

PUBLIC NOTICES

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No personal addresses, personal phone numbers, or last names of minors will be permitted to be given out on the Internet or for any type of student account. No identifiable photographs will be allowed to be published on the Internet without appropriate written consent. Concerning a student/minor, appropriate written consent means a signature by a parent or legal guardian of the student.

A student may not attempt to access any Internet resource without the prior consent of the teacher. The Internet is an extension of the classroom, and teachers are responsible for and must be aware of where his/her student goes on the Internet. Students are responsible for good behavior on school computer networks just as they are in a classroom or a school hallway. Communications on the network are often public in nature. General school rules for behavior and communications apply.

Students encountering information or messages they deem dangerous or inappropriate on the web or when using electronic mail or direct communications should notify their teacher or other adult faculty member.

Student Photos/Student Work. Publishing student pictures and work on websites promotes learning and collaboration and provides an opportunity to share the achievements of students. Images and products of K-12 students/minors may be included on the website without identifying captions or names.

Parents/guardians must indicate their written consent to publish their child's photo or school work on any school-related website **BEFORE** the item is published to the web. Please note that under no circumstances will K-12 student photos or work be identified with first and last name on a Franklin Parish website, including the district, school, or teacher website.

Privacy. Network and Internet access is provided as a tool for your education. The District reserves the right to monitor, inspect, copy, review and store at any time and without prior notice any and all usage of the computer network and Internet access and any and all information transmitted or received in connection with such usage. All such information files shall be and remain the property of the District, and no user shall have any expectation of privacy regarding such materials.

Copyright. All students and faculty must adhere to the copyright laws of the United States (P.L. 94-553) and the Congressional Guidelines that delineate it regarding software, authorship, and copying information.

Network Access. Access to the school network is a privilege, not a right. Every school in the district relies on the district network; therefore, preserving the integrity of that network must come first. The use of personal wireless access points or routers is restricted, as their use causes network instability. The district technology department **must** be notified **before** connecting any device to the school network to prevent network problems.

Websites. It is the policy of the Franklin Parish School Board that all district, school, classroom or other school related websites be updated and maintained by a faculty or staff member of the Franklin Parish School Board. Under no circumstance should a student/minor be allowed to post information on a district, school, classroom website or other school related websites without final approval from the site administrator.

Failure to Follow Acceptable Use Policy

The network is provided for students to conduct research, complete assignments, and communicate with others. Access to network services will be provided to students who agree to act in a considerate and responsible manner. Use of the computer network and Internet is a privilege, not a right. A user who violates this agreement shall, at a minimum, have his or her access to the network and Internet terminated and is subject to disciplinary action by the school administrator. The District may also take other disciplinary actions. Listed below are examples of unacceptable uses of the network.

- Uses that cause harm to others or damage to their property are prohibited. For example, do not engage in defamation (harming another's reputation by lies); do not employ another's password or some other user identifier that misleads message recipients into believing that someone other than you is communicating or otherwise using his/her access to the network or the Internet; do not upload a work, virus, trojan horse, time bomb, or other harmful form of programming or vandalism; do not participate in hacking activities or any form of unauthorized access to other computers, networks, or information systems.

- Uses that jeopardize the security of student access and of the computer network or other networks on the Internet are prohibited. For example, do not disclose or share your password with others; do not impersonate another user.

- Uses that are commercial transactions are not allowed. Students may not use the SCS or school network to sell or buy anything over the Internet. You should not give others private information about yourself or others.

- Illegal activities, including copyright or contract violations, shall not be permitted on the Internet.

- The Internet shall not be used for commercial, political, illegal, financial, or religious purposes. Violations shall be reported to a teacher or an administrator immediately.

- Threatening, profane, harassing, or abusive language shall be forbidden.

- Use of the network for any illegal activities is prohibited. Illegal activities include (a) tampering with computer hardware or software, (b) unauthorized entry into computers and files (hacking), (c) knowledgeable vandalism or destruction of equipment, and (d) deletion of computer files. Such activity is considered a crime under state and federal law. Any use which violates state or federal law relating to copyright, trade secrets, the distribution of obscene or pornographic materials, or which violates any other applicable law or municipal ordinance, is strictly prohibited.

