

LEON COUNTY SCHOOLS District Advisory Council (DAC) 2022-2023 Thursday, October 7, 2022 6:00 - 8:00 p.m. Howell Center, 3955 W. Pensacola Street

| | What | Who | Outcome |
|-----|---|---|------------------|
| 1. | Welcome and Introductions | Dr. Michelle Gayle, Deputy Superintendent | |
| 2. | Superintendent's Welcome | Superintendent Rocky Hanna | |
| 3. | Welcome from School Board Chair | Darryl Jones School Board Chair | |
| 4. | Approval of Agenda | Damaris Barrios Vice-Chair | Vote |
| 5. | Approval of Minutes (September 22, 2022) | Damaris Barrios Vice-Chair | Vote |
| 6. | SDAC Updates | Amaya Waymon & Hudson Taylor | Information |
| 7. | Safe Routes to Schools | Joe Sisk City of Tallahassee | Information |
| 8. | 2022-2023 District Advisory Council Election Nominations/vote | Dr. Michelle Gayle, Deputy Superintendent | Information/Vote |
| 9. | Policy overview: Po 1420.01- Voluntary Sick Leave Bank Po 3242- Professional Development Po 2261- Title 1 Services Po 1310- Freedom of Speech in Non-Instructional Settings | Wallace Knight Director of Policy | Information/Vote |
| 10. | Title 1 Overview | April Knight Director of Title 1 | Information |
| 11. | Best Practices Mental Health | Tonja Fitzgerald Director of Mental Health Services | Information |
| 12. | 2022-2023 District Advisory Council Election Updates | Dr. Michelle Gayle, Deputy Superintendent | Information |
| 13. | SAC Questions | Damaris Barrios Vice-Chair | Information |
| 14. | Wrap up on Issue | Damaris Barrios Vice-Chair | Information |
| | Adjourn | | |

^{*}Please note that one or more Board members may attend this meeting.

Next Meeting: November 10, 2022



District Advisory Council

Thursday, Septemb er 22, 2022

in Person Meeting 6:00 p.m. - 8:00 p.m.

- Schools/Members Attending: Damaris Barrios (Desoto Trail). Jennifer Hirst (Pineview), ı. Joanne Clark (ACE), Susan Walden (Academic Services), Shayla Lightfoot-Brown (Appalachee), Cara Garrett (Astoria Park), Brenetta Lawrence (Bond), Mona Davis (Canopy Oaks), Kendra Bryant-Rogers (Canopy Oaks), Richard Holmes (Chaires), Christy Worley (Chiles), Lillie Thomas (Chiles), Gillian Stewart-Gregory (Cobb), Jacquelyn Steele (Conley), Lashay McKhan (Early Childhood), Karen Minert (ESE), Cheryl Collier-Brown (Fairview and Griffin), Erica Stelter (Ft. Braden), Kelli Willis (Gilchrist), Jane Floyd-Bullen (Gretchen Everhart), Suszan May (Griffin), Robert Amstutz (Rickards), Bomani Mustapha (Hartsfield), Chris Chaback (Hawks Rise/Chiles/Deer Lake), Angela Roeder (Killearn Lakes), Latanya Peterson (LCSB: Darryl Jones), Keith Berry (Leon), Tracy Propp (LCTA/Cobb), Melford Sims (LCTA/Lively), Andrea LaBeaud (LCVS/ACE Transition), Jennifer Peavy (Lincoln/Buck Lake), Rebecca Schultz (Montford), Dwanna Moore (Oak Ridge), Marcus Scott (RAA), Leah Hutchins (Riley), Inika Williams (Roberts), Ivory Gabriel (Ruediger), Cara Stoudmire (Sabal Palm), Scott Whittle (SAIL), Nena Parnell (Sealey), Hudson Taylor (SDAC), Dr. Kelvin Norton (Success Academy Second Chance), Leslie Moore (Sullivan), Michele Keltner (Superintendent Appointee), Todd Lanter (Superintendent Appointee), Joseph Burgess (Superintendent Appointee), Regina Browning (Superintendent Appointee), Michele Meyer (Swift Creek), April Knight (Title 1), Kasey Kirkland (Business Services), Robert Gelhardt (Deerlake), Delton Chambers (Success Academy)
- II. School Board Members/District Administration/District Staff: School Board Chair Darryl Jones, Superintendent Rocky Hanna, Susan Walden (Academic Services), Safety and Security Chief Jimmy Williams, Dr. Michelle Gayle, Stacey Turknett
- III. Excused: Christina Eppes (ACE), Nathaniel Wienert (Desoto Trail), Desmond Cole (Godby), Hutchinson (Gretchen Everhart), Teresa Horn (Killearn Lakes), Shayla Cole (Sealey/Godby), Amaya Waymon (SDAC), Roshanna Beard (Woodville), Phillip Bryant
- IV. Special Guests/Visitors: Kathryn Frizzell (STAR Metro), Jimmy Williams (Chief of Safety and Security), Jamie Holleman (Godby), Shannon Davis (SPES),
- V. Opening with Superintendent Hanna: Superintendent Hanna welcome all new DAC members. His request is that all DAC members stay involved to ensure we have all voices heard and all children are represented. He also confirmed that there is a teacher shortage crisis. After incidents of weapons being brought to schools there was a training and table talk that happened at Chiles and Godby. It included middle and high school administration, law enforcement, Jack Campbell, as well as district personnel to brainstorm and come up with ideas to eliminate these situations. This talk and exercise will happen again. It was noted that Chiles went above and beyond for reporting incidents. Each school is to have one point of entry to prevent outsiders from being on campuses without permission. On the topic of school vouchers, it was said that dollar amount has risen from \$4 million to \$16

