must maintain an A in their music class and a B or better in other academic areas. Students must be willing to work cooperatively both in musical endeavors and in serving the greater Lakeland community. Students must strive to demonstrate respect, responsibility, trustworthiness, fairness, caring, and citizenship.
Sociedad Honoraria Hispánica	9-12	The purpose of the SHH is to recognize high achievement in Spanish and Portuguese by students of secondary schools and to promote continuity of interest in Hispanic and Luso-Brazilian studies. The SHH is classified as a national and international academic honor society in the study of high school Spanish and Portuguese and is sponsored by the American Association of Teachers of Spanish and Portuguese, Inc. (AATSP)



26-27 HIGH SCHOOL CLUBS

Club	Grades Involved	Description
Gardening Club	9-12	Students will learn sustainable gardening techniques, such as growing plants from grocery store produce and from cuttings.
Ceramics Club	9-12	Students will learn how to create ceramics with the utilization of pottery wheels.
HS Pokemon Club	9-12	Former Middle School Pokemon Club members may serve as mentors for current Middle School Pokemon Club members.
HS Kindness Club	9-12	Former Middle School Kindness Club members may serve as mentors for current Middle School members.
Science National Honor Society	10-12	Science National Honor Society will be open to students in an Honors or higher science course in 10th- 12th grades. Students must be enrolled in a science course to maintain membership and meet GPA and behavior requirements as stated in the bylaws. A chapter membership to the Science National Honor Society is beneficial to students and schools as it promotes academic excellence, fosters a sense of community, enhances science education, and positively impacts students by providing recognition, networking opportunities, skill development, and avenues for community service.
Debate Club	9-12	The National Speech and Debate Association's mission is "to connect, support, and inspire a diverse community committed to empowering students through competitive speech and debate." The 2025-2026 school year would be established as an organizational year to recruit, educate members in process, and practice skills. Registration for competitions would start in 2026-2027.
Mu Alpha Theta	9th - 12th	The National Mathematics Honor Society Members must be high school students in grades 9 through 12 who have completed the equivalent of two years of college preparatory mathematics, including algebra and/or geometry, and have completed or are enrolled in a third year of college preparatory mathematics. On the 4-point grading scale, members must have at least a 3.0 math grade point average.
Best Buddies	9th - 12th	Best Buddies Friendship programs represent one of our organization's four key mission pillars. These programs build one-to-one friendships between people with and without intellectual and developmental disabilities (IDD), offering social interactions while improving the quality of life and level of inclusion for a population that is often isolated and excluded. Through their participation, people with IDD form meaningful connections with their peers, gain self-confidence and self-esteem, and share interests, experiences and activities that many other individuals enjoy.



26-27 HIGH SCHOOL CLUBS

Club	Grades Involved	Description
Student Ambassadors	9-12	The LPS Student Ambassadors Program is a leadership opportunity for students who would like to represent Lakeland Preparatory School. This group of students will be dedicated to the positive promotion of our school. They will play an active role in welcoming new students, leading school tours for visitors, and helping with a variety of school-related events. Ambassadors will show leadership, good judgment, maturity, honesty, and integrity while upholding their responsibilities of being a model student.
Computer Science Honor Society	9-12	CSHS recognizes students who excel in computer science, encourages more students to take CS courses, and completes service related computing. CSHS encourages secondary students' enthusiasm for computer science, honors academic excellence, and promotes service. Eligibility requirements include a minimum of a 3.0 in computer science courses.
National Art Honor Society	9-12	The National Art Honor Society (NAHS) is a division of the National Art Education Association. These programs recognize outstanding visual arts students and support members in achieving the highest standards in art scholarship, character, and service while providing opportunities for leadership, peer recognition, college and career preparation, community engagement, and more—helping to promote the value of art education within schools and communities. Students have the opportunity to receive scholarships and service awards, participate in virtual and in-person learning events, enter NAHS juried art exhibitions, and have their work published.
Fellowship of Christian Students	9-12	A club for students of the Christian faith to meet and learn from the Bible together.
Hispanic Heritage Society	9-12	The Hispanic Heritage Society celebrates Hispanic culture and helps plans multiple events including International Family Night throughout the school year.

Lakeland Middle Preparatory School 26-27 Sports

Middle School Football	6-8
MS Basketball Boys	6-8
MS Basketball Girls	6-8
MS Baseball	6-8
MS Cheer-basketball	5-8
MS Cheer Competitive	5-8
MS Volleyball	6-8
MS Softball	6-8
MS Golf Boys	6-8
MS Golf Girls	6-8
MS Track Boys	6-8
MS Track Girls	6-8
MS Cross Country Boys	6-8*
MS Cross Country Girls	6-8*
MS Soccer Boys	6-8
MS Soccer Girls	6-8
MS Lacrosse Boys	5-8
MS Swimming	6-8*
MS Tennis	6-8*
MS Girls Flag Football	6-8

*5th graders may participate in Cross Country practices with LMPS, but they run on LES's team. 5th graders may practice with certain middle school teams. Contact the athletic director for more information.

Job Title: District Facilities Supervisor

Exemption Status: FLSA/Non-exempt

Reports to: Superintendent

Salary Schedule: 12M Supervisor

Dept./School: Central Office

Date Approved:

Primary Purpose:

To oversee and streamline maintenance workflows across the district's three campuses (two school buildings and one administrative office) by collaborating with facility teams, evaluating site needs, and liaising with service providers to maintain high district standards, meet daily operational needs, and support long-term facility planning, capital growth, and strategic investment in district facilities.

Minimum Training and Qualifications:

Bachelors Degree

Degree in Facilities Management, Construction Management, or related field preferred.