- No user is permitted to knowingly or inadvertently load or create a computer virus or load any software that destroys files and programs, confuses users, or disrupts the performance of the system. No third party software will be installed without the consent of the assigned administrator.

- Invading the privacy of another user, using another's account, posting personal messages without the author's consent, and sending or posting anonymous messages shall be forbidden.

- Accessing pornographic or obscene materials or using or sending profanity in messages is forbidden.

Any subscription to list serves, bulletin boards, or online services shall be approved by the superintendent or his designee prior to any such usage.

- The use of anonymous proxies or any site that allows the user to get around content filtering is strictly prohibited and is a direct violation of this agreement.

Internet Safety

- Parents and Users: Despite every effort for supervision and filtering, all users and their parents/guardians are advised that access to the electronic network may include the potential for access to materials inappropriate for school-aged students. Every user must take responsibility for his or her use of the network and Internet and avoid these sites. Ultimately, parents and guardians of minors are responsible for setting and conveying the standards that their children should follow when using media and information sources.

- Personal Safety: In using the network and Internet, users should not reveal personal information such as home address or telephone number. Users should never arrange a face-to-face meeting with someone "met" on the Internet.

- Confidentiality of Student Information: Personally identifiable information concerning students may not be disclosed or used in any way on the Internet without the permission of a parent or guardian. Users should never give out private or confidential information about themselves or others on the Internet.

- Active Restriction Measures: The District will utilize filtering software or other technologies to prevent all users from accessing visual depictions that are (1) obscene, (2) pornographic, or (3) harmful to minors. The filter can be disabled for adults engaged in bona fide research or for other lawful purposes. The use of anonymous proxies or any site that allows the user to get around the content filter is strictly prohibited and will be considered a violation of this policy. All teachers will use due diligence to monitor minors while on the Internet, and faculty and staff will encourage students to be safe online.

- All minors should be educated each year about appropriate on-line behavior, including cyberbullying, awareness and response, and interacting with other individuals on social networking sites and in chat rooms.

Use of New Web Tools

Online communication is critical to our students' learning of 21st Century Skills. Tools, such as blogging and podcasting, offer authentic, real-world vehicles for student expression. Again, as educators, our primary responsibility to students is their safety. Hence, expectations for classroom blogs, student protected e-mails, podcasts, or other Web interactive use must follow all established Internet safety guidelines.

Blogging/Podcasting Terms and Conditions:

- The use of blogs, podcasts or other Web 2.0 tools is considered an extension of your classroom. Therefore, any speech that is considered inappropriate in the classroom is also inappropriate in all uses of blogs, podcasts, or other Web 2.0 tools. This includes, but is not limited to, profanity and racist, sexist or discriminatory remarks.

- Teachers must monitor all communication on blogs, podcasts, or other Web 2.0 tools that are used in the classroom.

- Students using blogs, podcasts or other web tools are expected to act safely by keeping ALL personal information out of their posts.

- A student should NEVER post personal information on the web (including, but not limited to, last names, personal details including addresses or phone numbers, or photographs). Do not, under any circumstances, agree to meet someone you have met over the Internet.

- Any personal blog a student creates in class is directly linked to the class blog which is typically linked to the student profile, and, therefore, must follow these blogging guidelines. In addition to following the information above about not sharing too much personal information (in the profile or in any posts/comments made), students need to realize that anywhere they use their blog login it links back to the class blog. Therefore, anywhere that login is used (posting to a separate personal

- blog, commenting on someone else's blog, etc.), the account should be treated the same as a school blog and should follow district blogging guidelines. Comments made on blogs should be monitored and - if they are inappropriate - deleted.

- Never create a link to web sites from your blog or blog comment without reading the entire article to make sure it is appropriate for a school setting.

