



SULLIVAN COUNTY
S C H O O L S

Board of Education Regular Meeting
July 3, 2025 6:30 PM
Central Office Board Room
154 Blountville Bypass
Blountville, TN 37617

1. Call to Order
2. Approval of the Agenda
3. Consent Agenda
 - a. Revised Meeting Minutes from May 7, 2025
 - b. Meeting Minutes from June 5, 2025
 - c. Field Trip Requests
 - d. 2025-2026 School Calendar Revision
4. Public Comment - Agenda Items
5. Communications to the Board
 - a. Director's Comments
6. New Business
 - a. Sullivan Gardens Ballfields
 - b. Policy Updates (Waiver of Rules/Adopt on 1st Reading)
 - a. Policy 1.407 School District Records
 - b. Policy 1.700 School District Goals
 - c. Charter School Policy Changes
 - Policy 1.901 Charter School Applications
 - Policy 1.903 Charter School Oversight (New)
 - Policy 1.905 Charter School Renewal (New)
 - Policy 1.906 Charter School Revocations (New)
 - d. Policy 2.403 Surplus Property Sales
 - e. Policy 3.202 Emergency Preparedness Plans
 - f. Policy 3.204 Threat Assessment Team
 - g. Policy 4.100 Instructional Program
 - h. Policy 5.500 Discrimination/Harassment of Employees
 - i. Policy 6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation
 - j. Policy 4.212 Virtual Education Program
 - k. Policy 4.301 Interscholastic Athletics
 - l. Policy 4.403 Library Materials
 - m. Policy 4.406 Use of the Internet
 - n. Policy 4.601 Reporting Student Progress
 - o. Policy 5.100 Personnel Goals
 - p. Policy 5.110 Compensation Guides & Contracts
 - q. Policy 5.119 Employment of Retirees

- r. Policy 5.305 Family & Medical Leave
- s. Policy 5.701 Substitute Teachers
- t. Policy 6.200 Attendance
- u. Policy 6.303 Questioning Students and Searches
- v. Policy 6.411 Student Wellness
- w. Policy 6.600 Student Records
- x. Policy 6.312 Use of Wireless Communication Devices
- c. 2025-2026 Student Rights & Responsibilities Handbooks
- d. Teacher Tenure
- e. East Zone Elementary Start/End Times
- f. Salary Scale
- g. Military Pay
- h. Budget Items
 - a. Grant Revisions
 - 1. State Special Education Pre-K Grant – FY25 Rev 1
 - 2. Consolidated Admin - FY26 Original Budget
 - 3. Title I Part A - FY26 Original Budget
 - 4. Title I Part A Neglected - FY26 Original Budget
 - 5. Title II Part A - FY26 Original Budget
 - 6. IDEA Part B - FY26 Original Budget
 - 7. IDEA Preschool - FY26 Original Budget
 - i. FY26 Consolidated Application Approval for IDEA/ESEA School Year 2025-2026
- 7. Public Comment - Non-Agenda Items
- 8. Board Chairman Comments
- 9. Adjournment

The Service and Support Team with the State Department has reviewed our proposed calendar for the 2025 - 2026 school year. They have determined that one additional stockpiled PD day is needed to complete the 180 day calendar. In order to not impact the beginning and end date of the currently approved calendar, we recommend changing the February 10th Parent-Teacher conference day to a stock-piled PD day.

Revised Version 1

2025-2026 School Calendar

July 2025							January 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30	31			25	26	27	28	29	30	31
August 2025							February 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	5	6	7
3	4	5	6	7	8	9	8	9	10	11	12	13	14
10	11	12	13	14	15	16	15	16	17	18	19	20	21
17	18	19	20	21	22	23	22	23	24	25	26	27	28
24	25	26	27	28	29	30							
31													
September 2025							March 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6	1	2	3	4	5	6	7
7	8	9	10	11	12	13	8	9	10	11	12	13	14
14	15	16	17	18	19	20	15	16	17	18	19	20	21
21	22	23	24	25	26	27	22	23	24	25	26	27	28
28	29	30					29	30	31				
October 2025							April 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4				1	2	3	4
5	6	7	8	9	10	11	5	6	7	8	9	10	11
12	13	14	15	16	17	18	12	13	14	15	16	17	18
19	20	21	22	23	24	25	19	20	21	22	23	24	25
26	27	28	29	30	31		26	27	28	29	30		
November 2025							May 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1						1	2
2	3	4	5	6	7	8	3	4	5	6	7	8	9
9	10	11	12	13	14	15	10	11	12	13	14	15	16
16	17	18	19	20	21	22	17	18	19	20	21	22	23
23	24	25	26	27	28	29	24	25	26	27	28	29	30
30							31						
December 2025							June 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6		1	2	3	4	5	6
7	8	9	10	11	12	13	7	8	9	10	11	12	13
14	15	16	17	18	19	20	14	15	16	17	18	19	20
21	22	23	24	25	26	27	21	22	23	24	25	26	27
28	29	30	31										

SULLIVAN COUNTY SCHOOLS
 154 Blountville Bypass
 Blountville, TN 37617
 423.354.1000
 www.sullivank12.net

Graduating students prepared for college and career who are productive community members.

July 28 Administrative Day
 July 29, 30, 31 Inservice Days
 August 1 Administrative Day
 August 4 First day for students
 August 7 In-Service Day; No school for students
 Sept. 1 Labor Day; School closed for staff & students
 Sept. 2 Parent-Teacher Conferences; No school for students

Oct. 3 End of First 9 weeks
 Oct. 6-10 Fall Break; No school for staff & students
 Nov. 26-28 Holiday; No school for staff & students
 Dec. 19 Last day of 1st term; half day for students
 Dec. 22 - Jan. 2 Holiday; No school for staff or students

Jan. 5 Administrative Day; no school for students
 Jan. 6 Students return from break; Second term starts
 Jan. 19 Holiday; No School for staff & students
 Feb. 10 Staff Development Day; No school for students
 March 2 Staff Development Day; No school for students

March 6 End of 3rd 9 weeks
 March 23-27 Spring Break, No school for staff & students
 April 3 - Good Friday
 May 5 Administrative Day; No school for students
 May 21 Last day for students, also 1/2 day for students
 May 22 Administrative Day for Staff

Staff Development Day for Teachers; No students
 Administrative Day for Teachers; No students
 Inservice Day for Teachers; No students
 Parent Teacher Day. No school for students; staff attends
 No school for staff or students
 Half Day for Students; Full Day for Teachers
 Students first full day of semester
 6 hours PD must be earned by teachers on their own time

Sullivan County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: School District Records	Descriptor Code: 1.407	Issued Date: 08/07/17
		Rescinds: 1.407	Issued: 07/10/17

General

The Director of Schools shall maintain all school district records required by law, regulation, and board policy. Any citizen of Tennessee shall be permitted during business hours to inspect public records maintained by the school district unless otherwise prohibited by law. Any citizen of Tennessee may request in writing and receive copies of open public records subject to the payment of reasonable cost.^{1,2,3,4}

No records pertaining to individual students will be released for inspection by the public or any unauthorized persons. In addition, information, records, and plans related to security and safety will not be released for public inspection.⁵

All requests to inspect or receive copies of records shall be submitted to the Human Resources Supervisor, the district's public records request coordinator and records custodian.⁶ The public records request coordinator shall forward requests for inspection or copies of records to the appropriate records custodian.⁶

Prior to producing any record, the records custodian shall ensure confidential information is redacted. Original documents remain intact and confidential information in copies produced for a requestor shall be redacted. The director of schools shall develop a procedure to redact confidential information.

REQUESTS FOR INSPECTION²

Citizens requesting to inspect public records shall submit their request and a government issued photo identification card with the citizen's address to the district's public records request coordinator during normal business hours. ~~If a person does not possess a photo identification, the records custodian may require other forms of identification acceptable to the records custodian.~~ Requests may be made in person or by telephone, fax, mail or electronic mail (email). The coordinator shall submit the information to the appropriate records custodian. The records custodian will contact the citizen and indicate when the records will be available to inspect.

If the records cannot be made available within seven (7) business days, the records custodian shall provide a records production letter indicating the time needed to complete the request.

If the request to inspect is denied, the records custodian shall provide the citizen with a records request denial letter indicating the basis for the denial.

REQUESTS FOR COPIES²

Citizens requesting copies of public records shall complete and submit the Records Request Form and a government issued photo identification card with the citizen's address to the district's public records request coordinator during normal business hours. ~~If a person does not possess a photo identification, the records custodian may require other forms of identification acceptable to the records custodian.~~ The coordinator shall submit the Records Request Form to the appropriate records custodian.

The records custodian shall provide an estimate of the reasonable costs to produce the requested records. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of Reasonable Charges found at <https://www.comptroller.tn.gov/openrecords/forms.asp> shall be used to determine the reasonable cost. ~~The records custodian will provide the citizen with an invoice detailing the charges.~~ The citizen shall pay the estimated reasonable costs by check or cash prior to the district producing the copies.

If the records cannot be made available within seven (7) business days, the records custodian shall provide a records production letter indicating the time needed to complete the request.

If the request for copies is denied, the records custodian shall provide the citizen with a records request denial letter detailing the basis for the denial.

FREQUENT AND MULTIPLE REQUESTS

When the total number of requests for copies made by a requestor within a calendar month exceeds four (4), the requestor may be charged a fee for any and all labor that is reasonably necessary to produce copies of the requested records. Prior to charging a reasonable fee, the requestor shall be notified of this policy and provided with a Notice of Aggregation of Multiple Requestors form. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of Reasonable Charges found at <https://www.comptroller.tn.gov/openrecords/forms.asp> shall be used to determine the reasonable cost. Further, the names of persons inspecting records and the date of inspection shall be recorded.

DENYING REQUESTS FOR NONCOMPLIANCE⁷

Requests to Inspect a Public Record

The district shall deny a request to inspect a public record from any citizen that has:

- a. Made two (2) of more requests to view a public record within a six-month period; and**
- b. For each request failed to view the record within fifteen (15) business days of receiving notification that the record was available.**

Requests from this citizen shall be denied for up to six (6) months from the date of the second records request. The district's public records request coordinator may waive this denial if he/she determines that failure to view the record was for a good cause.

Requests for Copies of Public Records

The district shall deny a request for copies of a public record from any citizen that has:

- a. Been provided with an estimate of the reasonable cost to produce the requested records;**
- b. Agrees to pay such estimated reasonable cost prior to production of the records; and**
- c. Fails to pay the actual cost after the records have been produced.**

Additional requests from this citizen shall be denied until the original cost is paid.