Minimum five (5) to seven (7) years working experience in maintenance, construction, building operations, or a related field, including demonstrated project management or supervisory experience preferred.

Knowledge of basic principles of construction, school plant maintenance, custodial operations, and budget administration.

Ability to read and interpret blueprints, schematics, technical specifications, and project documents.

Ability to climb ladders, including vertical roof hatch ladders, and lift a minimum of 50 pounds.

Ability to communicate effectively by oral and written means.

Ability to reason and make judgments, and work cooperatively with all school district personnel.

Ability to use a computer for email, word processing, maintenance work order requests, and software to develop or maintain spreadsheets.

Possess a valid Tennessee Driver's License with a good driving record

Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable

Performance Responsibilities:

1. Supervises all functions of maintenance, including work order requests, prioritizing tasks and directing staff to provide for timely repairs, preventive maintenance, and upkeep of all school buildings, school grounds, plus athletic fields and/or facilities (comprising two school facilities and one administrative central office building).
2. Directs, oversees, or assigns cooperative work with vendors, contractors, or subcontractors related to the physical facilities and grounds of the school system, ensuring work complies with project specifications, budgets, and completion schedules.

3. Delegates cleaning or repair work orders to manager, coordinator, and school plant managers, establishes operational standards, plus reviews and evaluates the quality of custodial work to ensure that all schools are properly cleaned and maintained.
4. Provides on-site analysis, recommendations, and support for any situation in which the status or condition of facilities may impact school operations, student services, extra-curricular or athletic activities.
5. Prepares detailed scopes of work to arrange for facility repairs, equipment replacement, and system upgrades.
6. Actively monitors the condition of all facilities and grounds, and develops short and long-range plans and maintenance schedules for future repair work, equipment replacements, and capital improvements.
7. Serves as the primary project manager for all capital improvement, construction, and renovation projects across the school district, directly managing architects, engineers, contractors, and timelines.
8. Maintains necessary records and prepares periodic reports related to capital improvement projects, facility needs assessments, safety compliance, and departmental productivity as requested by the Superintendent.
9. Prepares plans, scope materials, and specifications to secure quotes and/or competitive bids for facilities and maintenance-related equipment and services in accordance with budgetary limitations and district policies.
10. Negotiates and maintains contracts for recurring services to the schools and other administrative facilities, including but not limited to, elevator maintenance, pest control treatment, security monitoring services, fire alarm monitoring service, irrigation system repairs and maintenance, HVAC filter maintenance, plus trash pick-up and other facility services.
11. Monitors adherence to Standard Building Code, Fire Code, OSHA Code, Life Safety Code, and district safety protocols.
12. Serves as liaison with the State Fire Marshal's office (and to any other agencies having jurisdiction over or providing services to school operations) including assisting with inspections, Plans of Corrective Action, and the facilitation of corrections as necessary.
13. Provides leadership, coordination, and functional oversight of plant managers and lead custodians, collaborating with designated supervisors to support training, work assignments, performance expectations, employee development, and recommendations regarding staffing and operational needs.
14. Supports the development of the maintenance department operational budget based on documented needs, approving purchase orders and forwarding invoices to accounting to ensure funds are managed cost-effectively.
15. Maintains and updates the digital Facilities Condition Assessment report, documenting facility conditions, scheduled maintenance, long-term repair and replacement needs, and building component requirements across all district facilities.
16. Participates in district emergency and disaster planning and takes an active, in-person leadership role responding to equipment failures, severe weather, or facility emergencies.
17. Maintains accurate and complete departmental records, including timekeeping, warranties, inspection logs, and compliance documentation.

18. Performs other duties as assigned by the Superintendent.

Clearances and Testing: *(at expense of applicant)*

Criminal Justice Fingerprint/Background Clearance
Pre-employment physical exam & TB Test

The **District Facilities Supervisor** maintains a forty (40)-hour work week. However, the Supervisor may be required to work additional hours and/or weekend days as a result of equipment failures, storms, natural disasters, or special school related events. This is a Twelve (12) month position with work hours and salary determined by the Board. Performance of this job will be evaluated according to procedures established by the Superintendent. On-site attendance at the assigned location or locations is an essential function of this job.

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Lakeland School System offers educational and employment opportunities without regard to race, color, religion, sex, creed, age, disability, national origin, or genetic information and adheres to the provisions of the Family Rights and Privacy Act (FERPA)

Job Title: Maintenance and Facilities Manager

Exemption Status: FLSA/Non-exempt

Reports to: Superintendent **District Facilities Supervisor**

Salary Schedule: 12M Manager

Date Approved:

Dept./School: Central Office

Primary Purpose:

To consistently monitor the condition of all school plants and grounds and coordinate maintenance of the physical school plants and grounds in a manner that will ensure a safe, healthy, functional, and attractive educational environment.

Minimum Training and Qualifications:

High School Diploma or Equivalent

Minimum five (5) years working experience in maintenance, construction, or a related field. Experience in general construction project management preferred. Experience as a licensed electrician, plumber, or HVAC technician is an asset.

Ability to climb ladders, including vertical roof hatch ladders, and lift a minimum of 50 pounds.

Ability to communicate effectively by oral and written means.

Ability to understand instructions and underlying principles

Ability to reason and make judgments, plus work cooperatively with all school district personnel.

Ability to use a computer or smartphone for email, internet, ~~energy management~~, maintenance work order requests, ~~word processing and spreadsheet applications~~.