- Students using Web 2.0 tools agree to not share their user name or password with anyone besides their teachers and parents and to treat blog spaces as classroom spaces. Speech that is inappropriate for class is also inappropriate for a blog.

- Students who do not abide by these terms and conditions may lose their opportunity to take part in the project and/or be subject to consequences appropriate to misuse.

- Teacher Responsibilities
 - Provide developmentally appropriate guidance to students as they make use of telecommunications and electronic information resources to conduct research and other studies related to the district curriculum

- Inform all students of their rights and responsibilities as users of the district network prior to gaining access to that network, either as an individual user or as a member of a class or group

- Use networked resources in support of educational goals
- Treat student infractions of the Acceptable Use Policy according to the school discipline policy

- Provide alternate activities for students who do not have permission to use the internet
- Comply with CIPA by educating minors about appropriate on-line behavior, interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

- Use due diligence to monitor minors while on the Internet, and faculty and staff will encourage students to be safe online.

- Principal Responsibilities
 - Include Acceptable Use Policy in student handbook
 - Be sure handbooks are distributed to all students
 - Treat student infractions of the Acceptable Use Policy according to the school discipline policy

- Keep permission forms on file for one year
- Identify students who do not have permission to use the internet to the teaching staff

- Comply with CIPA by educating all faculty and staff about appropriate online behavior, interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

- Insure that teachers are educating students about appropriate online behavior, interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

- Insure that all teachers will use due diligence to monitor minors while on the Internet and when using services such as Google Apps for Education email, and insure that faculty and staff will encourage students to be safe online.

- District Responsibilities
 - Ensure that filtering software is in use to block access to materials that are inappropriate, offensive, obscene, or contain pornography.
 - Have Acceptable Use Policy approved by the board and reviewed yearly.

- Monitor network use and filtering for inappropriate activities by users according to the district Internet Monitoring Policy.

MOTION: Mrs. Dorothy Brown SECOND: Mr. Tim Eubanks
The motion was approved.

MOTION TO CONSIDER AND/OR TAKE ACTION TO ADVERTISE FOR CNP PRODUCE BID FOR SY 2018-19
ORDINANCE # 2018-08-0014

BE IT ORDAINED, ETC., that the Franklin Parish School Board grant permission to advertise by bids for CNP produce for School Year 2018-2019.

MOTION: Mrs. Louise Johnson SECOND: Mr. Tim Eubanks
The motion was approved.

MOTION TO CONSIDER AND/OR TAKE ACTION ON APPROVAL OF HEAD START POLICIES
ORDINANCE # 2018-08-0015

BE IT ORDAINED, ETC., that the Franklin Parish School Board approve Head Start Policies, 2018-19 Salary Schedule with caps and Employee Incentive Policy.

FPSB HEAD START POLICY: EMPLOYEE INCENTIVE

The Employee Incentive Policy is intended to encourage employee retention and improve staff performance through recognition, rewards and incentive pay. Incentive programs are allowable under 45 CFR Part 75.430 as part of an established plan approved by the Policy Council and Grantee Board.

RETENTION:

To compete with local parish and private schools for quality employees and to encourage retention after summer break, each member of the FPSB Head Start staff will receive an annual monetary incentive*: 1/3 of which will be paid in November and the remainder will be paid in June after the program year has ended.

- If employment is terminated before the end of the school year, the monetary incentive amount will be prorated based on the actual number of days worked.

- Days missed in excess of the allowed paid leave will be deducted from the June payment.

- Formal written reprimands for performance or policy violations will result in a reduction of the monetary incentive equal to 10% of the total incentive value per occurrence.

The monetary incentive for each employee is based on the level of responsibility and number of days worked. The chart below outlines the predetermined incentive amounts for each tier of responsibility.