RECORDS RETENTION

The Director of Schools and/or his/her designee(s) shall retain and dispose of school district records in accordance with the following guidelines:⁸

- ~~1.~~—The Director of Schools and/or ~~his/her~~ designee(s) will determine if a particular record is of permanent or temporary value in accordance ~~with regulations promulgated by County Public Records Commission and the Tennessee Institute for Public Services records manual;~~^{5,6} **with state law.**^{9,10}
2. Temporary value records which have been kept beyond the required time may be recommended to the Public Records Commission for destruction;^{7,8,11,12}
3. The records that the State Librarian and Archivist desire to preserve in their facilities will be transferred to the State Library and Archives. The temporary value records rejected by the State Library and Archives may be transferred to another institution or destroyed;^{7,8,9,11,12,13}
4. Permanent records will be kept in some usable form (digital, printed, microfilm, etc.). If the Director of Schools desires to destroy the original permanent record, these records must be reproduced by microfilming or some other permanent reproduction method. Permission to destroy any original permanent record after microfilming follows the same procedure noted above for temporary records;^{6,8,10,12} and
5. The Director of Schools shall establish procedures to safeguard against the unlawful destruction, removal, or loss of records.^{10,14}

DISTRICT PUBLIC RECORDS REQUEST COORDINATOR¹³

Human Resource Supervisor
423-354-1000

Legal References

1. [TCA 49-2-301\(b\)\(1\)\(Z\)](#)
2. [TCA 10-7-503; Public Acts of 2025, Chapter No. 94](#)
3. [TCA 10-7-506\(a\)](#)
4. [TCA 49-2-104](#)
5. [TCA 10-7-504\(p\)](#)
6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records*, Tennessee Comptroller of

Cross References

Financial Reports and Records 2.701
Personnel Records 5.114
Student Records 6.600

the Treasury, *available at*

<https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; [TCA 10-7-503\(a\)\(1\)\(B\),\(C\)](#)

7. [TCA 10-7-503\(a\)\(7\)\(A\)\(vii\)](#)
8. [TCA 10-7-503\(h\)\(6\)](#)
9. [TCA 10-7-401](#)
10. [TCA 10-7-406](#); [TCA 10-7-301\(5\),\(13\)](#)
11. [TCA 10-7-404](#)
12. [TCA 10-7-413](#)
13. [TCA 10-7-414](#)
14. [TCA 39-16-504](#)
15. [TCA 10-7-503\(g\)\(1\)\(D\)](#)



State of Tennessee

PUBLIC CHAPTER NO. 94

HOUSE BILL NO. 321

By Representatives Lamberth, Renea Jones, White, McCalmon, Grills

Substituted for: Senate Bill No. 329

By Senators Powers, Stevens

AN ACT to amend Tennessee Code Annotated, Title 1; Title 2; Title 3; Title 4; Title 5; Title 7; Title 8; Title 9; Title 10; Title 11; Title 12; Title 13; Title 16; Title 20; Title 22; Title 24; Title 31; Title 33; Title 36; Title 38; Title 39; Title 40; Title 43; Title 44; Title 45; Title 47; Title 48; Title 49; Title 50; Title 53; Title 54; Title 55; Title 56; Title 61; Title 62; Title 63; Title 64; Title 65; Title 66; Title 67; Title 68; Title 69 and Title 71, relative to electronic transmissions.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 4, Chapter 4, is amended by adding the following as a new section:

4-4-119.

Each department, agency, office, commission, institution, or instrumentality of the executive branch must accept the electronic transmission of any document that could have been submitted by fax or facsimile prior to the effective date of this act.

SECTION 2. Tennessee Code Annotated, Section 1-3-105(a), is amended by adding the following as a new subdivision:

() "Electronic transmission":

(A) Means any form of communication not directly involving the physical transmission of paper that creates a record that may be retained, retrieved, and reviewed by a recipient of the communication, and that may be directly reproduced in paper form by such a recipient through an automated process including, but not limited to, electronic mail, electronic communication, and internet communication; and

(B) Does not include communications by fax or facsimile;

SECTION 3. Tennessee Code Annotated, Section 2-5-204(b)(2)(B), is amended by deleting "fax, email" and substituting "electronic transmission".

SECTION 4. Tennessee Code Annotated, Section 10-7-503(a)(7)(A)(i), is amended by deleting "telephone, fax, mail, or email" and substituting "telephone, electronic transmission, or mail".

SECTION 5. Tennessee Code Annotated, Section 16-1-113, is amended by deleting the section and substituting:

(a) It is the intent of the general assembly, in recognition of the common practice and use of electronic transmissions in business and government, to:

(1) Promote a more efficient means of filing documents and overcome expenses and delays entailed in long distance communication; and

(2) Enable courts in this state to implement procedures for the filing of documents by electronic transmission.

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(b) Courts in this state may implement procedures for the electronic transmission of documents in accordance with this section and § 16-3-408 and the Tennessee supreme court rules.

SECTION 6. Tennessee Code Annotated, Section 16-3-408, is amended by deleting the section and substituting:

The supreme court is urged to develop court rules and procedures to control the process of courts using electronic transmissions of documents. The court rules and procedures should provide for the following:

- (1) The type of document that may be electronically transmitted;
- (2) The length of restriction, if any, of a document that may be electronically submitted;
- (3) The type of equipment and paper that must be used by clerks' offices;
- (4) The amount, if any, of fees to be charged for the electronic transmission of documents;
- (5) The payment of regular filing fees of the court;
- (6) The time of filing of an electronically transmitted document;
- (7) Requirements, if any, for filing of original documents or original signatures;
- (8) Requirements, if any, for maintenance of transmittal reports of electronically transmitted documents; and
- (9) Any other rule or procedure the court deems appropriate.

SECTION 7. Tennessee Code Annotated, Section 47-18-2404(b), is amended by deleting "fax,".

SECTION 8. Tennessee Code Annotated, Section 56-5-123(a), is amended by deleting "email or fax" and substituting "electronic transmission".

SECTION 9. Tennessee Code Annotated, Section 67-5-1412(b)(2), is amended by deleting "and fax number" and substituting ", and email".

SECTION 10. Tennessee Code Annotated, Section 71-5-2404(c)(1)(B), is amended by deleting "by fax".

SECTION 11. Tennessee Code Annotated, Section 2-2-113(b), is amended by deleting "The list may be provided by mail, facsimile transmission, or email" and substituting "The list may be provided by mail or electronic transmission".

SECTION 12. Tennessee Code Annotated, Section 2-2-129(a)(1)(A), is amended by deleting ", facsimile transmission or by email" and substituting "or electronic transmission".

SECTION 13. Tennessee Code Annotated, Section 2-6-202(a)(3), is amended by deleting the language:

A voter may make the request or submit an application to vote by mail, facsimile transmission or email with an attached document that includes a scanned signature. For a voter to use a facsimile transmission, an election commission shall have a facsimile machine physically located in the election commission office. The request shall be in writing over the voter's signature.

and substituting:

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A voter may make the request or submit an application to vote by mail or electronic transmission with an attached document that includes a scanned signature. The request must be in writing over the voter's signature.

SECTION 14. Tennessee Code Annotated, Section 2-6-202, is amended by deleting subdivision (a)(4).

SECTION 15. Tennessee Code Annotated, Section 2-6-202(b), is amended by deleting "facsimile" and substituting "electronic transmission".

SECTION 16. Tennessee Code Annotated, Section 2-6-206(1), is amended by deleting ", facsimile transmission, or email" and substituting "or electronic transmission".

SECTION 17. Tennessee Code Annotated, Section 2-6-206(3), is amended by deleting "facsimile" and substituting "electronic transmission".

SECTION 18. Tennessee Code Annotated, Section 2-10-105(h)(1), is amended by deleting "facsimile machine,".

SECTION 19. Tennessee Code Annotated, Section 3-1-114, is amended by deleting "electronic mail or facsimile transmission" and substituting "electronic transmission".

SECTION 20. Tennessee Code Annotated, Section 4-3-1405(j)(1), is amended by deleting ", facsimile, or e-mail copy" and substituting "or electronic submission".

SECTION 21. Tennessee Code Annotated, Section 9-4-408(h), is amended by deleting "telephonic facsimile" and substituting "electronic".

SECTION 22. Tennessee Code Annotated, Section 22-2-315(a)(2), is amended by deleting "electronic mail, facsimile," and substituting "electronic transmission,".

SECTION 23. Tennessee Code Annotated, Section 22-2-317(a), is amended by deleting ", facsimile transmission, or email" and substituting "or electronic transmission".

SECTION 24. Tennessee Code Annotated, Section 24-7-116(f), is amended by deleting "facsimile" and substituting "electronic transmission".

SECTION 25. Tennessee Code Annotated, Section 24-7-121(a)(1)(B), is amended by deleting "by telecopier facsimile, or otherwise, an electronic mail copy or copy obtained by way of internet access" and substituting "obtained by electronic transmission".

SECTION 26. Tennessee Code Annotated, Section 24-7-121(b)(1), is amended by deleting "by facsimile or".

SECTION 27. Tennessee Code Annotated, Section 31-4-106(g)(2), is amended by deleting "facsimile or other electronic message" and substituting "electronic transmission".

SECTION 28. Tennessee Code Annotated, Section 33-6-624(f)(4), is amended by deleting ", facsimile or electronic means" and substituting "or electronic transmission".

SECTION 29. Tennessee Code Annotated, Section 36-3-609(b)(1), is amended by deleting "facsimile or other".

SECTION 30. Tennessee Code Annotated, Section 36-5-115(c)(1)(A), is amended by deleting "on a line and facsimile machine provided for such purpose by the department of human services. The machine shall be provided if the clerk's office does not have a facsimile machine as determined by the department through an equipment assessment. Line charges shall be the responsibility of the department either through use of a toll-free line or pursuant to the cost reimbursement requirements of § 36-5-117." and substituting "by electronic transmission."

SECTION 31. Tennessee Code Annotated, Section 36-5-115(c)(1)(B), is amended by deleting "As an alternative to provision by the clerk of the order and information as required by subdivision (c)(1)(A) by use of a facsimile machine, for" and substituting "For".

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SECTION 32. Tennessee Code Annotated, Section 36-5-501(m), is amended by deleting "electronic mail, facsimile transmission" and substituting "electronic transmission".

SECTION 33. Tennessee Code Annotated, Section 36-5-807(b), is amended by deleting "electronic mail, facsimile transmission" and substituting "electronic transmission".

SECTION 34. Tennessee Code Annotated, Section 36-5-907, is amended by deleting subsection (c) and substituting:

(c) The release may be conveyed by electronic transmission.

SECTION 35. Tennessee Code Annotated, Section 36-5-1002(c)(3), is amended by deleting "facsimile transmission or by any other electronic technology" and substituting "electronic transmission".

SECTION 36. Tennessee Code Annotated, Section 38-1-402(b), is amended by deleting "facsimile" and substituting "electronic".

SECTION 37. Tennessee Code Annotated, Section 40-6-109(e)(2)(C), is amended by deleting "Facsimile or electronic" and substituting "Electronic".

SECTION 38. Tennessee Code Annotated, Section 40-27-110(c)(2), is amended by deleting "electronic mail, facsimile or by" and substituting "electronic transmission, or".

SECTION 39. Tennessee Code Annotated, Section 40-28-102(5), is amended by deleting ", facsimile and internet communication" and substituting "or electronic transmissions".

SECTION 40. Tennessee Code Annotated, Section 43-38-103(25), is amended by deleting "by facsimile or".

SECTION 41. Tennessee Code Annotated, Section 43-38-108(b), is amended by deleting "in facsimile" and substituting "by electronic transmission".

SECTION 42. Tennessee Code Annotated, Section 45-1-129, is amended by deleting "electronic communications, including, but not limited to, facsimile transmissions and electronic mail" and substituting "electronic transmissions".

SECTION 43. Tennessee Code Annotated, Section 47-18-2108(e), is amended by deleting "facsimile" and substituting "electronic transmission".

SECTION 44. Tennessee Code Annotated, Section 48-11-308, is amended by deleting "(which may be in facsimile or other electronic format)" and substituting ", which may be an electronic transmission,".

SECTION 45. Tennessee Code Annotated, Section 49-7-2105(a)(1)(C), is amended by deleting " communicating electronically, including a facsimile number, electronic mail address, and personal and business or employer websites" and substituting "electronic transmission".

SECTION 46. Tennessee Code Annotated, Section 50-6-204(d)(4), is amended by deleting "by facsimile or e-mail" wherever it appears and substituting "electronic transmission".

SECTION 47. Tennessee Code Annotated, Section 54-1-505(b), is amended by deleting "email, facsimile" and substituting "electronic transmission".

SECTION 48. Tennessee Code Annotated, Section 62-76-104(b)(2), is amended by deleting ", facsimile transmission, or email" and substituting " or electronic transmission".

SECTION 49. Tennessee Code Annotated, Section 63-1-130(b)(2), is amended by deleting ", facsimile transmission, or email" and substituting "or electronic transmission".

SECTION 50. Tennessee Code Annotated, Section 67-3-704(c), is amended by deleting "by facsimile" and substituting "by electronic transmission".

SECTION 51. Tennessee Code Annotated, Section 67-3-704(c), is amended by deleting "facsimile service" and substituting "internet service".

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SECTION 52. Tennessee Code Annotated, Section 67-3-801(d), is amended by deleting "facsimile notice" and substituting "notice by electronic transmission".

SECTION 53. Tennessee Code Annotated, Section 67-3-808(b), is amended by deleting "facsimile" and substituting "electronic transmission".