Possess a valid Tennessee Driver's License with a good driving record

Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable

Performance Responsibilities:

1. ~~Coordinates functions~~ **Works directly with District Facilities Supervisor to carry out functions** of maintenance, including work order requests, to provide for timely repairs and upkeep of all school buildings, school grounds, plus athletic fields and/or facilities.
2. Oversees and works cooperatively with vendors, **supports work as needed with** contractors, or subcontractors related to the physical facilities of the school system **as directed by the District Facilities Supervisor**.
3. Coordinates cleaning or repair work orders with school plant managers plus reviews the quality of custodial work to ensure that all schools are properly cleaned and maintained.
4. Serves as the contact person for any contracted custodial cleaning services, grounds maintenance services, irrigation maintenance services, or others.

5. **Responds to and** provides on-site analysis, recommendations, and support for any situation in which the status or condition of facilities may impact school operations, student services, extra-curricular or athletic activities.
6. Services and makes minor repairs to equipment or facilities or arranges for such work to be priced, completed and inspected.
7. **Assist in monitoring** ~~Monitors~~ the condition of all facilities and grounds, and **develops supports** short and long-range plans for future maintenance or repair work to be completed **as directed by District Facilities Supervisor**.
8. **Conducts routine physical walk-through to report maintenance needs directly to the District Facilities Supervisor.**
9. ~~Monitors all construction and capital improvement projects.~~
10. ~~Maintains necessary records and prepares periodic reports related to the capital improvement projects, needs assessment, and others as requested by the Superintendent.~~
11. Prepares materials to secure quotes and/or bids for facilities and maintenance related equipment and services **as directed by the District Facilities Supervisor.**
12. Receives delivery of furniture, fixtures, or equipment (FFE) items and monitors appropriate quantity of FFE items plus quality of vendors' installations.
13. Coordinates and schedules required services to the schools and other administrative facilities, including but not limited to, elevator maintenance, pest control treatment, security monitoring services, fire alarm monitoring service, irrigation system repairs and maintenance, HVAC filter maintenance, plus trash pick-up and other services as may be required.
14. Monitors adherence to Standard Building Code, Fire Code, OSHA Code and Life Safety Code.
15. **Assists school plant managers and custodial staff directly with urgent repair work and other duties as designated by the District Facilities Supervisor**
16. **Provides direct support for any district office staff requiring assistance with set-up, cleanup, repairs, or preparation related to district office events.**
17. **Takes an active, in-person role in responding to facilities emergencies and severe weather cleanup.**
18. ~~Serves as liaison with State Fire Marshal's office including assisting with Plans of Corrective Action and the facilitation of corrections as necessary.~~
19. ~~Serves as a liaison to any other governmental agencies having jurisdiction over or providing services to school operations.~~
20. Maintains accurate and complete records.
21. Performs other duties as assigned by the Superintendent.

Clearances and Testing: (at expense of applicant)

Criminal Justice Fingerprint/Background Clearance
Pre-employment physical exam & TB Test

The **Maintenance and Facilities Manager** maintains a forty (40)-hour work week. However, the manager may be required to work additional hours and/or weekend days as a result of equipment failures, storms, natural disasters, or special school related events. This is a Twelve (12) month position with work hours and salary determined by the Board. Performance of this job will be evaluated according to procedures established by the Superintendent. On-site attendance at the assigned location or locations is an essential function of this job.

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

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Lakeland Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Threat Assessment Team	Descriptor Code: 3.204	Issued Date: 09/14/2026
		Rescinds: 3.204	Issued: 07/10/23

General¹

A threat assessment team shall be created within the school district to develop intervention-based approaches to prevent violence, manage reports of potential threats, and create a system that fosters a safe, supportive, and effective school environment. The Superintendent shall appoint the members of the threat assessment team.

The Superintendent shall develop administrative procedures regarding the training and operations of the team to comply with state law and State Board of Education rules and regulations.

TEAM MEETINGS

All threat assessment team meetings shall be closed to the public.²

RECORDKEEPING³

The team shall document all behaviors and incidents deemed to pose a risk to school safety or that resulted in intervention and shall provide the information to the Superintendent **or designee.**

~~A report of the activities of the threat assessment team will be compiled and shared with the Board before each regular meeting.~~

Documents produced or obtained regarding these assessment activities will not be open for public inspection.

REPORTING⁴

The Director of Schools shall develop a process for providing parent(s)/guardian(s) information on credible threats of violence or significantly disruptive behavior directed toward or occurring on the grounds of the school their student attends. Such reports shall include incidents that are reported to a state or local law enforcement agency, but shall not include consultations between administration and school resource officers. These reports must be made within forty-eight (48) hours of the district's report to law enforcement.

At least once per quarter, the Director of Schools shall provide the Board with a report listing the total number of incidents reported to state and local law enforcement agencies requiring notice to parent(s)/guardian(s) for the respective quarter as well as total for the year to date.

Legal References

1. [TCA 49-6-2701](#)
2. [TCA 49-6-2701\(f\)](#)
3. [TCA 49-6-2702](#)
4. [Public Acts of 2025, Chapter No. 215](#)

Cross References

School District Records 1.407
Safety 3.201
Security 3.205
Student Records 6.600



CHILD TRAFFICKING PREVENTION & AWARENESS EDUCATION

(TENNESSEE PUBLIC CHAPTER NO. 744 of the Public Acts of 2026 (PC744))

K-12 INSTRUCTION IMPLEMENTATION PLAN

Law description: Tennessee law requires age-appropriate child trafficking prevention and awareness education for K-12 students, aligned with state health education standards.

Method of Instruction: Methods of instructions will vary. One method of instruction will be teacher-led through lecture. Instruction may also occur through a video. TDOE may release videos to support this new instruction. Additional methods of delivery may be utilized after guidance is provided by TDOE.

Professional Qualifications/Training: All deliverers of instructions will be licensed educators with support from school counselors, health education personnel, and school and district administrators and supervisors.