TIER	# DAYS	RESPONSIBILITY	NOV	JUN	TOTAL
1	171-190	Task oriented positions with no supervisory responsibility	\$150	\$300	\$450
2	174-190	Leadership positions with limited supervisory responsibility	\$300	\$600	\$900
3	200-220	Management positions with high supervisory responsibility	\$600	\$1200	\$1800
4	240	Governance positions with overall program accountability	\$1200	\$2400**	\$3600

PROGRAM YEAR 2018-2019
SALARY RANGESHOURLY RATES
POSITION # DAYS MIN MAX HRS/DAY MIN MAX

BUS DRIVER	171	\$12,144	\$16,356	4	17.75	\$23.91
BUS MONITOR	171	\$3,724	\$5,016	2	\$10.89	\$14.67
TEACHER ASSISTANT	174	\$11,835	\$15,960	7	\$9.72	\$13.10
TEACHER/AA	174	\$24,479	\$32,969	7	\$20.10	\$27.07
TEACHER/BA	174	\$30,538	\$41,130	7	\$25.07	\$33.77
TEACHER/MA	174	\$30,891	\$41,606	7	\$25.36	\$34.16
MAID	174	\$10,527	\$14,178	7	\$8.64	\$11.64
SECRETARY	200	\$13,225	\$17,812	7	\$9.45	\$12.72
LEAD TEACHER/ COACH	200	\$35,102	\$47,277	7	\$25.07	\$33.77
PROGRAM MANAGER	200	\$39,058	\$52,605	7	\$27.90	\$37.58
FISCAL OFFICER	240	\$31,910	\$42,978	7	\$18.99	\$25.58
DIRECTOR	240	\$59,091	\$79,587	7	\$35.17	\$47.37

MOTION: Mr. Tim Eubanks SECOND: Mrs. Dorothy Brown
The motion was approved.

MOTION TO CONSIDER AND/OR TAKE ACTION ON PERMISSION TO BID FLOORING FOR BATTING FACILITY
ORDINANCE # 2018-08-0016

BE IT ORDAINED, ETC., that the Franklin Parish School Board grant permission to bid flooring for the FPHS Batting Facility. Dr. Johnson said that with this bid this should complete the batting facility.

MOTION: Mr. Richard Kelly SECOND: Mr. Ronnie Hatton
The motion was approved.

MOTION TO CONSIDER AND/OR TAKE ACTION ON CHANGE ORDERS 7, 8 & 9 FOR GENTRY CONSTRUCTION
ORDINANCE # 2018-08-0017

BE IT ORDAINED, ETC., that the Franklin Parish School Board approve the change order #7 - for draining at Crowville School for \$3,135.00. The Board approves change order #8 - Crowville School AC platforms for \$4,295.00 and change order #9 - Excavation for drainage at Baskin School for \$5,940.00 with Gentry Construction.

MOTION: Mr. Richard Kelly SECOND: Mr. Ronnie Hatton
The motion was approved.

DISCUSSION OF CONTRACT - President Bryan ask that this be placed on the agenda pending talking with school board attorney. He did speak with the attorney and he said that the Board can extend the Superintendent's contract for two (2) years. This is the same contract that is in place with no changes. This contract expires on December 31, 2020. President Bryan stated if Superintendent decides to leave any time before the end of his contact the Board will not owe him any money. Mr. Richard Kelly questioned if this item was discussed at agenda meeting and placed on agenda. President Bryan said it was.

MOTION TO APPROVE SUPERINTENDENT'S CONTRACT WITH SAME GUIDELINES
ORDINANCE # 2018-08-0018

BE IT ORDAINED, ETC., that the Franklin Parish School Board approve the Superintendent's contact with the same guidelines as current contract. This new contract expires on December 31, 2020.

The Superintendent's contract is on file at School Board office for public view.

MOTION: Mrs. Dorothy Brown SECOND: Mr. Ronnie Hatton
YEAS: Mrs. Dorothy Brown, Mr. Eddie Ray Bryan, Mr. Tim Eubanks, Mr. Ronnie Hatton and Mrs. Louise Johnson

NAYS: Mr. Richard Kelly
ABSENT AND/OR NOT VOTING: Mr. Danny Davis
The motion was approved.