SECTION 54. Tennessee Code Annotated, Section 67-5-1513(c), is amended by deleting "facsimile" and substituting "electronic".

SECTION 55. Tennessee Code Annotated, Section 67-5-1805(c)(4)(B)(i), is amended by deleting "delivered electronically such as via e-mail or facsimile" and substituting "electronic transmission".

SECTION 56. Tennessee Code Annotated, Section 71-5-117(f), is amended by deleting "facsimile" wherever it appears and substituting "electronic transmission".


SECTION 57. This act takes effect January 1, 2026, the public welfare requiring it.

HOUSE BILL NO. 321

PASSED: March 10, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 28th day of March 2025



BILL LEE, GOVERNOR



State of Tennessee

PUBLIC CHAPTER NO. 494

HOUSE BILL NO. 622

By Representatives Maberry, Lamberth, Mr. Speaker Sexton, Faison, Reeves, McCalmon, Capley, Grills, Hill, Terry, Carringer, Davis, Sherrell, Littleton, Powers, Reedy, Bulso, Todd, Reneau, Hulsey

Substituted for: Senate Bill No. 1083

By Senators Johnson, Hensley, Powers, Rose, Stevens, Watson, Bowling, Yager, Bailey, Crowe, Gardenhire, Jackson, Taylor

AN ACT to amend Tennessee Code Annotated, Title 5; Title 6; Title 7; Title 8 and Title 49, relative to hiring practices of governmental entities.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act is known and may be cited as the "Dismantle DEI in Employment Act."

SECTION 2. Tennessee Code Annotated, Title 5, Chapter 1, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that local governments are at their most effective when the employees of the local government are the most highly qualified candidates for employment with the local government and that hiring decisions should be based on merit rather than any other metric.

(b) A county government shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a county government, if the county government submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a county government and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the county government in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a county government from this section, the county government shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A county government shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) As used in this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

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(2) Does not include actions required under applicable state or federal employment laws.

SECTION 3. Tennessee Code Annotated, Title 6, Chapter 54, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that local governments are at their most effective when the employees of the local government are the most highly qualified candidates for employment with the local government and that hiring decisions should be based on merit rather than any other metric.

(b) A municipal government shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a municipal government, if the municipal government submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a municipal government and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the municipal government in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a municipal government from this section, the municipal government shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A municipal government shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 4. Tennessee Code Annotated, Title 7, Chapter 3, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that local governments are at their most effective when the employees of the local government are the most highly qualified candidates for employment with the local government and that hiring decisions should be based on merit rather than any other metric.

(b) A metropolitan government shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a metropolitan government, if the metropolitan government submits notice in writing to the comptroller of the treasury that compliance with this section would

result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a metropolitan government and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the metropolitan government in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a metropolitan government from this section, the metropolitan government shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A metropolitan government shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 5. Tennessee Code Annotated, Title 49, Chapter 2, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that LEAs are at their most effective when the faculty members and employees of the LEAs are the most highly qualified candidates for employment with the LEAs and that hiring decisions should be based on merit rather than any other metric.

(b) An LEA shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of an LEA, if the LEA submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by an LEA and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the LEA in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by an LEA from this section, the LEA shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. An LEA shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

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(2) Does not include actions required under applicable state or federal employment laws.

SECTION 6. Tennessee Code Annotated, Title 49, Chapter 7, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that public institutions of higher education are at their most effective when the faculty members and employees of the institutions are the most highly qualified candidates for employment with the institutions and that hiring decisions should be based on merit rather than any other metric.

(b) A public institution of higher education shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a public institution of higher education government, if the public institution of higher education submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a public institution of higher education and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the public institution of higher education in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a public institution of higher education from this section, the public institution of higher education shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A public institution of higher education shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 7. Tennessee Code Annotated, Title 8, Chapter 30, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that the state government is at its most effective when the employees of the state government are the most highly qualified candidates for employment with the state government and that hiring decisions should be based on merit rather than any other metric.

(b) This state shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of this state, if the state submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by the state and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the state in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a public institution of higher education from this section, the state shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. The state shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 8. Tennessee Code Annotated, Section 49-1-302(g), is amended by deleting the subsection and substituting instead:

(g) The board shall not adopt a policy that promotes educator diversity based on race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria. Any policy previously adopted by the board in conflict with this subsection is void and of no effect.

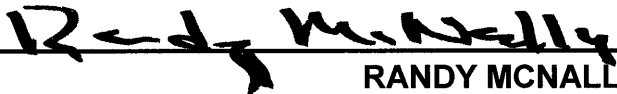
SECTION 9. This act takes effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 622

PASSED: April 22, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 21st day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date: 04/10/12
		Rescinds:	Issued:

The director of schools is responsible for developing procedures and strategies to implement the goals of the Board and proposes the following broad goals for the District:

- ~~— Sullivan County will demonstrate sustained growth in student achievement.~~
- ~~— Sullivan County will allocate resources to increase efficiency and improve quality.~~
- ~~— Sullivan County will increase and improve stakeholder partnerships and satisfaction.~~

The Board shall determine the educational goals of the school district. In discharging that responsibility, the Board has adopted the following goals:

INSTRUCTION

- 1. To promote a plan for the organized improvement of school curriculum, including the transition between elementary and secondary schools;**
- 2. To offer a wide range of career and service opportunities;**
- 3. To promote an integration of academic, physical, social, and emotional growth experiences for each student; and**
- 4. To promote the recognition of achievement in all endeavors (i.e., academic, athletic).**

STUDENTS

- 1. To structure the instructional program to provide necessary alternatives to meet a variety of individual needs and aspirations;**
- 2. To ensure that each student's interests, capacities, and objectives are considered in his/her learning program; and**
- 3. To help students gain understanding of themselves as well as skills and techniques in living and working with others and being responsible citizens.**

PERSONNEL

- 1. To promote high quality performance by the staff, including both professional and support personnel;**
- 2. To establish acceptable performance standards for all personnel;**
- 3. To provide in-service training and professional growth experiences for teachers and administrators; and**
- 4. To maintain an evaluation system for the improvement of the instructional system.**

OPERATIONS

- 1. To make every effort to secure adequate funding for the educational program in support of the stated goals;**
- 2. To maintain an adequate system of fiscal and business management;**
- 3. To develop plans for the efficient use of school facilities; and**
- 4. To ensure appropriate communication between the Director of Schools and the Board.**

The Board shall annually review these goals and revise them as necessary.

The Director of Schools is responsible for developing procedures and strategies to implement the goals of the Board.

Cross References

Role of the Board of Education 1.101
Board Member Development Opportunities 1.204
Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Program 4.100
Evaluations of Instructional Programs 4.702
Personnel Goals 5.100
Student Goals 6.100

Click here to choose a school board.

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Revocation	Descriptor Code: 1.906	Issued Date:
		Rescinds:	Issued:

General

The Board shall revoke a charter school agreement if the charter school:¹

1. Failed to meet or make sufficient progress toward the performance expectations set forth in the charter school agreement;
2. Committed a material violation of any of the conditions, standards, or procedures set forth in the charter school agreement;
3. Failed to meet generally accepted standards of fiscal management; or
4. Performed any of the acts that are conditions for non-approval of charter schools under state law.

NOTICE

The Director of Schools/designee shall notify the charter school of the Board's intent to revoke the charter school agreement in writing at least thirty (30) days prior to the revocation.²

Within ten (10) days of the Board voting to renew, not renew, or revoke a charter school agreement, the Director of Schools/designee shall report the Board's decision to the Department of Education and Tennessee Public Charter School Commission. The Director of Schools/designee shall also provide the charter school a copy of the Board's resolution setting forth the decision and the reasons for the decisions, and an explanation of the right to appeal.³

REVOCAION DUE TO PRIORITY STATUS

The Board may revoke a charter school agreement if the charter school is identified as a priority school under state law. Revocation shall take effect immediately following the close of the school year in which the charter school is identified as a priority school.⁴

The Board shall revoke a charter school agreement if the charter school is identified as a priority school for two consecutive cycles. Revocation shall occur immediately after the close of the school year in which the charter school is identified as a priority school for the second consecutive cycle.

PROCEDURES FOR CLOSURE

The Director of Schools/designee shall develop administrative procedures regarding charter school closures prior to the Board denying renewal or revoking a charter school agreement.⁵ These procedures shall outline a detailed protocol that will ensure timely notification to parents, orderly transition of students and student records, and disposition of school funds, property, and assets in accordance with state law.

Legal References

1. [TCA 49-13-122\(b\); State Board of Education Policy 6.111](#)
2. [TCA 49-13-122\(e\)](#)
3. [State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275](#)
4. [TCA 49-13-122\(a\)](#)
5. [TCA 49-13-130](#)

Click here to choose a school board.

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Renewal	Descriptor Code: 1.905	Issued Date:
		Rescinds:	Issued:

INTERIM REVIEW

The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year of a charter term in accordance with guidelines developed by the State Board of Education. As part of this process, the charter school shall submit a report on the progress of the school in achieving the goals and objectives set forth in the charter agreement.¹

CUMULATIVE PERFORMANCE REPORT

Three (3) months prior to the date on which a charter school is required to submit a renewal application, the Director of Schools/designee shall submit a performance report to the charter school that summarizes the school's performance record over the charter term and states the summative findings concerning the school's performance and prospects for renewal.²

APPLICATION AND EVALUATION

No later than April 1st of the year prior to the year in which the charter school agreement expires, the governing body of a charter school shall submit a renewal application to the Board.³ The Director of Schools/designee shall report each renewal application received to the Tennessee Public Charter School Commission ("the Commission") within ten (10) days of receipt.³

The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school that submits a charter school renewal application.

The Board will make renewal decisions by February 1st in the year the charter school agreement expires.

RENEWAL CRITERIA⁴

The Board shall define and communicate with schools the criteria for renewal that is consistent with the charter agreement. The Board shall make its renewal decision based on the renewal application, annual authorizer reports, and renewal performance report.

Within ten (10) days of the Board voting by resolution on a renewal application, the Director of Schools/designee shall promptly notify a school of its renewal recommendation and decision, including the reasons for the decision and any rights to an appeal. The Director of Schools/designee

shall promptly communicate renewal decisions to the school community and public as well as the Department of Education and the Commission.

Legal References

1. [TCA 49-13-121\(k\); Public Acts of 2025, Chapter No. 275](#)
2. [State Board of Education Policy 6.111](#)
3. [TCA 49-13-121\(a\); Public Acts of 2025, Chapter No. 275](#)
4. [TCA 49-13-121; State Board of Education Policy 6.111; Public Acts of 2025, Chapter No. 275](#)



State of Tennessee

PUBLIC CHAPTER NO. 275

SENATE BILL NO. 1310

By Johnson, Lowe, Haile, Powers

Substituted for: House Bill No. 1322

By Lamberth, Cochran, White, Cepicky

AN ACT to amend Tennessee Code Annotated, Title 49, Chapter 13, relative to charter schools.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-13-104, is amended by deleting subdivision (4) and substituting instead:

(4) "Authorizer" means a local board of education, the Tennessee public charter school commission, or the achievement school district as defined in § 49-1-614, that makes decisions regarding approval, renewal, and revocation of a public charter school application or agreement;

SECTION 2. Tennessee Code Annotated, Section 49-13-104, is amended by adding the following as a new subdivision:

() "Replication" means the creation of one (1) or more charter schools pursuant to the process authorized in § 49-13-137 that utilize the same academic focus of an existing charter school operated by a sponsor or governing body;

SECTION 3. Tennessee Code Annotated, Section 49-13-106(i), is amended by deleting the subsection and substituting instead:

(i) If a sponsor seeks to establish a new public charter school, including an opportunity charter school, then the sponsor must apply to the local board of education or to the commission, if direct application to the commission is authorized in this chapter.

SECTION 4. Tennessee Code Annotated, Section 49-13-107(a), is amended by deleting "department of education" and substituting instead "commission".