Material/Resources: The Tennessee Academic Health Standards will serve as the basis for instruction. The district is waiting for additional guidance/resources by TDOE for this new instruction.

TN Academic Health Standards Supporting Child Trafficking and Awareness

Grades K-2 Standards	Grades 3-5 Standards
- Physical safety - Personal safety - Bullying prevention - Social media safety - Trusted adults - Help-seeking	- Personal safety - Bullying and harassment prevention - Social media and digital citizenship - Healthy relationships - Communication
Grades 6-8 Standards	Grades 9-12 Standards
- Safety and prevention - Human growth and development - Mental/social/behavioral health - Digital safety - Healthy Relationships	- Personal safety and risk reduction - Mental/emotional/behavioral health - Technology and digital citizenship - Healthy relationships - Community health resources

RESOLUTION 2026/9-01
A RESOLUTION TO PURCHASE A VEHICLE FOR MAINTENANCE USE

WHEREAS, the Lakeland School System Board of Education adopted a Fiscal Year 2027 Capital Improvement Budget; and

WHEREAS, funds were included in the Fiscal Year 2027 Capital Improvement Budget for maintenance equipment purchases; and

WHEREAS, the Lakeland School System Maintenance Department has requested the purchase of additional equipment to support the servicing and maintenance of district-wide facilities, buildings, grounds, and related infrastructure in response to inclement weather and other potential disruptions to the regular operations of LSS; and

WHEREAS, the requested equipment consists of a Kubota SVL75-3 compact track loader, including selected attachments, and a 20-foot, 14,000-pound GVWR tilt-deck bumper-pull trailer to support the transportation and operation of said equipment at the combined quoted purchase price of \$85,000; and

WHEREAS, the Lakeland School System Finance Department has reviewed applicable State of Tennessee purchasing requirements and will ensure that the purchase complies with all federal, state, and local procurement policies and procedures;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE LAKELAND SCHOOL SYSTEM that the Lakeland School System is authorized to purchase a Kubota compact track loader, selected attachments identified in the purchase quotation, and a 20-foot, bumper-pull trailer, utilizing funds appropriated within the Fiscal Year 2027 Capital Improvement Budget.

BE IT FURTHER RESOLVED that the Superintendent or his designee is authorized to take all actions necessary to complete the purchase in accordance with applicable purchasing laws and Board policies.

PASSED AND ADOPTED by the Lakeland Board of Education, Lakeland, Tennessee on this 14th day of September, 2026, public welfare requiring it.

Laura Harrison, *Board Chair*

Dr. Ted Horrell, *Superintendent*

ATTEST: _____
Summer Smith, *LSS Board Recorder*



Lakeland Logo Variations

DRAFT #1.5 • 08/24/2026

LES Initials



Lakeland Wordmark



Lakeland Variations



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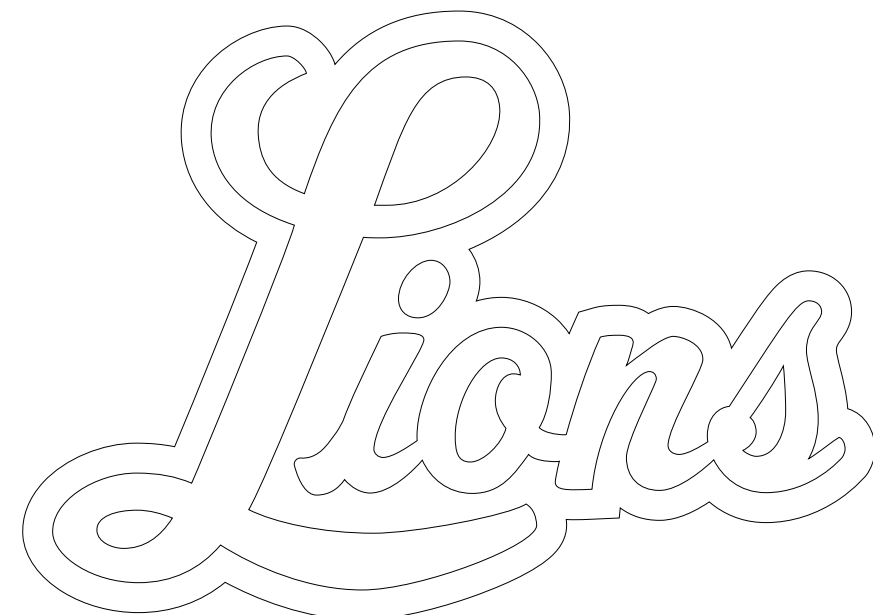
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SAVE Act Compliance Package

The below items are due in ePlan by **September 30, 2026**

Item	Select if Included/Complete
2026-27 District-Level and School-Level Emergency Operations Plan (EOP) <i>ePlan</i>	☒
2026-27 District and School-Level Safety Coordinators and Emergency Contact Information Spreadsheet <i>ePlan</i>	☒
2026-27 Assurances and Cover Sheet (Signatures of the School Board Chairman, Director of Schools, and SAVE Act/School Safety Coordinator) <i>ePlan</i>	☒
2025-26 School Drill Logs <i>ePlan</i>	☒

Information - Individual Submitting Compliance Package

Local Education Agency:	Lakeland School System
Name:	Kevin Robert Sanders
Title:	Behavior and Transition Facilitator: SAVE Act Coordinator
Address:	3009 Davies Plantation Rd
Address Continued:	Lakeland, TN 38002
Phone:	901-867-7025
Fax:	901-867-2801
Email Address:	ksanders@lakelandk12.org

Assurances 2026-27

By signing below, I certify that all the information provided is accurate and complete to the best of my knowledge. Furthermore, I certify that our district will comply with the following:

- All reporting requirements included in [Tenn. Code Ann. §§ 49-6-4301-49-6-4303](#) and in the SAVE Act, codified at [Tenn. Code Ann. §§ 49-6-801, et seq.](#);
- All action steps for implementation of the SAVE Act provided by the Department of Education, including the requirement that significant changes to the district's Emergency Operation Plans be forwarded to the Department of Education;
- All training requirements for administrators, staff and students on district and school level Emergency Operation Plans as determined by the Department of Education;
- The requirement in the SAVE Act that a copy of the district and school level Emergency Operation Plans be submitted to local law enforcement agencies and other appropriate entities;
- Threat Assessment Team requirements, as outlined in [Tenn. Code Ann. § 49-6-2701](#); and
- The Teacher Discipline Act, codified at [Tenn. Code Ann. §§ 49-6-2801, et seq.](#)

District Representative	Signature
School Board Chairman <i>Signature of Assurances:</i>	
Director of Schools <i>Signature of Assurances:</i>	
SAVE Act/School Safety Coordinator <i>Signature of Assurances:</i>	
Target Date for Completion of ALL <i>Action Items:</i>	
Today's Date:	

Lakeland Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 09/14/26
		Rescinds: 4.406	Issued: 01/12/26

The Board supports the right of staff and students to have reasonable access to various information formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate and responsible manner.

Employees

Before any employee is allowed use of the district's Internet or intranet access, the employee shall sign a written agreement, developed by the superintendent/designee that sets out the terms and conditions of such use. Any employee who accesses the district's computer system for any purpose agrees to be bound by the terms of that agreement, even if no signed written agreement is on file.

The superintendent or designee shall develop and implement procedures for appropriate Internet use which shall address the following:

1. Development of the Network and Internet Use Agreement.
2. General rules and ethics of Internet access.
3. Guidelines regarding appropriate instruction and oversight of student Internet use.
4. Prohibited and illegal activities, including but not limited to the following:¹
 - Sending or displaying offensive messages or pictures
 - Using obscene language
 - Harassing, insulting, defaming or attacking others
 - Damaging computers, computer systems or computer networks
 - Hacking or attempting unauthorized access to any computer
 - Violation of copyright laws
 - Trespassing in another's folders, work or files
 - Intentional misuse of resources
 - Sharing or failing to safeguard one's own password or other identifier
 - Obtaining or possessing another's password or other identifier
 - Using another's password or other identifier (impersonation)
 - Use of the network for commercial purposes
 - Buying or selling on the Internet

Students

1 The superintendent shall develop and implement procedures for appropriate Internet use by students.
2 Procedures shall address the following:

- 3 1. General rules and ethics of Internet use.
- 4
- 5 2. Prohibited or illegal activities, including, but not limited to:¹
 - 6 • Sending or displaying offensive messages or pictures
 - 7 • Using obscene language
 - 8 • Harassing, insulting, defaming or attacking others
 - 9 • Damaging computers, computer systems or computer networks
 - 10 • Hacking or attempting unauthorized access
 - 11 • Violation of copyright laws
 - 12 • Trespassing in another's folders, work or files
 - 13 • Intentional misuse of resources
 - 14 • Sharing or failing to safeguard one's own password or other identifier
 - 15 • Obtaining or possessing another's password or other identifier
 - 16 • Using another's password or other identifier (impersonation)
 - 17 • Use of the network for commercial purposes
 - 18 • Buying or selling on the Internet

19 **INTERNET SAFETY MEASURES²**

20 Internet safety measures shall be implemented that effectively address the following:

- 21 1. Limiting the content accessible by students using the Internet access provided by the district to
22 content that is age-appropriate;
- 23 2. Protecting the safety and security of students when they are using electronic mail, chat rooms,
24 and other forms of direct electronic communication using Internet access provided by the district;
- 25 3. Preventing unauthorized access, including "hacking" and other unlawful activities by students
26 online;
- 27 4. Preventing students from using Internet access provided by the district to access websites, web
28 applications or software that does not protect students against the disclosure, use, or
29 dissemination of their personal information; and
- 30 5. Restricting students' access to materials harmful to them.

31 The superintendent/designee shall establish a process to ensure the district's education technology is not
32 used for purposes prohibited by law or for accessing sexually explicit materials. The process shall
33 include, but not be limited to:

- 34 1. Utilizing technology that filters, blocks, or otherwise prevents Internet access (for both students
35 and adults) to material that is obscene or pornographic;³
- 36 2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials
37 that are deemed to be harmful to minors;⁴

3. Maintaining and securing a usage log; and

4. Monitoring on-line activities of students.²

The Board shall provide reasonable public notice of and at least one (1) public hearing or meeting to address and communicate its internet safety measures.²

A written parental consent shall be required prior to the student being granted access to electronic media involving district technological resources. The required permission/agreement form, which shall specify acceptable uses, rules of on-line behavior, access privileges and penalties for policy/procedural violations, must be signed by the parent/legal guardian of minor students (those under 18 years of age) and also by the student. This document shall be executed each year and shall be valid only in the school year in which it was signed unless parent(s) provide written notice that consent is withdrawn. In order to rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old) must provide the superintendent with a written request.

Complaints alleging a violation of the internet safety measures shall be submitted to the Chief of Technology. All complaints shall be reviewed to determine how to appropriately respond.

It is the intent of Lakeland School system to balance access to educational Internet resources with protecting students from inappropriate online content. To support Dual Enrollment, AP and similar coursework that may use online textbooks and content, the Board directs the Superintendent or HS administration designee to develop a process to ensure that those digital resources are reviewed and made accessible for students before classes start to include training and testing components.