SUPERINTENDENT'S REPORT

Superintendent Johnson reported that we have most of our teachers for the new school year. He is looking into delaying the start of school due to renovation projects not completed.

PRESIDENT'S REPORT

President Bryan reported that he has been around some of the schools and they look good. A lot of paving work is being done at the schools. We have registered about 170 students this summer.

Mr. Richard Kelly said he was not at the agenda meeting. He asked if the agenda was approved at the agenda meeting and was the item concerning the Superintendent's contract approved on the agenda? President Bryan answered yes to both questions.

PERSONNEL MATTERS LISTED FOR - August 6, 2018 INSTRUCTIONAL PERSONNEL

HIRE	Name	School	Position	Effect. Date	Reason
	Carrington, Glenda	Baskin	Teacher	08.16.18	Replace K. Etheridge
	Clark, Jamie	Crowville	Teacher	08.16.18	New Kindergarten class
	Coenen, Melissa	Crowville	Teacher	08.16.18	Replace K. Williams
	Cooper, Andrea	WES	Teacher	08.16.18	Replace Y. Miller
	Douglas, Antoinette	Baskin	Teacher	08.16.18	Replace R. Galloway
	Emfinger, Austin	FPHS	Teacher	08.01.16	Replace G. Laborde
	Farhand, Andrew	FPHS	Teacher	08.16.18	Replace K. Fertitta
	Gilmore, Betty	FPHS	Teacher	08.16.18	Replace T. Russ
	Gonzalez, Angela	WES	Teacher	08.16.18	Replace S. Guy
	Goods, Amariylis	Gilbert	Teacher	08.16.18	Replace H. Spence
	Griffin, Taffy	Baskin	Teacher	08.16.18	Replace N. Jackson
	Guimbellot, Susan	Crowville	Teacher	08.16.18	Replace S. McHand
	Keene, Tonya	WES	Occup. Therp.	08.01.18	New position
	Lemonier, Doris	Baskin	Teacher	08.16.18	Replace A. Lawson
	Lofton, Angela	FPHS	Teacher	08.16.18	Replace L. Robbins
	Price, Damon	WES	Teacher	08.16.18	New Position
	Robbins, Tara	FPHS	Stu.Serv Coord.	08.01.18	Rescinded Resignation
	Sewell, Sumner	WES	Teacher	08.16.18	Replace A. McKinley
	Shirley, James	Crowville	Teacher	08.16.18	Replace R. Lloyd
	Shirley, Terri	Crowville	Teacher	08.16.18	Replace K. Gwin
	Singleton, Marteeze	FPHS	Teacher	08.16.18	Replace A. Nichols
	Smith, Hailey	Fort	Teacher	08.16.18	Replace E. Amos
	Thompson, Daniel	FPHS	Teacher	08.16.18	Replace A. Stephenson
	Thompson, Marcelle	WES	Teacher	08.16.18	Replace D. Richmond
	Waller, Jessica	Gilbert	Teacher	08.16.18	Replace R. Nichols

RESIGNATIONS	Name	School	Position	Effect. Date	Reason
	Amos, Emily	Fort	Teacher	08.15.18	Personal
	Blackson, Destiny	WES	Teacher	07.30.18	Relocation out of parish
	Etheridge, Kallie	Baskin	Teacher	08.15.18	Relocation out of state
	Gwin, Kirsten T	Crowville	Teacher	08.07.18	Relocation out of parish
	Harris, Yolandra	FPHS	Teacher	08.01.18	Relocation out of parish
	Jackson, Christina	Baskin	Teacher	08.01.18	Relocation out of parish
	King, Anna W	Crowville	Teacher	08.15.18	Relocation out of parish
	Lawson, Ashley	Baskin	Teacher	08.15.18	Relocation out of parish
	Lewis, Kourtnei	WES	Teacher	07.26.18	Resignation
	Lloyd, Ronda	Gilbert	Teacher	08.07.18	Relocation out of parish
	Miller, Yolanda H.	WES	Teacher	07.31.18	Relocation out of parish
	Nichols, Elaine	FPHS	Teacher	08.15.18	Relocation out of parish
	Robbins, Lindsey	FPHS	Teacher	08.15.18	Relocation out of parish
	Russ, Terry	FPHS	Teacher	07.31.18	Relocation out of parish
	Spence, Heather	Gilbert	Teacher	05.24.18	Relocation out of parish
	Sproles, Charles B	Fort	Teacher	08.01.18	Relocation out of paris
	Stephenson, Anna	FPHS	Teacher	08.07.18	Relocation out of paris
	Williams, Kristy B	Crowville	Teacher	08.07.18	Relocation out of paris
	Wright, Emily	Baskin	Teacher	08.15.18	Relocation out of stat