SECTION 5. Tennessee Code Annotated, Section 49-13-107(a), is amended by adding the following language at the end of the subsection:

The commission shall make letters of intent received by the commission available on its website no later than ten (10) days from the date on which the letter was received.

SECTION 6. Tennessee Code Annotated, Section 49-13-107(b), is amended by deleting the language that precedes the colon ":" and substituting instead:

On or before February 1 of the year preceding the year in which the proposed public charter school plans to begin operation, the sponsor seeking to establish a public charter school shall prepare and file with the authorizer an application using an application template developed by the state board of education in coordination with the commission. The authorizer shall report each application received by the authorizer to the commission no later than ten (10) days from the date on which the authorizer received the application. A completed application must provide the following information and documents

SECTION 7. Tennessee Code Annotated, Section 49-13-108, is amended by deleting subdivision (b)(4).

SECTION 8. Tennessee Code Annotated, Section 49-13-108(b)(5), is amended by deleting the language "Beginning immediately upon the repeal of subdivision (b)(4)" and substituting instead the language "Beginning on January 1, 2021".

SECTION 9. Tennessee Code Annotated, Section 49-13-108(b)(5)(D), is amended by deleting the language "department of education's" and substituting instead "state board of education's".

SECTION 10. Tennessee Code Annotated, Section 49-13-108(g), is amended by adding the language "and the commission" after "department of education".

SECTION 11. Tennessee Code Annotated, Section 49-13-108(g), is amended by adding the language "and the commission" after "provide the department".

SECTION 12. Tennessee Code Annotated, Section 49-13-108, is amended by deleting the language "This section only applies to" in subdivision (b)(1) and substituting instead the language "Subsections (b)-(d) only apply to" and by adding the following new subsections:

(h)(1) Beginning on July 1, 2025, if the commission has overturned a local board of education's decision to deny a public charter school application on three (3) separate occasions within a three-consecutive-year period, then, for the five-consecutive-year period immediately following the date on which the commission overturned the board's third decision to deny a public charter school application within the last three (3) years, any sponsor that seeks to establish a new public charter school in that LEA may apply directly to the commission.

(2) If a sponsor elects to apply directly to the commission pursuant to this subsection (h), then the application process must be conducted in accordance with § 49-13-107 and with the following:

(A) The commission shall rule by resolution, at a regularly or specially called meeting, to approve or deny a public charter school application no later than ninety (90) days after the date on which the commission received the completed application. If the commission fails to approve or deny a public charter school application within ninety (90) days, then the public charter school application is deemed approved;

(B) If the commission denies an application, then the grounds for denial must be stated in writing and must specify objective reasons for the denial. Upon receipt of the grounds for denial, the sponsor has thirty (30) days to submit an amended application to correct any deficiencies. Upon receipt of the amended application, the commission has sixty (60) days to deny or approve the amended application. If the commission fails to approve or deny the amended application within sixty (60) days, then the amended application is deemed approved;

(C) If the commission approves an application, then the commission is the authorizer and LEA for that public charter school; and

(D) The commission's decision is final and not subject to appeal.

(3) After the five-consecutive-year period during which a sponsor may apply directly to the commission for approval pursuant to this subsection (h), a sponsor that seeks to establish a new public charter school must apply directly to the local board of education unless the conditions in subdivision (h)(1) are met in the future.

(i)(1) A public institution of higher education in this state that seeks to open a public charter school may apply to the local board of education or directly to the commission. If a public institution of higher education in this state elects to apply directly to the commission for approval of its public charter school application, then the application process must be conducted in accordance with § 49-13-107 and with the process and timelines established in subdivision (h)(2).

(2) Notwithstanding § 49-13-113(d)(6), a public charter school sponsored by a public institution of higher education in this state may give an enrollment preference to children of the public institution of higher education's employees or members of the institution's governing body, not to exceed twenty-five percent (25%) of the public charter school's total enrollment.

SECTION 13. Tennessee Code Annotated, Section 49-13-110(d), is amended by deleting the subsection and substituting instead:

(d) The governing body of the public charter school may petition the authorizer to amend the charter agreement. The commission shall determine the timelines for approval and the appeal process. If the authorizer is the commission, then an appeal shall not be made of the commission's decision to deny a petition to amend the charter agreement. The governing body of a public charter school may petition the authorizer for voluntary termination of the charter agreement before the charter agreement expires.

SECTION 14. Tennessee Code Annotated, Section 49-13-111(a)(4), is amended by deleting "Except as provided in § 49-13-142(d), receive" and substituting instead "Receive".

SECTION 15. Tennessee Code Annotated, Section 49-13-116(a), is amended by deleting "department" and substituting instead "state board".

SECTION 16. Tennessee Code Annotated, Section 49-13-116(b), is amended by deleting "department of education" and substituting instead "commission".

SECTION 17. Tennessee Code Annotated, Section 49-13-116(b), is amended by adding the following language at the end of the subsection:

The commission shall annually make the information described in this subsection (b) available on its website.

SECTION 18. Tennessee Code Annotated, Section 49-13-120, is amended by deleting the section and substituting instead:

(a) The commissioner of education shall prepare an annual report on public charter schools that includes, at a minimum:

(1) Public charter school enrollment;

(2) Geographic distribution of public charter schools; and

(3) Public charter school performance, as evidenced by the information provided pursuant to subdivision (b)(3).

(b) In addition to the annual audit of accounts and records of its approved public charter schools pursuant to § 49-13-127, each authorizer shall, by January 1 each year, submit an annual authorizing report to the state board of education and make the annual authorizing report available on its website. The annual authorizing report must include:

(1) The operating status of the public charter schools approved by the authorizer with a designation of:

(A) Approved, but not yet open;

(B) Open and operating;

(C) Revoked, including the reason for revocation;

(D) Nonrenewed; or

(E) Closed, including the closing date and reason for closing;

(2) The oversight and contracted services, if any, provided by the authorizer to the public charter schools approved by the authorizer; and

(3) A performance report for each public charter school it oversees, in accordance with the performance framework set forth in the charter agreement.

SECTION 19. Tennessee Code Annotated, Section 49-13-121(a), is amended by deleting "department of education" and substituting instead "state board of education in consultation with the commission".

SECTION 20. Tennessee Code Annotated, Section 49-13-121(a), is amended by adding the following language at the end of the subsection:

The authorizer shall report each renewal application received by the authorizer to the commission no later than ten (10) days from the date on which the authorizer received the renewal application.

SECTION 21. Tennessee Code Annotated, Section 49-13-121(d), is amended by deleting "progress reports" and substituting instead "authorizing report".

SECTION 22. Tennessee Code Annotated, Section 49-13-121(e), is amended by deleting the subsection.

SECTION 23. Tennessee Code Annotated, Section 49-13-121(f), is amended by deleting "Beginning immediately upon the repeal of subdivision (e)" and substituting instead "Beginning on January 1, 2021".

SECTION 24. Tennessee Code Annotated, Section 49-13-121(f)(3), is amended by deleting the subdivision and substituting instead:

(3) Notwithstanding subsection (g), the first sentence of § 49-13-110(b), and § 49-13-110(c), if the commission approves the renewal of a charter agreement on appeal from a local board of education, then the public charter school and the commission shall enter into a renewed charter agreement in accordance with § 49-13-110(a) for a term of no less than five (5) academic years, but no more than ten (10) academic years, as determined by resolution of the commission.

SECTION 25. Tennessee Code Annotated, Section 49-13-121(i), is amended by adding the language "and commission" after "department of education".

SECTION 26. Tennessee Code Annotated, Section 49-13-121(k), is amended by deleting "department of education" and substituting instead "state board of education".

SECTION 27. Tennessee Code Annotated, Section 49-13-121, is amended by adding the following as a new subsection:

() Notwithstanding subsection (g), the first sentence of § 49-13-110(b), and § 49-13-110(c), if the commission approves the renewal of a charter agreement in accordance with § 49-1-614(k)(2)(B) or § 49-1-614(k)(4), then the public charter school and the commission shall enter into a renewed charter agreement in accordance with § 49-13-110(a) for a term of no less than five (5) academic years, but no more than ten (10) academic years, as determined by resolution of the commission.

SECTION 28. Tennessee Code Annotated, Section 49-13-122(g), is amended by adding the language "and commission" after "department of education".

SECTION 29. Tennessee Code Annotated, Section 49-13-128(f), is amended by deleting the subsection and substituting instead:

(f) By December 1 of each year, each LEA that collects an annual authorizer fee shall report the total amount of authorizer fees collected in the previous school year and the authorizing obligations fulfilled using the fee to the state board of education. The state board shall create a standard template for purposes of the report and shall post the information received from each LEA on its website by December 11 of each year.

SECTION 30. Tennessee Code Annotated, Section 49-13-133(b), is amended by deleting "department" and substituting instead "state board of education".

SECTION 31. Tennessee Code Annotated, Section 49-13-142, is amended by deleting the section.

SECTION 32. Tennessee Code Annotated, Section 49-13-143(a), is amended by deleting "department" wherever it appears and substituting instead "state board".

SECTION 33. Tennessee Code Annotated, Section 49-13-143(b), is amended by deleting the second sentence of the subsection and substituting instead:

If an authorizer has not adopted a performance framework for all of the authorizer's schools, then the authorizer must adopt the model performance framework developed by the state board pursuant to subsection (a).

SECTION 34. Tennessee Code Annotated, Title 49, Chapter 13, is amended by adding the following new section:

49-13-137. Replication application.

(a) A governing body that has at least one (1) public charter school authorized by a local board of education or by the commission that has been in operation for at least one (1) full school year at the time the governing body submits its letter of intent pursuant to § 49-13-107(a) may apply for replication in the LEA in which the governing body is currently operating to the local board of education or directly to the commission. The state board of education, in consultation with the commission, shall develop a replication application form for purposes of this section.

(b) If the sponsor of the new public charter school by way of replication elects to apply directly to the commission, then the application process must be conducted in accordance with § 49-13-107 and with the following:

(1) The commission shall rule by resolution, at a regularly or specially called meeting, to approve or deny a replication application no later than ninety (90) days from the date on which the commission received the completed application. If the commission fails to approve or deny a replication application within ninety (90) days, then the application is deemed approved;

(2) If the commission denies a replication application, then the grounds for denial must be stated in writing and must specify objective reasons for the denial. Upon receipt of the grounds for denial, the sponsor has thirty (30) days to submit an amended replication application to correct any deficiencies. Upon receipt of the amended application, the commission has sixty (60) days to deny or approve the amended application. If the commission fails to approve or deny the amended application within sixty (60) days, then the amended application is deemed approved;

(3) If the commission approves a replication application, then the commission is the authorizer and LEA for that public charter school; and

(4) The commission's decision is final and not subject to appeal.

(c) This section does not prohibit a governing body from applying for replication to the local board of education through the application process in § 49-13-108(b).

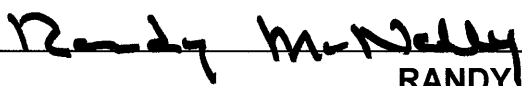
(d) Notwithstanding this chapter to the contrary, the commission may promulgate rules for the authorization of replication applications submitted to the commission pursuant to this section. The rules must be promulgated in accordance with the Uniform Administrative Procedures Act, compiled in title 4, chapter 5.

SECTION 35. The headings in this act are for reference purposes only and do not constitute a part of the law enacted by this act. However, the Tennessee Code Commission is requested to include the headings in any compilation or publication containing this act.

SECTION 36. This act takes effect July 1, 2025, the public welfare requiring it.