E-MAIL

Users with network access shall not utilize district resources to establish electronic mail accounts through third-party providers or any other nonstandard electronic mail system. All data including email communications stored or transmitted on school district computers shall be monitored. Employees/students have no expectation of privacy with regard to such data. E-mail correspondence may be a public record under the public records law and may be subject to public inspection.⁵

INTERNET SAFETY INSTRUCTION⁶

Students will be given appropriate instruction in internet safety as a part of any instruction utilizing computer resources. The superintendent shall provide adequate inservice instruction on internet safety. Parent(s)/guardian(s) and students will be provided with material to raise awareness of the dangers posed by the internet and ways in which the internet may be used safely.

VIOLATIONS

Violations of this policy or a procedure promulgated under its authority shall be handled in accordance with the existing disciplinary procedures of this District.

VENDOR CONTRACTS⁷

Prior to entering into any contract for the provision of digital or online materials created or marketed for kindergarten through grade twelve (K-12), the district shall obtain an assurance that the vendor shall

1 adhere to state law. This determination includes ensuring that the vendor filters, blocks, or otherwise
2 prevents access to pornography or obscenity and verifying that the technology prevents a user from
3 sending, receiving, viewing, or downloading materials that are harmful to minors.

4

Legal References

1. [TCA 39-14-602](#)
2. [47 USCA § 254 \(h\)\(5\)\(A\) – \(C\), 254\(l\); 47 CFR § 54.520\(c\)\(1\)\(i\); 20 USCA § 7131; Public Acts of 2025, Chapter No. 195](#)
3. [TCA 49-1-221\(a\)\(1\)\(C\)\(i\)](#)
4. [TCA 39-17-901; TCA 49-1-221\(a\)\(1\)\(C\)\(ii\)](#)
5. [TCA 10-7-512](#)
6. [TCA 49-1-221\(a\)\(1\)\(E\)](#)
7. [TCA 49-1-221\(c\)](#)

Cross References

Use of Email 1.805

Use of Artificial Intelligence Programs 4.214

School and System Websites 4.407

Controversial Materials 4.801

Student Publications 6.704

Lakeland Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Discipline Procedures	Descriptor Code: 6.313	Issued Date: 02/03/25
		Rescinds: 6.313	Issued: 12/09/24

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

MISBEHAVIORS: Level I

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

Examples (not an exclusive listing):

- Classroom disturbances
- Classroom tardiness
- Cheating and lying
- Abusive language
- Non-defiant failure to do assignments or carry out directions
- Wearing while on the grounds of a public school during the regular school day, clothing that exposes underwear or body parts in an indecent manner that disrupts the learning environment²

Disciplinary Procedures:

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

Disciplinary Options:

- Verbal reprimand
- Special Assignment
- Restricting activities
- Assigning work details
- Counseling
- Withdrawal of privileges

- Issuance of demerits which might affect citizenship or department grades
- Strict supervised study
- Detention
- In-school suspension
- Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and behavior intervention plans.

MISBEHAVIORS: Level II

Misbehavior whose *frequency* or *seriousness* tends to disrupt the learning climate of the school.

Included in this level are misbehaviors which do not represent a direct threat to the health and safety of others but whose educational consequences are serious enough to require corrective action on the part of administrative personnel.

Examples (not an exclusive listing):

- Continuation of unmodified Level I behaviors
- School or class tardiness
- School or class truancy
- Using forged notes or excuses
- Disruptive classroom behavior
- Harassment on the basis of sex, race, religion, natural origin, ethnicity, or disability
- Bullying, intimidation, cyberbullying, hazing

Disciplinary Procedures:

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

Disciplinary Options:

- Teacher/schedule change
- Modified probation
- Behavior modification
- Social probation
- Peer counseling
- Referral to outside agency
- In-school suspension
- Transfer
- Detention

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

MISBEHAVIORS: Level III

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

Examples (not an exclusive listing):

- Continuation or severe unmodified Level I and II behaviors
- Simple Assault, including, without limitation, fighting
- Vandalism (minor)
- Use, possession, sale, and/or distribution of tobacco, and/or alcohol
- Stealing
- Threats to others
- Harassment on the basis of sex, race, religion, natural origin, ethnicity, or disability
- Harassment, bullying, intimidation, cyberbullying, hazing

Disciplinary Procedures:

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

Disciplinary Options:

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

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

MISBEHAVIORS: Level IV

Acts which result in violence to another's person or property; which substantially interfere with a victim's ability to participate in or benefit from the services, activities, or privileges provided by the school; or which pose a threat to the safety of others in the school. These acts are so serious that they usually require administrative actions which result in the immediate removal of the student from the school, the intervention of law enforcement authorities and/or action by the Board.

If a student's action poses a threat to the safety of others in the school, a teacher, principal, school employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or death to another person.³

Examples (not an exclusive listing):⁴

- Repeated/unmodified or severe Level I, II and/or III behaviors
- Death threat (hit list)
- Extortion
- Bomb threat
- Threat of mass violence on school property or at a school-related activity *
- Possession/use/transfer of dangerous weapons *
- Assault that results in bodily injury upon any teacher, principal, administrator, any other employee of the school, or a school resource officer *
- Aggravated Assault *
- Vandalism (significant)
- Theft/possession/sale of stolen property
- Arson/Possession of unauthorized substances *
- Use/transfer of unauthorized substances
- Harassment on the basis of sex, race, religion, natural origin, ethnicity, or disability
- Harassment, bullying, intimidation, cyberbullying, hazing
- Refusal to be searched or participate in a search; behaving uncooperatively during a search
- Off campus criminal behavior that results in the student being legally charged with an offense that would be classified as a felony if the student was charged as an adult⁴
- Unlawful possession of any drug, including any controlled substance, controlled substance analogue, or legend drug on school grounds or at a school-sponsored event *
- Possession of drug paraphernalia

Disciplinary Procedures:

- Law enforcement officials and the Superintendent are immediately contacted, if applicable.⁵
- Principal confers with appropriate staff members and with the student.
- Principal hears accusations and permits offender opportunity to explain conduct.
- Parents are notified.
- Incident is reported and recommendations made to the Superintendent.
- Complete and accurate reports are submitted to the Superintendent.
- Student is given hearing before disciplinary hearing authority.