- million locally. Leon County currently has 45 public schools and there is an equal amount of private and charter schools in town. Vouchers are monies that are taken from public schools as well as coming from taxpayer dollars. Red Hills charter school is closing this week.
- VI. A word from School Board Chair Darryl Jones: School Board Chair Mr. Jones introduced the new student school board member Ms. Aida Richardson. He also wanted to communicate that he appreciates all that DAC members do to contribute and wanted to reiterate that he has an open phone policy.
- VII. Approval of Agenda: Scott Whittle made the motions and Cheryl Collier-Brown seconded the motion.
- VIII. Approval of Minutes: Cheryl Collier -Brown made the motion and Jacquelyn Steele seconded the motion.
- students on buses were being bullied and harassed so they came up with an idea to do the STAR cards. These cards are free of charge for all school aged children and are valid up until graduation. With the card's students can ride the bus for free at any time as long as the buses are running. To get a card a parent ca go onto the Parent Portal on the LCS website and fill out the application. From that point a card will be printed and delivered to the child's school. The other option would be to go directly to STAR metro website and apply. The card is not just for LCS students but for those children that are homeschooled as well. The cards will be effective as of October 1.
- X. Safety and Security: Chief Jimmy Williams reminded us that the motto is still "See Something, Hear Something, Say Something". There are 2 new analysts that are consistently monitoring all social media and what is currently trending. There is a small team that is working 24/7 for all issues that arise throughout the district. Mr. Williams also spoke on the table talk and practice exercise that happened at Chiles. He did commend Chiles for their great communication skills and using real talk throughout the exercise to avoid miscommunication. We discussed the 3 ways to report issues: phone (922-5437), email (922kids@leonschools.net), or Fortify. If there is immediate life-threatening emergencies always 911. For educatiors we use Remind, RAVE, and Fortify to communicate emergencies. Each teacher within the district follows MSD rules/procedures. Jacquelyn Steele asked for the %age of teachers that have downloaded the RAVE app. Mr. Williams said he will get back with us at the November meeting to let us know. It was also brought up by a DAC member that SAC members and all parents need complete transparency about what measures are in schools and with teachers that are being used to protect students.
- XI. Legislative Updates: Keith Berry notated that session starts 3/7/23 and will end on 5/5/2023. The first set of bills have already been turned in. State of the State will either be the day of or day before sessions starts. Research and educate yourself about NEW/changing policies. Myfloridahouse.gov
- XII. Textbook Adoption: Susan Walden (waldens@leonschools.net) Savvas has been chosen as the new reading curriculum and it was reported that most material have been delivered to schools. We are currently getting ready for new Math adoptions. They are reaching out to administrators, teachers and even parents t form committees to review and approve of new