SENATE BILL NO. 1310

PASSED: April 14, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: <h2 style="text-align: center;">Charter School Applications</h2>	Descriptor Code: <h3 style="text-align: center;">1.901</h3>	Issued Date: <h3 style="text-align: center;">12/04/17</h3>
		Rescinds: <h3 style="text-align: center;">1.704</h3>	Issued: <h3 style="text-align: center;">10/01/12</h3>

SCOPE General

This policy shall apply to sponsors and potential sponsors of newly created public charter schools. It shall not apply to public charter schools converted from existing public schools, pursuant to TCA 49-13-106(b)(2). **Proposals from existing charter school operators or replicators and applicants proposing to contract with educational service providers shall be in accordance with state law.**¹

DEFINITION

~~A charter school shall be a public, nonsectarian, non-religious, non-home based school which operates within a public school district. It shall be subject to all state and federal laws and constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color, gender, national origin, religion, ancestry or need for special education services.~~¹

~~The purposes of charter schools are to:~~²

- ~~1) Improve learning for all students and close the achievement gap between high and low students;~~
- ~~2) Provide options for parents to meet educational needs of students in high priority schools;~~
- ~~3) Encourage the use of different and innovative teaching methods, and provide greater decision-making authority to schools and teachers in exchange for greater responsibility for student performance;~~
- ~~4) Measure performance of pupils and faculty, and ensure that children have the opportunity to reach proficiency on state academic assessments;~~
- ~~5) Create new professional opportunities for teachers; and~~
- ~~6) Afford parents substantial meaningful opportunities to participate in the education of their children.~~

APPLICATION PROCESS³

A prospective charter school sponsor shall send the director of schools notice of its intent sixty (60) days prior to ~~April~~ **February 1st** of the year preceding the year in which the proposed charter school plans to begin operation as a public charter school. **The director of schools/designee shall**

determine whether the sponsor has selected the correct application category within ten (10) business day of receiving the letter of intent and notify the sponsor within five (5) business days of determination that the incorrect application category has been selected.²

A sponsor seeking board approval of an initial charter school application must complete the forms provided by the Tennessee Department of Education **developed by the State Board of Education in coordination with the Tennessee Public Charter School Commission (“the Commission”)**. The application ~~must~~ **shall** provide all the information required by law. The sponsor ~~must~~ **shall** demonstrate that the proposed charter school meets the purpose prescribed by law for the formation of a charter school and the proposed charter school will be able to implement a viable program of quality education for its students.

~~Applications must be submitted to the board on or before 4:30 p.m. on April 1~~ **Electronic copies of applications shall be submitted to the Board and the Commission on or before 11:59 p.m. Central Time on February 1st** of the year preceding the year in which the proposed charter school plans to begin operation as a public charter school. ~~Applications will be accepted only between March 1 and April 1.~~ If the 1st of April **February** falls on a Saturday, Sunday, or holiday on which the school district offices are closed, applications will be accepted on the next business day on or before ~~4:30~~ **11:59** p.m. Late applications will not be accepted, without exception. The sponsor shall pay an application fee of \$2,500.00.³ **The director of schools/designee shall report each application received to the Commission no later than ten (10) days after receipt.**²

REVIEW TEAM¹

If necessary, the board shall appoint a review team to assist in reviewing and evaluating charter school applications. The team shall be composed of: members of the administrative staff for the district; community members; and a member of the board. At the board meeting in February each year, the Director of Schools shall make a recommendation to the board of which members of his administrative staff should be appointed to the team. The board shall name the members of the team at its meeting in March of each year. The board shall designate a chairman of the review team as the contact person for answering questions about the application process and receiving applications. **The director of schools/designee shall develop an orientation for the team to ensure consistent evaluation standards and the elimination of real or perceived conflicts of interest.**

The board shall require a procedure for receiving, reviewing and ruling on applications for the establishment of charter schools **by the review team**. The procedure ~~must~~ **shall** include a timeline for the application and review process. A copy of the procedure, including the review criteria, shall be available ~~to any interested party upon request~~ **on the district’s website.**

The review team shall:

- 1) Evaluate all charter school applications based on the review criteria ~~adopted by the board~~ **established by state law;**
- 2) Recommend one of the following options to the board for each application: approve, reject, or reject with stipulations for reconsideration,⁴ ~~and~~

- 3) ~~Make recommendations for revocation, renewal or non-renewal of charter contracts.~~

APPROVAL, DENIAL OF APPLICATION⁴

The board shall rule by resolution on the approval or denial of a charter application within ninety (90) days of receipt of the completed application or the application shall be deemed approved by law. The director of schools shall report the action taken by the **Board** to the **Department of Education** **and the Commission**.

Approval

The sponsor of a public charter school that is approved by the board shall enter into a written agreement with the board, which shall be binding on the charter school's governing body. ~~This agreement, known as the charter agreement, The charter school agreement shall be in writing signed by the sponsor and the board. In the application, the sponsor must demonstrate that the proposed charter school meets the purpose prescribed by law for the formation of a charter school and the proposed charter school will be and shall include all aspects of the sponsor's approved application as well as any reporting requirements prescribed under state or federal laws.⁵~~

The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁶

~~Starting in the 2018-2019 school year, the board will receive an annual authorizer fee of three percent (3%) of the annual per student state and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁷~~

Charter schools approved by the board of education are expected to implement the application as submitted and approved. Material variations in operations from the approved application require amendment pursuant to statute and the charter school agreement.⁷

The board should not be expected to provide services to charter schools that are not requested during the application process except for those services that are required under state or federal laws. Services agreed to be provided to the charter schools by the board shall be provided at board actual cost. The board and charter school shall execute a service contract for any additional services.

New public charter school agreements are approved for a ten-year period.⁸ The board may revoke or deny renewal of a public charter school agreement for any of the reasons enumerated in ~~TCA 49-13-122.~~ **state law.**

Denial

If the initial charter school application is denied, the Board shall notify the sponsor in writing within ten (10) calendar days, specifying the objective reasons for the denial and the deadline by which the sponsor may submit an amended application. Upon **written** receipt of the grounds for denial, the sponsor shall have thirty (30) days within which to submit an amended application to correct the deficiencies. The board shall have ~~thirty (30)~~ **sixty (60)** days either to deny or to approve the amended application or the application shall be deemed approved by law.⁵

~~A denial of an application by the board may be appealed by the sponsor, within ten (10) days of the final decision to deny to the State Board of Education.~~

If the amended charter school application is denied, the Board shall notify the sponsor in writing within five (5) calendar days, specifying the objective reasons for denial and the sponsor's right to an appeal. Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Public Charter School Commission.¹⁰

Legal References

1. [TCA 49-13-106; State Board of Education Policy 6.111](#)
2. [TCA 49-13-107; Public Acts of 2025, Chapter No. 275; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01-.01\(1\)\(b\),\(e\)](#)
3. [TRR/MS 0520-14-01-.01\(1\)\(i\)](#)
4. [TRR/MS 0520-14-01](#)
5. [TCA 49-13-108; Public Acts of 2025, Chapter No. 275; TRR/MSS 0520-14-01](#)
6. [TCA 49-13-128](#)
7. [TCA 49-13-110\(d\)-\(e\); TRR/MSS 0520-14-01](#)
8. [TCA 49-13-110\(c\)](#)
9. [TCA 49-13-122](#)
10. [TCA 49-13-108\(b\)\(5\)](#)

Cross References

Click here to choose a school board.

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Oversight	Descriptor Code: 1.903	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*

2 The Board shall oversee and annually evaluate charter schools to ensure they meet the performance
3 standards and targets set forth in the charter school agreement.¹ The Board shall create a
4 comprehensive performance, accountability, and compliance monitoring system based on the charter
5 school agreement and communicate the results to each charter school. At a minimum, the monitoring
6 system shall address academic, financial, and organizational performance standards as outlined in the
7 charter school agreement and required by the State Board of Education.¹ The Board shall utilize the
8 results when making renewal, revocation, and intervention decisions. Reports on charter school
9 oversight shall be compiled by the Assistant Director of Schools and published on the district's
10 webpage at least annually.

11 The Board shall communicate with the charter schools in its portfolio as needed, including both the
12 charter school leader and governing board, and provide timely notice of any material charter school
13 agreement violations and performance deficiencies.

14 The Board shall articulate and enforce stated consequences for failing to meet performance
15 expectations or compliance requirements.

16 **MONITORING SYSTEM**

17 The Director of Schools/designee shall implement a performance and compliance monitoring system
18 per the terms of the charter agreement. This information will be provided to the Board on an ongoing
19 basis through reports that will form the basis of renewal, revocation, and intervention decisions. To aid
20 in this, the Director of Schools/designee shall develop a reporting calendar that outlines when
21 information required by state law shall be provided by the charter school.

22 **SITE VISITS**

23 A site visit to each charter school shall be conducted annually. The purpose shall be to collect data and
24 other qualitative information that cannot be obtained otherwise. The Director of Schools/designee shall
25 develop a site visit procedure that outlines the expectations of charter schools prior to, during, and after
26 the site visit, including review of the documents and data, classroom observations, and interviews.
27 These visits shall minimize administrative burdens and avoid operational interference.

28 The Board shall provide the charter school with a report that summarizes the outcome of the visit. The
29 report shall provide an analysis of relevant data and include general recommendations, if applicable.²

1 CHARTER SCHOOL REPORTING

2 Charter schools shall provide the information required by the charter school agreement and state law to
3 the Board. The Director of Schools/designee shall develop a reporting calendar that defines and
4 communicates the process, methods, and timing of gathering and reporting data to the Board.²

5 By September 1st, the governing body of an approved charter school shall make a written report to the
6 Board.³ The annual report shall include:

- 7 1. A report on the progress of the charter school in achieving the goals outlined in the charter
8 school agreement;
- 9 2. A financial statement disclosing the financial health of the charter school, including the costs of
10 the administration, instruction, and other spending categories of the charter school; and
- 11 3. A detailed accounting, including the amounts and sources, of all funds received by the charter
12 school, other than the funds received per state law.⁴

15 This reporting requirement shall begin in the year after the year in which the charter school begins
16 operation.

17 Multiple charter schools overseen by a single governing board shall report their performance as
18 separate, individual charter schools. Each charter school shall be independently accountable for its
19 performance.

20 Each charter school governing body shall submit an annual audit of all accounts and records, to include
21 internal school activity and cafeteria funds, to the Board as soon as practical after June 30th.⁵

22 AUTHORIZER REPORTING AND REVIEW

23 By December 1st, the Board shall report to the State Board of Education detailing the authorizer fees
24 collected in the previous school year and the authorizing obligations fulfilled using the fee.⁶ By
25 January 1st, the Board shall submit an annual authorizer report to the State Board of Education and
26 make the report available on the district website.⁷ The Director of Schools/designee shall prepare the
27 reports and provide the information to the Board prior to submission.

Legal References

1. [TCA 49-13-111\(d\); State Board of Education Policy 6.111](#)
2. [TCA 49-13-120](#)
3. [TCA 49-13-120\(a\)-\(b\)](#)
4. [TCA 49-13-112\(a\), \(f\)](#)
5. [TCA 49-13-127](#)
6. [TCA 49-13-128\(f\); Public Acts of 2025, Chapter No. 275](#)
7. [TCA 49-13-120\(c\); Public Acts of 2025, Chapter No. 275](#)



State of Tennessee

PUBLIC CHAPTER NO. 500

HOUSE BILL NO. 773

By Representatives Powers, Shaw

Substituted for: Senate Bill No. 760

By Senator Yager

AN ACT to amend Tennessee Code Annotated, Title 1, Chapter 3, relative to legal notices.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 1-3-120(f), is amended by adding the following as new subdivisions:

(8) Does not require a fee or a subscription for a person to view the website; and

(9) Is a separate and distinct website from the newspaper of general circulation that is owned by an entity other than the newspaper of general circulation.

SECTION 2. Tennessee Code Annotated, Section 1-3-120(f), is amended by designating the existing language as subdivision (f)(1) and adding the following as new subdivisions:

(2) The owner of a website where legal notices are published pursuant to subdivision (f)(1) shall:

(A) Charge a rate for such publication that is calculated by the word. The rate for each word must be comparable, but must not exceed, the established rates the owner charges other advertisers; and

(B) Include on the invoice to the person or entity paying for such publication an affidavit listing the number of days the notice was published on the website.

(3) This subsection (f) does not apply to:

(A) Legal notices required by § 35-5-101; or

(B) The publication of sample ballots required by § 2-5-211.

SECTION 3. This act takes effect July 1, 2025, the public welfare requiring it.