Disciplinary Options

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

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

ADDITIONAL GUIDELINES:

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

Legal References

1. [TCA 49-6-4002 to TCA 49-6-4005](#)
2. [TCA 49-6-4009](#)
3. [TCA 49-6-2802](#)
4. [TCA 39-16-517; TCA 49-6-3401\(g\); Public Acts of 2024, Chapter No. 882; Public Acts of 2024, Chapter No. 915](#)
5. [Public Acts of 2024, Chapter No. 882](#)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Interrogations and Searches 6.303
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Title IX & Sexual Harassment 6.3041
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Care of School Property 6.311
Detention 6.315
Suspension/Expulsion/Remand 6.316
Safe Relocation of Students 6.4081

Lakeland Board of Education			
Monitoring: Review: Annually, in April	Descriptor Term: Code of Conduct/Discipline Procedures	Descriptor Code: 6.300	Issued Date: 09/14/26
		Rescinds: 6.300	Issued: 05/09/22

The Board delegates to the superintendent the responsibility of developing specific codes of conduct which are appropriate for each level of school. Codes of conduct for students in pre-kindergarten or kindergarten shall utilize alternative disciplinary practices such as Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and behavior support and intervention plans. Exclusionary discipline shall only be used as a measure of last resort for pre-kindergarten and kindergarten students.¹

The development of each code shall involve principals and faculty members of each level and shall be consistent with the relevant policies as adopted by the Board.²

The following levels of misbehavior and disciplinary procedures and options are standards designed to protect all members of the educational community in the exercise of their rights and duties and to maintain a safe learning environment where orderly learning is possible and encouraged.² ~~These misbehaviors apply to student conduct on school buses, on school property, and while students are on school-sponsored outings or at school-sponsored events. Staff members shall ensure that disciplinary measures are implemented in a manner that:~~³ This policy applies to behavior violations that take place on school grounds; property under the school's jurisdiction during school hours; at bus stops; en route to and from school, but not limited to, school buses; off grounds at school-sponsored activities; or off school grounds if the behavior is disruptive to the learning environment or constitutes a threat to the safety, health, or welfare of a student or students and/or school personnel.³

This document is not intended to be exclusive or all-inclusive. Its purpose is to maintain a safe learning environment. Disciplinary measures shall be implemented in a way that:

1. Balances accountability with an understanding of traumatic behavior;
2. Teaches school and classroom rules while reinforcing that violent or abusive behavior is not allowed at school;
3. Minimizes disruptions to education with an emphasis on positive behavioral supports and behavioral intervention plans;
4. Creates consistent rules and consequences; and
5. Models respectful, non-violent relationships.

In order to ensure that these goals are accomplished, the school district shall utilize the following trauma-informed discipline practices: Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and behavior support and intervention plans. Principals shall use appropriate discipline management techniques when enforcing the code of conduct.

For infractions not specifically listed below, school principals shall assign discipline in accordance with the category that appears to be comparable to the offenses specifically listed in the category.

MISBEHAVIORS: Level I

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

Examples (not an exclusive listing):

- Classroom Disturbances of the classroom, cafeteria, or other school activity;
- Habitual and /or excessive classroom tardiness;
- Cheating and lying;
- Abusive language;
- Non-defiant failure to do assignments or carry out directions;
- Wearing while on the grounds of a public school during the regular school day, clothing that exposes underwear or body parts in an indecent manner that disrupts the learning environment²

Disciplinary Procedures: (not an exclusive listing)

- Immediate intervention by the staff member.
- Determine what offense was committed and its severity.
- Determine the offender and that he/she understands the nature of the offense.
- Employ appropriate disciplinary options.
- Record of the offense and disciplinary action maintained by staff member.
- Referral to school administration

Disciplinary Options: (not an exclusive listing)

- Verbal reprimand
- Special Assignment
- Restricting activities
- Assigning work details
- Counseling
- Withdrawal of privileges
- ~~Issuance of demerits which might affect citizenship or deportment grades~~
- Strict supervised study
- Detention
- In-school suspension
- Conference with parent(s)/guardian(s) and student.
- Refer the concern to the child's IEP/504 team if appropriate.

- Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and behavior support and intervention plans.

MISBEHAVIORS: Level II

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

Examples (not an exclusive listing):

- Continuation of unmodified Level I behaviors
- ~~School or class tardiness~~
- ~~School or class truancy~~
- Using forged notes or excuses
- Leaving school grounds without permission
- Inappropriate use of personal communication device
- Violating the LSS Use of Internet Policy
- ~~Disruptive classroom behavior~~
- Harassment on the basis of sex, race, religion, natural origin, ethnicity, or disability
- Bullying, intimidation, cyberbullying, hazing

Disciplinary Procedures: (not an exclusive listing)

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

Disciplinary Options: (not an exclusive listing)

- Teacher/schedule change
- Modified probation
- Behavior modification
- ~~Social probation~~
- ~~Peer counseling~~
- Referral to outside agency
- In-school suspension
- Transfer
- Detention
- Suspension from school-sponsored activities or from riding school bus

- Restricting school related honors student is otherwise due
- Out-of-school suspension (not to exceed ten (10) days)
- Conference with parent(s)/guardian(s) and student.
- Refer the concern to the child's IEP/504 team if appropriate
- ~~Restorative practices~~, Response to Intervention- RTI²B, multi-tiered system of support, behavior support and intervention plans