curriculum. The meetings to listen to publishing company pitches for new materials is October 12, 18, and 19. The live meetings will be from 4:30 – 6:00 and will also be recorded.

XIII. By Laws: Dr. Gayle gave a copy of the by laws to all members of DAC and made sure to let everyone know to make sure that they relay information with their school site and SAC. Then in turn bring back any information to the DAC meeting. LCS is up for reaccreditation in 2024 and they are currently working on it. Also, to get any DAC information we can access everything through the LCS webpage, go to Departments, then go to District Advisory Council. Stacey Turknett will email out information for ballots to nominate a chair for DAC. Lastly, wear pink for October meeting.

XIV. Adjourn: 8:00 pm



Book

Policy Manual

Section

1000 Administration

Title

VOLUNTARY SICK LEAVE BANK

Code

po1420.01

Status

Legal

F.S. 1012.61

F.S. 1001.41

Adopted

March 11, 2014

Last Revised

July 23, 2019

1420.01 - VOLUNTARY SICK LEAVE BANK

The headings in the policy are for convenience or reference only and will not govern the interpretation of the provisions.

I. SCOPE

The School Board authorizes a Sick Leave Bank, which allows employees, who are voluntary members, to pool unused sick days that may be disbursed to fellow members. The Sick Leave Bank has been established to protect its members from the effects of verified personal illness, accident, injury or a physician recommended medical procedure that afflicts a member of the Sick Leave Bank.

II. ESTABLISHMENT AND DURATION

- A. Sick Leave Bank will not come into existence until at least 300 sick leave days have been initially contributed and will remain in existence until terminated by the Board.
- B. In the event the Sick Leave Bank is terminated, distribution of any remaining sick leave days will be in accordance with the Discontinuance of Sick Leave Bank below.

III. ADMINISTRATION AND GOVERNANCE

- A. The Sick Leave Bank will be administered by the Sick Leave Bank Committee ("the Committee"), in accordance with the Government in the Sunshine Law consist of nine (9) members: two (2) appointed by the Leon Classroom Teachers Association; two (2) appointed by the Leon Educational Staff Professional Association; two (2) appointed by Local 1010, IUPAT; and three (3) appointed by the Superintendent, one (1) of which will be the Committee Chair.
- B. The Committee review, without bias, all employee requests of the Sick Leave Bank to:
 - 1. Determine eligibility and number of days to be drawn from the Bank;
 - 2. Establish forms and procedures to prudently and effectively administer the Bank; and,
 - 3. Maintain records pertinent to the Bank, provided that all medical records are treated as confidential information.
- C. A quorum of Committee members is required for approval or denial of employee requests for Sick Leave Bank benefits.



4/12/22, 11:31 AM BoardDocs® Pro

D. The decision of the Committee to grant or deny Sick Leave Bank benefits is final and a denial of an employee's application cannot be appealed, however, an applicant may seek reconsideration of his/her request for benefits.

IV. MEMBERSHIP

- A. Only full-time employees may enroll in the Sick Leave Bank. For purposes of this policy, a full-time employee is someone who:
 - 1. has been employed by the Board for the preceding ten (10) or twelve (12) consecutive calendar months (whichever is applicable to the employee's current classification);
 - 2, is assigned to a position for which work is expected for five (5) days a week; and,
 - has at least ten (10) days of accrued unused sick leave, excluding up-front days.
 - A full-time employee also includes persons employed for at least fifty percent (50%) in an established position.
- B. An employee must voluntarily contribute one (1) sick leave day to the bank in the period(s) of September 1st through September 30th, or February 1st through February 15th of any fiscal year and additional days as set forth in AP 1420.01-Voluntary Sick Leave Bank Practices' Replenishment Contributions section. A day is defined as the number of hours of work per day shown in the employee's appointment.
- C. Enrollment must be made on the prescribed form located in AP 1420.01-Voluntary Sick Leave Practices.