HOUSE BILL NO. 773

PASSED: April 22, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 21st day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Surplus Property Sales</h2>	Descriptor Code: 2.403	Issued Date: 07/09/24
		Rescinds: 2.403	Issued: 10/03/19

The Director of Schools shall prepare a list of unusable items for Board approval.¹ The list shall contain the following information: name of item, date of purchase, and reason for disposal.

All unusable items shall be sold to the highest bidder after advertising in a newspaper of general circulation at least seven (7) days prior to the sale.² Notice shall also be published on a news and information website in accordance with state law.³

Surplus property which has no value or has a value of less than five hundred dollars (\$500) may be disposed of without the necessity of bids. In order for such disposal without bids, the Director of Schools and the Board Chair shall agree in written form that the property is of no value or is of less value than five hundred dollars (\$500).²

If reasonable attempts to dispose of surplus properties fail to produce monetary return to the district, the Board shall approve other methods of disposal.³

Surplus equipment will be auctioned off by the district at the end of the school year. The Board shall approve all surplus equipment prior to the materials being disposed of at the end of the school year.

DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS⁴

When equipment that was purchased with federal dollars is no longer needed for the original project or program or for other activities currently or previously supported by a federal agency, disposition of the equipment shall be made as follows:

1. Items of equipment with a current per-unit fair market value of ~~less than \$5,000~~ **\$10,000 or less** may be retained, sold, or otherwise disposed of with no further obligation to the awarding agency; or
2. Items of equipment with a current per unit fair market value in excess of ~~\$5,000~~ **\$10,000** may be retained or sold, and the awarding agency shall have a right to an amount calculated by multiplying the current market value or proceeds from sale by the awarding agency's share of the equipment.

Legal References

1. [TCA 49-6-2006\(b\)\(3\)](#); [TCA 49-6-2208](#)
2. [TCA 49-6-2007\(b\)](#)

Cross References

- Duties of Officers 1.201
Inventories 2.702

3. [TCA 1-3-120; Public Acts of 2025, Chapter No. 105](#) Textbooks and Instructional Materials 4.400
4. [TCA 49-6-2007\(d\)](#)
5. [TCA 12-2-403\(a\)](#)
6. [2 CFR § 200.313\(e\)](#)



State of Tennessee

PUBLIC CHAPTER NO. 315

SENATE BILL NO. 346

By Powers

Substituted for: House Bill No. 453

By Hurt, Glynn, White

AN ACT to amend Tennessee Code Annotated, Title 68, Chapter 102, relative to fire drills in schools.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 68-102-137, is amended by deleting subsection (b) and substituting:

(b)(1)(A)(i) Except as provided in subdivision (b)(1)(A)(ii), fire drills requiring full evacuation in educational occupancies where such occupancies constitute the major occupancy of a building must be conducted no more than once every thirty (30) school days.

(ii) Two (2) fire drills requiring full evacuation in educational occupancies where such occupancies constitute the major occupancy of a building must be conducted during the first thirty (30) full school days of the school year. No more than two (2) fire drills requiring full evacuation may be conducted during the first thirty (30) full school days of the school year.

(B) In addition to fire drills requiring full evacuation, four (4) fire safety educational announcements must be conducted throughout the school year. The LEA shall develop the content of the announcements.

(C) A local government shall not adopt or enforce any ordinance, resolution, policy, code, or regulation that establishes a schedule for fire drills in educational occupancies that conflicts with subdivision (b)(1)(A).

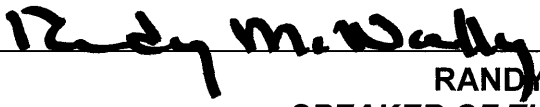
(2) Fire drills requiring full evacuation must be held at least once every two (2) months in institutional occupancies where such occupancies constitute the major occupancy of a building.

(3) A record of all fire drills, including the time and date each drill was conducted, must be kept in the respective school or institutional offices and must be made available upon request to the state fire marshal or the state fire marshal's deputies or assistants for inspection and review.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 346

PASSED: April 15, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 2nd day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: <h2 style="text-align: center;">Emergency Preparedness Plan</h2>	Descriptor Code: <h3 style="text-align: center;">3.202</h3>	Issued Date: <h3 style="text-align: center;">07/09/24</h3>
		Rescinds: <h3 style="text-align: center;">3.202</h3>	Issued: <h3 style="text-align: center;">08/08/23</h3>

General

The Director of Schools shall be responsible for developing, maintaining, and acquiring board approval of the district Emergency Preparedness Plan¹ which shall include procedures for bomb threats, civil disturbances, armed intruders, earthquakes, fires, tornadoes or other severe weather, and medical emergencies.

The principal of each school shall develop and implement emergency preparedness drills which shall be approved by the Director of Schools. When appropriate, such drills shall be held in conjunction with emergency response agencies.

FIRE AND SAFETY DRILLS

The principal shall ~~be responsible for ensuring~~ **ensure** that one (1) fire drill requiring full evacuation is given every thirty (30) days of the school year, with **no more than** two (2) fire drills ~~to be conducted~~ **occurring during** within the first thirty (30) full days of the school year.² Additionally, he/she shall ensure that four (4) fire safety educational announcements are conducted throughout the year.²

The principal shall ensure that three (3) additional safety drills are given during the school year.³ These drills may cover inclement weather, earthquakes, armed intruders, or other emergency drills that do not require full evacuation. A record of all fire or safety drills, including the time and date, shall be kept in each school's office.³

The principal shall regularly check the quantity, locations, and conditions of fire extinguishers and shall give all school personnel instructions on how to properly use fire extinguishers.

The district shall work with local law enforcement and the local fire department to develop a procedure for identifying the cause of fire alarm activation. This procedure must be in place by January 1, 2025 and shall be reviewed and updated annually thereafter.⁴

ANNUAL DRILLS⁵

The principal shall ensure that the school safety team conducts each of the following type of drills annually:

- ^{1.} An armed intruder drill in coordination with local law enforcement;

2. An incident command drill; and
3. An emergency safety bus drill.

AED DRILLS⁶

All schools shall conduct a CPR and AED drill to ensure students are aware of the steps that must be taken in the event of a medical emergency. The principal shall ensure the drill occurs.

The Director of Schools shall develop the necessary administrative procedures on AED and CPR training, planning, notification, and maintenance to comply with state law.

MEDICAL EMERGENCIES/PANDEMIC FLU⁷

In the event of medical emergencies, such as a pandemic flu outbreak, school officials shall cooperate and consult with the local and state health departments and other local emergency or healthcare providers in protecting students and the community from further infection. The Director of Schools shall develop procedures for health emergencies in accordance with state law.

REMOTE LEARNING DRILLS⁸

At least once each school year, a remote learning drill shall be conducted. The drill shall accurately reflect how students will transition to remote learning in the event of a disruption to school operations. Students shall not be asked or required to transition to remote learning at any time during the drill.

Legal References

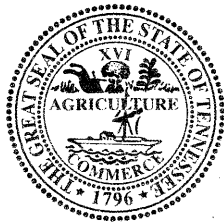
1. [TRR/MS 0520-01-02-30\(2\)](#); [TCA 49-6-804](#); [TCA 49-6-805\(8\)](#)
2. [TCA 68-102-137\(b\)](#)
3. [TCA 68-102-137\(f\)](#)
4. [Public Acts of 2024, Chapter No. 563](#)
5. [TCA 49-6-807](#)
6. [TCA 49-2-122](#); [TCA 49-6-1208](#); [Public Acts of 2024, Chapter No. 625](#)

Cross References

Emergency Closings 1.8011
Safety 3.201

Community Use of School Facilities 3.206

7. [TCA 49-6-3004\(a\), \(e\); TCA 49-5-404](#)
8. [TCA 49-2-139](#)



State of Tennessee

PUBLIC CHAPTER NO. 215

SENATE BILL NO. 946

By Powers

Substituted for: House Bill No. 1088

By Mr. Speaker Sexton, Scarbrough, Hardaway, Terry, McCalmon

AN ACT to amend Tennessee Code Annotated, Title 49, relative to parental notification of safety concerns at public schools.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 6, Part 27, is amended by adding the following as a new section:

(a) An LEA that receives, from a threat assessment team or any other source, credible information regarding a threat of violence or significantly disruptive behavior directed toward, or occurring on the grounds of, a public school in the LEA, and that reports the threat or disruptive behavior to a state or local law enforcement agency, must also notify the parents and guardians of students enrolled in the public school of the same threat or disruptive behavior the LEA reported to law enforcement.

(b) The LEA shall notify parents and guardians within forty-eight (48) hours of the LEA's report to a state or local law enforcement agency, and may be made using existing communication methods for providing information to parents and guardians.

(c) For purposes of this section, a report made to a school resource officer, as defined in § 49-6-4202, or an off-duty law enforcement officer who is serving as an armed school security officer pursuant to § 49-6-809, is not a report to a state or local law enforcement agency. If the school resource officer or armed school security officer subsequently reports the threat of violence or significantly disruptive behavior to the law enforcement agency that employs the school resource officer or armed school security officer or another law enforcement agency with jurisdiction over the school for further investigation or for additional assistance in deescalating a situation occurring on the grounds of the public school or LEA, then the LEA or public charter school shall notify parents and guardians in accordance with subsection (b).

(d) Each local board of education shall report at each quarterly meeting:

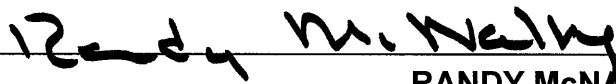
(1) The total number of incidents reported to a state and local law enforcement agency requiring notice to parents and guardians in accordance with subsection (b) for the respective quarter; and

(2) The total number of incidents reported to a state and local law enforcement agency requiring notice to parents and guardians in accordance with subsection (b) for the year to date.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 946

PASSED: April 3, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 15th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Threat Assessment Team	Descriptor Code: 3.204	Issued Date: 10/03/19
		Rescinds:	Issued:

General

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.¹ The Director of Schools shall appoint the members of the threat assessment team.

The Director of Schools 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.

RECORDKEEPING¹

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 Director of Schools.

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. 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 agency requiring notice to parent(s)/guardian(s) for the respective quarter as well as total for the year to date.

Legal References

~~1. Public Acts of 2019, Chapter No. 394~~

TCA 49-6-2701

TCA 49-6-2701(f)

TCA 49-6-2702

Public Acts of 2025, Chapter No. 215

Cross References

School District Records 1.407

Safety 3.201

Security 3.205

Student Records 6.600



State of Tennessee

PUBLIC CHAPTER NO. 293

HOUSE BILL NO. 1188

By Representatives Grills, Reedy, Faison, Moody, Cepicky

Substituted for: Senate Bill No. 1209

By Senators Rose, Bowling, Crowe, Bailey, Gardenhire, Jackson, Walley

AN ACT to amend Tennessee Code Annotated, Title 49, relative to discrimination in educational institutions.

WHEREAS, a historic rise in antisemitic violence, harassment, and discrimination has occurred at K-12 schools, colleges, and universities across the United States, targeting Jewish students; and

WHEREAS, on April 2024, the Director of the Federal Bureau of Investigation found that the number of FBI investigations into antisemitic hate crimes tripled in the months after October 7, 2023; and

WHEREAS, according to a recent Gallup Poll, eighty-one percent of Americans now see antisemitism as either a very or somewhat serious problem, up from fifty-seven percent two decades ago; and

WHEREAS, acts of antisemitism on our campuses undermine the educational and social fabric of our institutions; and

WHEREAS, promoting understanding, tolerance, and respect for all students and faculty is imperative; now, therefore,

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 50, is amended by adding the following as a new part:

49-50-1801.

(a) As used in this part:

(1) "Antisemitism" has the same meaning as the working definition of antisemitism described in § 49-7-181; and

(2) "Public institution of education" includes LEAs, public charter schools, and public institutions of higher education.

(b) Discrimination on the basis of race, ethnicity, national origin, sex, or religion against a student or an employee of a public institution of education is prohibited. A public institution of education shall not discriminate against a person on the basis of race, ethnicity, national origin, sex, or religion by:

(1) Excluding the person from participating in a program offered by the public institution of education;

(2) Denying the person the benefits of participating in a program offered by the public institution of education;

(3) Subjecting the person participating in a program offered by the public institution of education to discrimination;

(4) Denying the person any employment benefit; or

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(5) Subjecting the person to an employment condition or practice based solely on the person's race, ethnicity, national origin, sex, or religion.