TRANSFERS	Name	School	Position	Effect. Date	Reason
	Banks, Tara	FPHS from Crowville	Teacher	08.16.18	Replace L. Scott
	Galloway, Rebecca	Crowville from Baskin	Teacher	08.16.18	Replace A. King
	Johnson, Billy	Baskin from FPHS	Teacher	08.16.18	Replace S.Blackmon
	Parker, Beverly	WES from Gilbert	Teacher	08.16.18	Replace J. McLeland
	Pearce, Noelia	Crowville from FPHS	Teacher	08.16.18	Replace T. Banks
	Richmond, Dana	Baskin from WESTE	Teacher	08.16.18	Replace K. Etheridge
	Wallace, A. Claire	Baskin from Fort	Teacher	08.16.18	Replace E. Wright

SUPPORT PERSONNEL	Name	School	Position	Effect. Date	Reason
(All support personnel shall be on a 6-month probationary basis.)	Banks, Tara	FPHS from Crowville	Teacher	08.16.18	Replace L. Scott
	Galloway, Rebecca	Crowville from Baskin	Teacher	08.16.18	Replace A. King
	Johnson, Billy	Baskin from FPHS	Teacher	08.16.18	Replace S.Blackmon
	Parker, Beverly	WES from Gilbert	Teacher	08.16.18	Replace J. McLeland
	Pearce, Noelia	Crowville from FPHS	Teacher	08.16.18	Replace T. Banks
	Richmond, Dana	Baskin from WESTE	Teacher	08.16.18	Replace K. Etheridge
	Wallace, A. Claire	Baskin from Fort	Teacher	08.16.18	Replace E. Wright

TRANSFERS	Name	School	Position	Effect. Date	Reason
	Dunnaway, Kaye	Baskin	School Clerk	08.06.18	Replace L. Holcomb
	Johnston, Mark	Gilbert	Bus Dr.-L42	08.20.18	Replace D. McMurray
	Madison, Latisha	FPHS	Bus Dr.-L34	08.20.18	Replace T. Moore
	Parker, Cindy	Fort	Para	08.16.18	Replace D. Eldridge
	Parker, Maranda	Gilbert	Para	08.16.18	Replace J. Bingham
	Peoples, Rae Anne	Gilbert	Para	08.16.18	Replace W. Lively
	Rando, Danielle	Fort	Act Mang	08.01.18	Replace S. Campbell

Johnson					
	McMurray, Dena	Crowville	Bus Dr.	- L60 8.20.18	Replace J. Walters
D/D SUBSTITUTE					
Beginning with the 2016-17 school year, "long-term" day to day substitute teachers MUST have at least a bachelor's degree from an accredited university or institution to receive "long-term" day-to-day substitute pay. (The universities or institutions must be accredited by one of the recognized organizations to be accepted in Louisiana. Recognized regional accrediting organizations are: MSA, NWCCU, NCA, NEASC-CIHE, SACS, WASC-ACCJC and WASC-ACSCU).					
Name	School	Position	Effect. Date	Reason	Bd.Mtg.
Jester, Mary Ann	Gilbert	D/D sub	08.16.18	Replace B. Parker	08.16.18
MOTION TO ADJOURN					
ORDINANCE # 2018-08-0019					