V. REPLENISHMENT OF CONTRIBUTIONS

- A. Following the establishment of the Sick Leave Bank, all participating employees must contribute one (1) additional sick leave day, in order to continue membership, if the balance in the bank is diminished below 200 days in accordance with AP 1420.01-Voluntary Sick Leave Bank Practices.
- B. Participating employees will have a minimum of ten (10) working days from receipt of the replenishment notification to withdraw from the Sick Leave Bank. Assessment will be automatic if the employee does not return the signed withdrawal form to the Benefits Department within the time limit.
- C. If an employee is unable to contribute the day, that person will be placed on suspension from the benefits of the bank until able to contribute the day.
- D. If an employee has joined the bank within six (6) months of a replenishment notification, that person will not be required to contribute to the replenishment contributions.

VI. ELIGIBILITY

In the event of a personal illness, an accident, an injury, or a medical procedure recommended by a physician authorized to practice medicine or surgery by the State, causing a participating employee to be absent from work for an extended period of time, the employee may receive paid leave benefits from the bank as follows:

- A. All accumulated sick, annual and compensatory leave of the employee must first be expended, followed by an unpaid leave of five (5) continuous workdays.
- B. Requests for Sick Leave Bank benefits must be made to the Benefits Department no later than thirty (30) calendar days from the employee's first day of leave without pay in order to be considered. Statements submitted from one (1) medical doctor authorized to practice medicine or surgery by the State of Florida, attesting to the members extended illness, accident, injury, or physician recommended medical procedure, must be included with the application. The statement must certify:
 - 1. the nature of the illness, accident, injury, or physician recommended medical procedure; and
 - 2. the anticipated date the member would be able to return to work.
- C. A participating member will not be eligible to use sick leave from the bank until after s/he has been a member of the bank for six (6) months.
- D. A participating member will not be eligible to use sick leave from the bank if the member is on worker's compensation, illness-in-the-line-of-duty leave, or other approved leave.
- E. If the employee qualifies for disability retirement, that person will be eligible for the Sick Leave Bank only during the retirement application process.

2/3

4/12/22, 11:31 AM BoardDocs® Pro

F. If an employee becomes permanently disabled, that employee will not be eligible for use of leave from the Sick Leave Bank.

An employee may opt for short-term disability income to begin at the end-of the disability policy elimination period or at the expiration of sick leave (whichever is greater), or at the expiration of benefits from the Sick Leave Bank. If an employee opts to use benefits from the Sick Leave Bank, all of the employee's accrued leave (sick, compensatory, and annual) must first be used as required in paragraph A above.

If long-term disability income is claimed by the employee, the Sick Leave Bank will not be drawn on until the disability income is exhausted.

G. In the event a member draws from the Sick Leave Bank, his/her membership will be suspended after drawing all days authorized from the bank. Such members may be reinstated by the accumulation of twenty-two (22) sick days, not including up-front days, and contributing one sick day in the periods of September 1st through September 30th or February 1st through February 15th of any fiscal year.

VII. BENEFITS

Upon approval of the application by the Benefits Department, a member will be allowed a single draw from the bank for an approved illness, accident, injury, or physician recommended medical procedure, up to a maximum of fifty (50) paid sick leave days per occurrence, with a maximum of 150 days' lifetime usage, subject to the following provisions:

- A. Drawing of days from the Sick Leave Bank is based on the availability of sick leave days in the bank in the best interest of all members.
- B. The Committee Chair or designee is authorized to grant up to the initial fifty (50) days of benefits. All cases will be reviewed by the Sick Leave Bank Committee when the 50th continuous day of benefits has been reached. At this time the Committee may request additional medical certification. Also, at this time any sick, compensatory and annual leave that may have been accrued by the participant must be used before the resumption of drawing from the Sick Leave Bank.
- C. The member will not have to pay back in any manner the number of days used from the Sick Leave Bank except as outlined in Participation Abuse herein.
- D. Any sick leave drawn from the bank by a participating member must be used for the employee's personal illness, accident, injury or physician recommended the medical procedure.
- E. Employees requesting a draw from the bank due to a personal accident (i.e., car accident) are exempt from the use of the Sick Leave Bank if they have a loss of income rider or if the individual causing the accidents' insurance company will be paying loss of income or if there is a lawsuit pending.

VIII. PARTICIPATION ABUSE

- A. Alleged abuse of the Sick Leave Bank will be investigated by the Committee.
- B. If an employee is found to have abused the use of the Sick Leave Bank, the employee must repay all sick leave credit drawn from the Sick Leave Bank and be subject to such other disciplinary action as determined by the Board.

IX. WITHDRAWAL FROM PARTICIPATION

HOLD HARMLESS

The members of the Sick Leave Bank will individually and collectively hold the bank, its officers and agents harmless for the cost and results of any of its members, group or groups of members, or any other groups, agencies of law, with respect to the establishment, administration or expenditure of assets of the Sick Leave Bank.

Revised 7/23/19

© Leon 2019





Book

Policy Manual

Section

3000 Instructional Staff

Title

PROFESSIONAL DEVELOPMENT

Code

po3242

Status

Legal

F.S. 1001.42

F.S. 1011.62

F.S. 1011.67

F.S. 1012.22

F.S. 1012.34

F.S. 1012.56

F.S. 1012.98

F.S. 1012.985

F.S. 1012.986

Adopted

September 4, 2012

3242 - PROFESSIONAL LEARNING

Professional Development System

Pursuant to State law, the School District will work collaboratively with the Florida Department of Education (FLDOE), public postsecondary institutions, State education foundations, <u>teachers</u>, consortia, <u>and</u>-professional organizations, <u>and workforce</u> <u>community</u> in Florida to maintain a coordinated system of professional learning. The purpose of the system is to increase student achievement, enhance classroom instructional strategies that promote rigor and relevance throughout the curriculum, and prepare students for continuing education and the workforce.

The District's comprehensive professional learning plan will incorporate school improvement plans, and will align with the Florida Professional Development System Evaluation Protocol Standards, which support the framework for standards adopted by Learning Forward. Furthermore, the results of the performance evaluations of instructional staff members conducted pursuant to State law and Board Policy 3220 will be used when identifying the areas for which professional learning is needed. As part of its effort to develop and refine its professional development plan, the District will review and monitor school discipline data; school climate surveys; assessments of parental satisfaction; performance appraisal data of teachers, managers, and administrative personnel; and other performance indicators to identify school and student needs that can be met by improved professional performance.

As required by State law, the District's comprehensive professional learning plan will be updated by September 1st annually. Any substantial revisions to the District's plan will be submitted to the FLDOE for its review for continued approval. The Superintendent will annually recommend for the School Board's consideration and adoption the updated comprehensive professional learning plan, so that verification of the adoption can be submitted to the Commissioner of Education not later than October 1st of each year.

The Board will provide funding for professional learning as required by State law and the General Appropriations Act and will authorize expenditures from other sources to continuously strengthen the District's system of professional learning. The plan will



8/4/22, 10:30 AM BoardDocs® Pro

also provide for training for each teacher who will use materials that were purchased with funds allocated by the State for instructional materials, provide for in-service credit for the training, and document satisfactory completion of the training by each participant teacher.

The in-service activities for instructional personnel shall focus on analysis of student achievement data, ongoing formal and informal assessments of student achievement, identification and use of enhanced and differentiated instructional strategies that emphasize rigor, relevance, and reading in the content areas, enhancement of subject content expertise, integrated use of classroom technology that enhances teaching and learning, classroom management, parent involvement, and school safety. Additionally, inservice activities may be made available for instructional personnel of nonpublic schools in the District and the State certified teachers who are not employed by the Board on a fee basis not to exceed the cost of the activity per all participants.