(c) A public institution of education shall not use criteria for admission to a school, program, or course that has the effect of restricting access for persons of a particular race, ethnicity, national origin, or religion.

(d) All programs and classes offered at a public institution of education must be available to students without regard to the student's race, ethnicity, national origin, sex, or religion. This subsection (d) does not eliminate programs designed to meet the needs of students with limited proficiency in the English language, gifted students, or students with disabilities or programs tailored to students with specialized talents or skills.

(e) A public institution of education shall ensure that guidance services, counseling services, and financial assistance services offered by the public institution of education are available to all students equally and provided in the same manner, regardless of race, ethnicity, national origin, sex, or religion.

49-50-1802.

(a) A public institution of education shall prohibit antisemitic harassment or discrimination against students and employees, including discrimination resulting from a policy of the public institution of education or a program offered by the public institution of education that is conducted on the public institution of education's campus or school grounds, in the same manner as the public institution of education applies to any other form of discrimination prohibited under Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.).

(b) All public institutions of education shall:

(1) Integrate the definition of antisemitism into the public institution of education's codes of conduct or antidiscrimination policies to prohibit antisemitic harassment and discrimination; and

(2) Prohibit conduct of harassment and discrimination against Jews in compliance with Title VI of the Civil Rights Act of 1964 and with the antidiscrimination regulations established by the United States department of education and United States department of justice.

(c) All public institutions of education are encouraged to:

(1) Incorporate antisemitism awareness training for all students, staff, faculty, administrators, and police or school security assigned to the campus or school grounds of the public institution of education; and

(2) Integrate Jewish American Heritage curricula for students that incorporate Jewish experiences in America pre-American revolution and post-American revolution, pre-World War II and post-World War II, the Holocaust, and in modern times into a course provided by the public institution of education.

(d) All public institutions of education shall place reasonable time, place, and manner restrictions on speech to ensure order and protect the rights of all students.

49-50-1803.

(a)

(1) By July 1, 2025, the department of education shall designate a Title VI coordinator to monitor antisemitic discrimination and harassment at public institutions of education that serve students in any of the grades kindergarten through grade twelve (K-12).

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(2) Each public institution of higher education shall designate a Title VI coordinator to monitor antisemitic discrimination and harassment at the public institution of higher education.

(b) All public institutions of education shall formally report incidents and complaints of antisemitic discrimination and harassment to the appropriate Title VI coordinator.

(c) A Title VI coordinator designated pursuant to this section shall thoroughly investigate all complaints reported by a public institution of education. If, after reasonable investigation, the respective Title VI coordinator determines that the public institution of education has engaged in, allowed, or not sufficiently prohibited antisemitic discrimination, then the Title VI coordinator shall give written notice to the public institution of education to take the necessary actions to address the prohibited antisemitic discrimination. The public institution of education must take such necessary actions no later than sixty (60) days after the date on which the Title VI coordinator notifies the public institution of education pursuant to this subsection (c).

(d) If the Title VI coordinator determines that the public institution of education has not taken the necessary actions to address the prohibited antisemitic discrimination by the end of the sixty-day period, then the Title VI coordinator shall report their findings to the attorney general and reporter.

(e) Each Title VI coordinator shall, no later than June 30 of each year, issue an annual report on antisemitism at the public institution of education overseen by the coordinator to the attorney general and reporter and to the general assembly.

(f) The general assembly is encouraged to conduct hearings or investigations, as deemed necessary, to assess whether a public institution of education has adequately addressed antisemitic discrimination.

49-50-1804.

(a) Criticism of Israel that is similar to criticism toward any other country is not considered antisemitism discrimination or harassment for purposes of this part.

(b) This part does not diminish or infringe on any right protected under the First Amendment to the United States Constitution or the Tennessee Constitution.

(c) Implementation of this part must not conflict with federal or state antidiscrimination laws and must be implemented consistently with Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.).

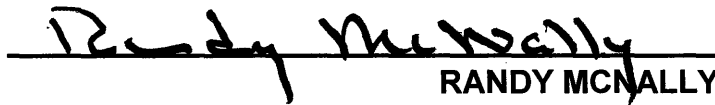
SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 1188

PASSED: April 7, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Program	Descriptor Code: 4.100	Issued Date: 04/23/20
		Rescinds:	Issued:

General

The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability in its instructional program or activities.¹ **Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.**²

GOALS

The Board approves the following instructional goals for students:

- ~~1. To acquire the knowledge and attitude necessary to achieve and maintain good physical and mental health;~~
2. To develop the skills necessary to function as a self-directed person;
- ~~3. To develop the capacity to cope with change through an understanding of the arts, humanities, and scientific processes;~~
4. To know the principles involved in making moral and ethical choices;
5. To develop the basic skills of reading, writing, computation, spelling, speaking, and problem solving;
6. To develop a positive attitude toward the lifelong endeavor of learning;
7. To learn to identify personal talents and interests, make appropriate career choices, and develop career skills;
8. To acquire knowledge and to develop skills in the management of personal and public resources necessary for meeting obligations to self, family, and society;
9. To learn to act in a responsible manner;
10. To learn of the rights and responsibilities of citizens of the community, state, nation, and world; and

11. To learn to understand, respect, and interact with people of different cultures, generations, and races.

Legal References

1. 42 USCA § 200d *et seq.*
2. **Public Acts of 2025, Chapter No. 293**

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305



State of Tennessee

PUBLIC CHAPTER NO. 293

HOUSE BILL NO. 1188

By Representatives Grills, Reedy, Faison, Moody, Cepicky

Substituted for: Senate Bill No. 1209

By Senators Rose, Bowling, Crowe, Bailey, Gardenhire, Jackson, Walley

AN ACT to amend Tennessee Code Annotated, Title 49, relative to discrimination in educational institutions.

WHEREAS, a historic rise in antisemitic violence, harassment, and discrimination has occurred at K-12 schools, colleges, and universities across the United States, targeting Jewish students; and

WHEREAS, on April 2024, the Director of the Federal Bureau of Investigation found that the number of FBI investigations into antisemitic hate crimes tripled in the months after October 7, 2023; and

WHEREAS, according to a recent Gallup Poll, eighty-one percent of Americans now see antisemitism as either a very or somewhat serious problem, up from fifty-seven percent two decades ago; and

WHEREAS, acts of antisemitism on our campuses undermine the educational and social fabric of our institutions; and

WHEREAS, promoting understanding, tolerance, and respect for all students and faculty is imperative; now, therefore,

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(1) "Antisemitism" has the same meaning as the working definition of antisemitism described in § 49-7-181; and

(2) "Public institution of education" includes LEAs, public charter schools, and public institutions of higher education.

(b) Discrimination on the basis of race, ethnicity, national origin, sex, or religion against a student or an employee of a public institution of education is prohibited. A public institution of education shall not discriminate against a person on the basis of race, ethnicity, national origin, sex, or religion by:

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(3) Subjecting the person participating in a program offered by the public institution of education to discrimination;

(4) Denying the person any employment benefit; or

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(5) Subjecting the person to an employment condition or practice based solely on the person's race, ethnicity, national origin, sex, or religion.

(c) A public institution of education shall not use criteria for admission to a school, program, or course that has the effect of restricting access for persons of a particular race, ethnicity, national origin, or religion.

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(e) A public institution of education shall ensure that guidance services, counseling services, and financial assistance services offered by the public institution of education are available to all students equally and provided in the same manner, regardless of race, ethnicity, national origin, sex, or religion.

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(a) A public institution of education shall prohibit antisemitic harassment or discrimination against students and employees, including discrimination resulting from a policy of the public institution of education or a program offered by the public institution of education that is conducted on the public institution of education's campus or school grounds, in the same manner as the public institution of education applies to any other form of discrimination prohibited under Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.).

(b) All public institutions of education shall:

(1) Integrate the definition of antisemitism into the public institution of education's codes of conduct or antidiscrimination policies to prohibit antisemitic harassment and discrimination; and

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(c) All public institutions of education are encouraged to:

(1) Incorporate antisemitism awareness training for all students, staff, faculty, administrators, and police or school security assigned to the campus or school grounds of the public institution of education; and

(2) Integrate Jewish American Heritage curricula for students that incorporate Jewish experiences in America pre-American revolution and post-American revolution, pre-World War II and post-World War II, the Holocaust, and in modern times into a course provided by the public institution of education.

(d) All public institutions of education shall place reasonable time, place, and manner restrictions on speech to ensure order and protect the rights of all students.

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(a)

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(2) Each public institution of higher education shall designate a Title VI coordinator to monitor antisemitic discrimination and harassment at the public institution of higher education.

(b) All public institutions of education shall formally report incidents and complaints of antisemitic discrimination and harassment to the appropriate Title VI coordinator.

(c) A Title VI coordinator designated pursuant to this section shall thoroughly investigate all complaints reported by a public institution of education. If, after reasonable investigation, the respective Title VI coordinator determines that the public institution of education has engaged in, allowed, or not sufficiently prohibited antisemitic discrimination, then the Title VI coordinator shall give written notice to the public institution of education to take the necessary actions to address the prohibited antisemitic discrimination. The public institution of education must take such necessary actions no later than sixty (60) days after the date on which the Title VI coordinator notifies the public institution of education pursuant to this subsection (c).

(d) If the Title VI coordinator determines that the public institution of education has not taken the necessary actions to address the prohibited antisemitic discrimination by the end of the sixty-day period, then the Title VI coordinator shall report their findings to the attorney general and reporter.

(e) Each Title VI coordinator shall, no later than June 30 of each year, issue an annual report on antisemitism at the public institution of education overseen by the coordinator to the attorney general and reporter and to the general assembly.

(f) The general assembly is encouraged to conduct hearings or investigations, as deemed necessary, to assess whether a public institution of education has adequately addressed antisemitic discrimination.

49-50-1804.

(a) Criticism of Israel that is similar to criticism toward any other country is not considered antisemitism discrimination or harassment for purposes of this part.

(b) This part does not diminish or infringe on any right protected under the First Amendment to the United States Constitution or the Tennessee Constitution.

(c) Implementation of this part must not conflict with federal or state antidiscrimination laws and must be implemented consistently with Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.).

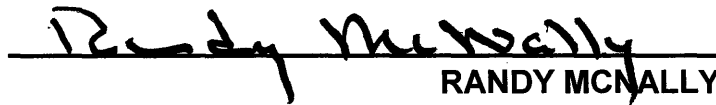
SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 1188

PASSED: April 7, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Discrimination / Harassment of Employees (Sexual, Racial, Ethnic, Religious)	Descriptor Code: 5.500	Issued Date: 04/10/12
		Rescinds: 1014-1017	Issued: 01/14/02

Employees shall be provided a work environment free from sexual, racial, ethnic and religious discrimination/ harassment (**including the definition of antisemitism found in policy 4.100**). It shall be a violation of this policy for any employee or any student to discriminate against or harass an employee through disparaging conduct or communication that is sexual, racial, ethnic or religious in nature. ~~The following guidelines are set forth to protect employees from discrimination/ harassment.~~

Employee discrimination/harassment will not be tolerated.¹ Discrimination/harassment is defined as conduct, advances, gestures, or words either written or spoken of a sexual, racial, ethnic, or religious nature that:

1. Unreasonably interferes with the individual's work or performance; or
2. Creates an intimidating, hostile, or offensive work environment; or
3. Imply that submission to such conduct is made an explicit or implicit term of employment; or
4. Imply that submission to or rejection of such conduct will be used as a basis for an employment decision affecting the harassed employee.