MISBEHAVIORS: Level III

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

Examples (not an exclusive listing):

- Continuation or severe unmodified Level I and II behaviors
- Simple Assault, including, without limitation, fighting
- Vandalism (minor)
- Use, possession, sale, and/or distribution of tobacco, and/or alcohol
- Stealing
- Threats to others
- Harassment on the basis of sex, race, religion, natural origin, ethnicity, or disability
- Harassment, bullying, intimidation, cyberbullying, hazing

Disciplinary Procedures: (not an exclusive listing)

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

Disciplinary Options: (not an exclusive listing)

- In-school suspension
- Detention
- Restitution from loss, damage or stolen property

- Out-of-school suspension ~~not to exceed ten (10) days~~
- ~~Social adjustment classes~~
- Transfer
- Expulsion
- Refer the concern to the child's IEP/504 team if appropriate
- Response to Intervention-Behavior (RTI2-B), multi-tiered system of support, and behavior support and intervention plans.

MISBEHAVIORS: Level IV

Acts which result in violence to another's person or property; which substantially interfere with a victim's ability to participate in or benefit from the services, activities, or privileges provided by the school; or which pose a threat to the safety of others in the school. These acts are so serious that they usually require administrative actions which result in the immediate removal of the student from the school, the intervention of law enforcement authorities and/or action by the Board.

If a student's action poses a threat to the safety of others in the school, a teacher, principal, school employee, or school bus driver may use reasonable force when necessary to prevent bodily harm or death to another person.³

Examples (not an exclusive listing):⁴

- Repeated/unmodified or severe Level I, II and/or III behaviors
- Death threat (hit list)
- Extortion
- Bomb threat*
- Credible threat of mass violence on school property or at a school-related activity *
- Possession/use/transfer of dangerous weapons *
- Assault that results in bodily injury upon any teacher, principal, administrator, any other employee of the school, or a school resource officer *
- Aggravated Assault *
- Vandalism (significant)
- Theft/possession/sale of stolen property
- Arson/Possession of unauthorized substances *
- Use/transfer of unauthorized substances
- Harassment on the basis of sex, race, religion, natural origin, ethnicity, or disability
- Harassment, bullying, intimidation, cyberbullying, hazing
- Refusal to be searched or participate in a search; behaving uncooperatively during a search
- Off campus criminal behavior that results in the student being legally charged with an offense that would be classified as a felony if the student was charged as an adult⁴
- Unlawful possession of any drug, including any controlled substance, controlled substance analogue, or legend drug on school grounds or at a school-sponsored event *
- Possession of drug paraphernalia

Disciplinary Procedures: (not an exclusive listing)

- Law enforcement officials and the Superintendent are immediately contacted, if applicable.⁵
- Principal confers with appropriate staff members and with the student.
- Principal hears accusations and permits offender opportunity to explain conduct.
- Parents are notified.
- Incident is reported and recommendations made to the Superintendent.
- Refer the concern to the child's IEP team if appropriate.
- Complete and accurate reports are submitted to the Superintendent.
- Student is given hearing before disciplinary hearing authority.

Disciplinary Options (not an exclusive listing)

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

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

ADDITIONAL GUIDELINES:

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

Legal References

- 1. TCA 49-6-3024
- 2. [TCA 49-6-4002 to TCA 49-6-4005](#)
- 3. [TCA 49-6-4009](#)
- 4. [TCA 49-6-2802](#);TCA 49-6-4109
- 5. [TCA 39-16-517; TCA 49-6-3401\(g\); Public Acts of 2024, Chapter No. 882; Public Acts of 2024, Chapter No. 915](#)
- 6. [Public Acts of 2024, Chapter No. 882](#)

Cross References

Traffic and Parking Controls 3.403
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Title IX & Sexual Harassment 6.3041
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Care of School Property 6.311
Detention 6.315
Suspension/Expulsion/Remand 6.316
Safe Relocation of Students 6.4081

RESOLUTION 2026/09-02
A RESOLUTION APPROVING FUNDING TO INSTALL AN AUDIO/VIDEO SYSTEM IN THE LSS
BOARD ROOM

WHEREAS, The Lakeland School System Board of Education (“The LSS Board”) completed the purchase of a District Office building in 2025; and

WHEREAS, The LSS Board now hosts its monthly Board meetings at the District Office; and

WHEREAS, The installation of an audio/visual system to allow the effective streaming of meetings, the efficient sharing of relevant presentations, and adequate amplification of both in-person and streamed sound would improve the ability of the Board to share information with the public; and

WHEREAS, The LSS District Office staff also utilizes the Board Room for professional development, trainings, and other business relevant to District operations; and

WHEREAS, LSS staff have solicited quotes from several local providers and installers of audio/visual equipment that would meet the needs of the LSS Board; and

WHEREAS, Quotes received suggest that the anticipated project cost necessitates that the project be put out to public bid; and

WHEREAS, Lakeland School System currently has within its Capital Improvement budget the funds to complete this project;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE LAKELAND SCHOOL SYSTEM: The Board of Education of the Lakeland School System authorizes the Superintendent to contract with a qualified vendor under the terms of LSS policy for the installation of a comprehensive audio/visual system for the District Office Board Room in an amount not to exceed \$95,000.

PASSED AND ADOPTED by the Lakeland Board of Education, Lakeland, Tennessee on this 14th day of September, 2026, public welfare requiring it.

Laura Harrison, *Board Chair*

Dr. Ted Horrell, *Superintendent*

ATTEST: _____
Summer Smith, *LSS Board Recorder*