The District shall also provide in-service activities and support targeted to the individual needs of new teachers participating in the professional education competency program.

SchoolEach principals shall establish and maintain an individual professional learning plan for each instructional employee assigned to the school as a seamless component to the school improvement plans developed pursuant to State law. The individual professional learning plan mustestablished by the principal shall:

- A. be related to specific performance data for the students to whom the teacher is assigned;
- B. define the in-service objectives and specific measurable improvements expected in student performance as a result of the in-service activity;
- C. include an evaluation component that determines the effectiveness of the professional learning plange
- D. provide for systematic consultation with regional and State personnel designated to provide technical assistance and evaluation of local professional learning programs;
- E. provide for delivery of professional learning by distance learning and other technology-based delivery systems to reach more educators at lower costs;
- F. provide for the continuous evaluation of the quality and effectiveness of professional learning programs in order to eliminate ineffective programs and strategies and to expand effective ones. Evaluations must consider the impact of such activities on the performance of participating educators and their students' achievement and behavior.

Certification of an Approved Comprehensive Professional Development Plan

By July 1st of each year and prior to the release of funds for instructional materials, pursuant to statutory requirements, the Superintendent will certify to the Commissioner of Education that the Board has approved a comprehensive professional learning plan that requires fidelity of implementation of instructional materials that are in the first two (2) years of the adoption cycle. The report will also include verification that the training was provided.

Professional Learning Catalog

A. Components

As part of its coordinated system of professional development, the District will establish a Professional Learning Catalog (catalog) that outlines all professional learning opportunities, referred to as components, for all District employees from all funding sources. For each component, the catalog will include the following:

- 1. a title;
- an identifying number assigned in accordance with the FLDOE Information Database Requirements: Volume II – Automated Staff Information System pursuant to F.S. 1008.385(2) and F.A.C. 6A-1,0014;
- 3. the maximum number of in-service points to be awarded for successful completion of the component, assigned in accordance with the specifications outlined in F.A.C. 6A-5.071(7);
- 4. a description of the specific objectives and activities to be completed; and,
- 5. the component evaluation criteria for determining the effectiveness of professional learning in:



- a. addressing the specific objectives;
- b. increasing educator knowledge and skills;
- c. changing educator dispositions or practice in the educational setting; and,
- d. improving student outcomes.

For each component for which in-service points will be awarded, the catalog will also include a description of any follow-up activities that will be required and support that will be provided to allow for successful completion of the component.

B. Review, Amendment, and Submission

Annually, the District shall conduct a review of the previous year's catalog program operations that results in a determination of its effectiveness in the educational setting as measured by changes in educator practice and student outcomes, and use this information to make decisions about which components to continue, modify, or eliminate.

Based on the results of the review, and by September 1st, annually, the catalog will be updated and approved by the Board.

By October 1st of each year, the District will submit a letter to the Commissioner of Education verifying that the Board has approved the District's catalog and that it meets the criteria set forth in F.A.C. 6A-5.071. Any components of the District's catalog developed or modified after the annual approval of the catalog will be approved as an amendment by the Board.

C. Record Maintenance and Data Reporting

The following information will be maintained for each component:

- 1. dates the component was delivered;
- 2. names of component leaders;
- 3. names of participants and performance records;
- 4. evaluation of the component; and,
- 5. criteria for successful completion.

The following information will be maintained for each component participant:

- 1. title and number of the component;
- 2. dates of participation;
- 3. satisfactory or unsatisfactory completion; and,
- 4. number of in-service points to be awarded, eligibility of the points to be used for certification, and expiration date of the educator's certificate(s), if applicable. All requirements for renewal of a professional certificate on the basis of completion of in-service points pursuant to F.S. 1012.585 and F.A.C. 6A-4.0051 shall be met.

The District will report data information for all approved professional learning components through the FLDOE's automated data reporting procedures.

Effective 9/5/12

© Neola 201<u>9</u>





Book Policy Manual

Section 2000 Program

Title TITLE I SERVICES

Code po2261

Status

Legal 20 U.S.C. 2701 et seq., Elementary and Secondary Education Act of 1965

34 C.F.R. Part 200

Adopted September 4, 2012

2261 - TITLE I SERVICES

The School Board elects to augment the educational program of educationally disadvantaged students by the use of Federal funds and in accordance with Title I of the Amendments to the Elementary and Secondary Education School Improvement Act of 1965, as amended by the Every Student Succeeds Act.

The Superintendent shall prepare and present to the Department of Education a plan for the delivery of services whichthat meets the requirements of the law, including those described below. The purpose of the plan shall be developed by appropriate staff members and parents of students who will be served by the plan to require that all children have a fair, equal, and significant opportunity to meet the challenging State's standards.

The plan will be developed in consultation with parents and staff, using the number of children eligible for free and reduced price lunches under the Richard Russell National School Lunch Act to supplement general local and state funding awards, in an effort to promote student success and achievement.

The plan will include three elements:

- A. Comprehensive Needs Assessment
- **B. Comprehensive Plan**
- C. Annual Evaluation

A. Scope

Funds will be used to supplement the educational program of an entire school and/or to establish or improve programs that provide services only for eligible students in greatest need of assistance. The program, for an entire school and/or a Targeted Assistance School shall include the components required by law as well as those agreed upon by participating staff and parents.

B. Participation

The Title I program shall be developed and evaluated in consultation with parents and professional staff members, including teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, charter school leaders, administrators, and parents involved in its implementation. Appropriate training will be provided to staff members who provide Title I services. Parent

8/4/22, 10:26 AM BoardDocs® Pro

participation shall be in accord with Federal requirements.

C. Supplement not Supplant and Comparability of Service

The Title I funds will be used only to supplement, not supplant, State and local funds. The District will document its compliance with the supplement not supplant provisions by using a written methodology that ensures State and local funds are allocated to each school on the same basis, regardless of whether a school receives Title I funding.

The Superintendent shall use State and local funds to provide educational service in schools receiving Title I assistance that, taken as a whole, are at least comparable to services being provided in schools that are not receiving Title I assistance.

The determination of the comparability of services may exclude State and local funds expended for language instruction educational programs and the excess costs of providing services to children with disabilities as determined by the District.

The determination of comparability will not take into account unpredictable changes in student enrollments or personnel assignments that occur after the beginning of a school year in determining comparability of services.

In order to achieve comparability of services, the Superintendent shall assign teachers, administrators, and auxiliary personnel, and provide curriculum materials and instructional supplies in such a manner as to ensure equivalence throughout the District.

D. Professional Development

The Superintendent may develop administrative procedures whereby members of the professional staff may participate in the design and implementation of staff development activities that:

- 1. involve parents in the training, when appropriate;
- 2. combine and consolidate other available Federal funds, when permissible, and District funds;
- 3. foster cooperative training with institutions of higher learning and other educational organizations including other school districts;
- 4. allocate part of the staff development to implement specific strategies;
- 5. provide opportunities for paraprofessionals to work toward licensing as professional educators.

Effective 9/5/12

© Neola 20<u>17</u>08



Book

Policy Manual

Section

1000 Administration

Title

FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

Code

po1310

Status

Legal

F.S. 1003.4505

First Amendment, U. S. Constitution Fla. Constitution, Article I, Section 4

New Policy

1310 - FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

Administrative staff members, as citizens in a democratic society, have the right to speak out on issues of public concern. When those issues are related to the District, however, the administrative staff member's expression should be balanced against the interests of this District. Further, Federal and State law prohibit the School Board from adopting any policy or rule, or from entering into any agreement, that infringes upon or waives the rights or freedoms afforded to administrative staff members by the United States Constitution.

The following procedures are adopted by the Board to help clarify and, therefore, avoid situations in which the administrative staff member's expression could conflict with the District's interests. In such situations, s/he should:

A. state clearly that his/her expression represents personal views and not necessarily those of the School District:

- B. refrain from expressions that would disrupt harmony among co-workers;
- C. refrain from expressions that would interfere with the maintenance of discipline by school officials;
 - D. not make threats or abusive or personally defamatory comments about co-workers, administrators, staff or officials of the District;
- E, refrain from making public expressions which s/he knows to be false or are made without regard for truth or accuracy.

© Neola 2010



Topics of Discussion

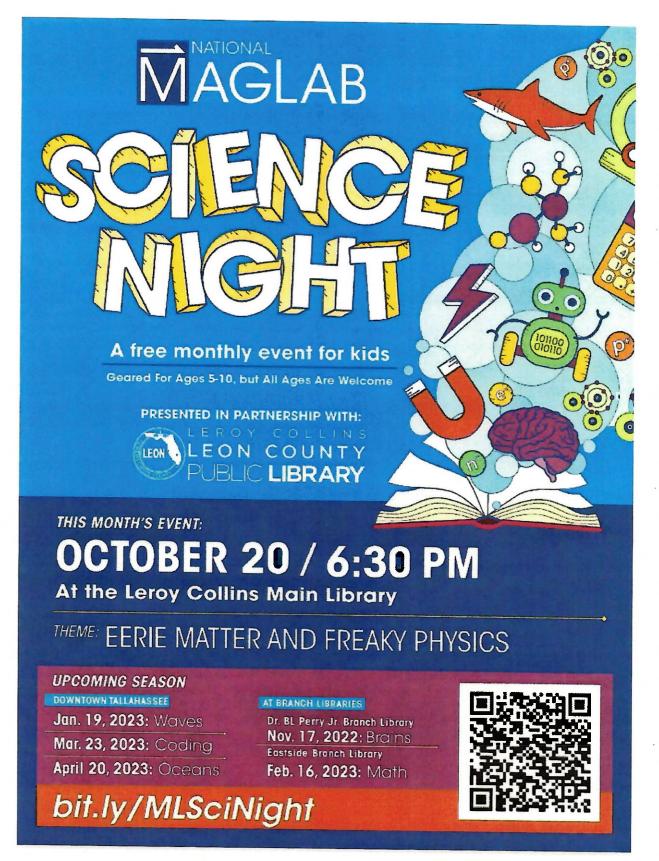
| A | Topic to be discussed | |
|-----|-----------------------|--|
| 1. | Growth in Tallahassee | |
| 2. | Safety & Security | |
| 3. | Early Learning | |
| 4. | ESE | |
| 5. | School Calendars | |
| | 2023-2024 | |
| | 2024-2025 | |
| 6. | Title 1 | |
| 7. | Textbook Adoptions | |
| 8. | Policy & Procedures | |
| 9. | ESE Transitions | |
| 10. | Curriculum | |
| 11. | Sports | |
| 12. | | |
| | Extra Curriculum | |
| 13. | Parental Engagement | |
| 14. | School Choice | |
| 15. | Mental Health | |
| 16. | | |
| | Star Metro | |
| 17. | | |
| 18. | | |
| 19. | | |
| 20. | | |







FOUNDED BY ELAINE AND BILL GRACE | A PROUD MEMBER OF THE SCIENCE FESTIVAL ALLIANCE | TCC.FL.EDU/TSF



This program is not sponsored by Leon County Schools District. Approval to distribute flyers is a community service. The distribution of these materials is in no way an endorsement of services, activities, and/or products by Leon County Schools.







Come join us in support of Breast Cancer Awareness Tickets \$10.00

Friday, Pinktober 21st, 2022 6:00 PM - 8:00 PM

Walker-Ford Community Center, Tennis Courts

Scan To Buy Your Official Zumbathon T-shirt



"MY FRIEND'S BATTLE IS MY BATTLE"
SUPPORTING HER UNTIL SHE WINS!!



POSSUBILITIES

LEON COUNTY SCHOOLS