Alleged victims of sexual, racial, ethnic, and religious discrimination/harassment shall report these incidents immediately.² This report should be made to the immediate supervisor except when the immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report may be made to the Federal Rights Coordinator or the Director of Schools. Allegations of discrimination/harassment shall be fully investigated (~~as set forth in *Complaints and Grievances 5.501*~~). An oral complaint may be submitted; however, such complaint must be reduced to writing to ensure a more complete investigation. The complaint should include the following information:

- Identity of the alleged victim and person accused;
- Location, date, time, and circumstances surrounding the alleged incident;
- Description of what happened;
- Identity of witnesses; and
- Any other evidence available.

The privacy and anonymity of all parties and witnesses to complaints will be respected. However, because an individual's need for confidentiality must be balanced with obligations to cooperate with police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough investigation or to take necessary action to resolve a complaint, the identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

A substantiated charge against an employee shall result in disciplinary action, up to and including, termination. A substantiated charge against a student may result in corrective or disciplinary action, up to and including, suspension.

There will be no retaliation against any person who reports discrimination/harassment or participates in an investigation. However, any employee who refuses to cooperate or gives false information during the course of any investigation may be subject to disciplinary action. The willful filing of a false report will itself be considered harassment and will be treated as such.

An employee disciplined for violation of this policy may appeal the decision by contacting the Federal Rights Coordinator or the Director of Schools.

Legal References

1. [29 CFR §1604.11](#); [TCA 5-23-104](#); [Public Acts of 2025, Chapter No. 293](#)
2. [20 USCA § 1681](#)

Cross References

Equal Opportunity Employment 5.104
Complaints and Grievances 5.501
Title IX & Sexual Harassment 6.3041



State of Tennessee

PUBLIC CHAPTER NO. 293

HOUSE BILL NO. 1188

By Representatives Grills, Reedy, Faison, Moody, Cepicky

Substituted for: Senate Bill No. 1209

By Senators Rose, Bowling, Crowe, Bailey, Gardenhire, Jackson, Walley

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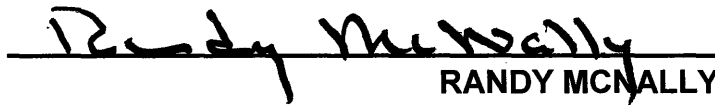
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HOUSE BILL NO. 1188

PASSED: April 7, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Discrimination/Harassment and Bullying/Intimidation and Cyberbullying	Descriptor Code: 6.304	Issued Date: 03/04/13
		Rescinds: 6.304	Issued: 04/10/12

~~The Sullivan County Board of Education has determined that a safe, civil, and supportive environment in school is necessary for students to learn and achieve high academic standards.~~ In order to maintain that environment, acts of bullying, cyber-bullying, discrimination **including the definition of antisemitism found in policy 4.100**, harassment, hazing or any other victimization of students, based on any actual or perceived traits or characteristics, are prohibited.¹

This policy shall be disseminated annually to all school staff, students, and parents. This policy shall cover employees, employees' behaviors, students and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop. If the act takes place off school property or outside of a school-sponsored activity, this policy is in effect if the conduct is directed specifically at a student or students and has the effect of creating a hostile educational environment or otherwise creating a substantial disruption to the education environment or learning process.

~~Building administrators are~~ **The principal/designee is** responsible for educating and training their respective staff and students as to the definition and recognition of discrimination/harassment.³

The Director of Schools shall develop forms and procedures to ensure compliance with the requirements of this policy and state law.

DEFINITIONS

Bullying/Intimidation/Harassment - An act that substantially interferes with a student's educational benefits, opportunities, or performance, and the act has the effect of:

- Physically harming a student or damaging a student's property;
- Knowingly placing a student or students in reasonable fear of physical harm to the student or damage to the student's property;
- Causing emotional distress to a student ~~or students~~; or
- Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, gender, age, disability, religion) that is severe, pervasive, or persistent and creates a hostile environment.

Cyber-bullying - A form of bullying undertaken through the use of electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones or other wireless telecommunication devices, text messaging, emails, social networking sites, instant messaging, videos, web sites or fake profiles.

Hazing - An intentional or reckless act by a student or group of students that is directed against any other student(s) that endangers the mental or physical health or safety of the student(s) or that induces or coerces a student to endanger his/her mental or physical health or safety. Coaches and other employees of the school district shall not encourage, permit, condone or tolerate hazing activities.³

“Hazing” does not include customary athletic events or similar contest or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.⁵

COMPLAINTS AND INVESTIGATIONS

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall promptly report such information to the principal/designee.⁶

~~Alleged victims of the above-referenced offenses shall report these incidents immediately to a teacher, counselor or building administrator.² All school employees are required to report alleged violations of this policy to the principal/designee. All other members of the school community, including students, parents, volunteers, and visitors, are encouraged to report any act that may be a violation of this policy.~~

While reports may be made anonymously, an individual's need for confidentiality must be balanced with obligations to cooperate with police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough investigation or to take necessary actions to resolve a complaint, ~~and~~ The identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

The principal/designee at each school shall be responsible for investigating and resolving complaints. **Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48) hours, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation was not initiated within the required timeframe.**⁷ **The principal/designee shall immediately notify the parent(s)/guardian(s) when a student is involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information on district counseling and support services. Students involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the principal/designee when deemed necessary.**⁸

The principal/designee is responsible for determining whether an alleged act constitutes a violation of this policy, and such act shall be held to violate this policy when it meets one of the following conditions:

- It places the student in reasonable fear or harm for the student's person or property;
- It has a substantially detrimental effect on the student's physical or mental health;

- It has the effect of substantially interfering with the student's academic performance; or
- It has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. **All investigations shall be completed and appropriate intervention taken within twenty (20) calendar days from the receipt of the initial report. ⁷If the investigation is not complete or intervention has not taken place within twenty (20) calendar days, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation has not been completed or the appropriate intervention has not taken place.**⁷ Within the parameters of the federal Family Educational Rights and Privacy Act (FERPA)⁹ at 20 U.S.C. § 1232g, a written report on the investigation will be delivered to ~~the parents of the complainant, parents of the accused students and to~~ **all involved parties and** the Director of Schools.

RESPONSE AND PREVENTION¹⁰

~~School administrators~~ **The principal/designee** shall consider the nature and circumstances of the incident, the age of the violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as appropriate to properly respond to each situation.

A substantiated charge against an employee shall result in disciplinary action up to and including termination. **The employee may appeal this decision by contacting the Federal Rights Coordinator or the Director of Schools.**

A substantiated charge against a student may result in corrective or disciplinary action up to and including suspension. **The student may appeal this decision in accordance with disciplinary policies and procedures.**

~~An employee disciplined for violation of this policy may appeal the decision by contacting the Federal Rights Coordinator or the Supervisor of Human Resources. Any student disciplined for violation of this policy may appeal the decision in accordance with disciplinary policies and procedures.~~

REPORTS

When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of physical harm to a student or a student's property, the principal/designee of each middle school, junior high school, or high school shall report the findings and any disciplinary actions taken to the **D**irector of **S**chools and the **C**hair of the **B**oard of **E**ducation. ¹¹

By July 1 of each year, the director of schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. This report shall be presented to the board of education at its regular July meeting, and it shall be submitted to the **S**tate **D**epartment of **E**ducation by August 1.

~~The director of schools shall develop forms and procedures to ensure compliance with the requirements of this policy and TCA 49-6-1016.~~

RETALIATION AND FALSE ACCUSATIONS

Retaliation against any person who reports or assists in any investigation of an act alleged in this policy is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act.¹³

False accusations accusing another person of having committed an act prohibited under this policy are prohibited. The consequences and appropriate remedial action for a person found to have falsely accused another may range from positive behavioral interventions up to and including suspension and expulsion.¹⁴

Legal References

1. [TCA 49-6-4503\(a\), \(b\)\(3\); 20 USCA §§ 1681 to 1686; Public Acts of 2025, Chapter No. 293](#)
2. [TCA 49-6-4503\(b\)\(11\)](#)
3. [TCA 49-6-4503\(b\)\(12\)](#)
4. [TCA 49-6-4503\(b\)\(2\), \(13\)](#)
5. [TCA 49-2-120](#)
6. [TCA 49-6-4503\(b\)\(5\)](#)
7. [TCA 49-6-4503\(b\)\(6\)](#)
8. [TCA 49-6-4503\(b\)\(14\)](#)
9. [20 USCA § 1232g](#)
10. [TCA 49-6-4503\(b\)\(4\), \(7\)-\(8\)](#)
11. [TCA 49-6-4503\(d\)\(3\)](#)
12. [TCA 49-6-4503\(c\)\(2\)\(B\)](#)
13. [TCA 49-6-4503\(b\)\(9\)](#)
14. [TCA 49-6-4503\(b\)\(10\)](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Staff-Student Relations 5.610
Student Goals 6.100
Title IX & Sexual Harassment 6.3041
Code of Conduct 6.300
Student Concerns 6.305
Reporting Child Abuse 6.409
Emergency Contact Information 6.410
Student Suicide Prevention 6.415



State of Tennessee

PUBLIC CHAPTER NO. 484

HOUSE BILL NO. 485

By Representatives Hardaway, Love, Brooks, Cepicky, McKenzie, Camper, Mitchell, Salinas, Towns, Chism, White, Hakeem, Dixie, Shaw, Hulse, Doggett, Lynn, Harris, Miller, Glynn, Justin Jones, Hemmer, Stinnett, Slater, Freeman

Substituted for: Senate Bill No. 517

By Senators Akbari, Lamar, Campbell, Oliver

AN ACT to amend Tennessee Code Annotated, Title 49, relative to school attendance.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-3004, is amended by adding the following as a new subsection:

(j)

(1) An LEA or public charter school may provide up to four (4) days of the required one hundred eighty (180) days of classroom instruction in subdivision (a)(1) via hybrid learning in the event of dangerous or extreme weather conditions, or an emergency, as determined by the director of schools or the director of the public charter school in accordance with this subsection (j).

(2) An LEA or public charter school that provides hybrid learning pursuant to this subsection (j), shall provide:

(A) Students enrolled in kindergarten access to at least four (4) hours of instruction each day; and

(B) Students enrolled in grades one through twelve (1-12) access to at least six and one-half (6 1/2) hours of instruction each day.

(3) In tracking daily student attendance and compliance with state school attendance and truancy intervention laws, an LEA and public charter school shall implement policies and procedures for the LEA or public charter school to request and receive daily visual, verbal, or written confirmation of student participation in instructional time; determine excused versus unexcused student absences; and implement interventions to address student absences during remote instruction.

(4) Each LEA and public charter school that provides hybrid learning pursuant to this subsection (j) shall comply with all state and federal laws, rules, and policies.

(5) Each LEA and public charter school shall make services required by a student's individualized education program (IEP) available to the student on days that hybrid learning is provided pursuant to this subsection (j).

(6) If an LEA or public charter school uses the maximum amount of days authorized for hybrid learning pursuant to subdivision (j)(1) in a school year, then the LEA or public charter school may request the commissioner to authorize additional days for hybrid learning in the event of a natural disaster or serious outbreaks of illness affecting or endangering students or staff.

(7) As used in this subsection (j), "hybrid learning" means an instructional day in which some students participate in-person classroom instruction and some students participate in remote classroom instruction.

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SECTION 2. This act takes effect July 1, 2025, the public welfare requiring it.

HOUSE BILL NO. 485

PASSED: April 22, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 21st day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Virtual Education Program</h2>	Descriptor Code: 4.212	Issued Date: 12/01/22
		Rescinds:	Issued:

General

The Sullivan County Department of Education virtual education program is a course or series of courses offered by a school district to provide students a broader range of educational opportunities through the use of technology. Utilizing this program is temporary and shall not replace a student’s regular instructional program.¹

Class size ratios for the virtual education program shall comply with the requirements as outlined in state law.²

Virtual education programs³ shall be made available to students for the following purposes:

1. Academic remediation, enrichment, or providing students access to a wider range of courses;
2. Continuity of educational service for students who are homebound;⁴
3. Continuity of educational service for students who are quarantining;⁵ ~~or~~
4. Continuity of educational service for students enrolled in an alternative school.⁶
5. **Continuity of educational service when the district utilizes remote instruction due to dangerous or extreme weather conditions, a serious outbreak of illness affecting or endangering students or staff, or during the administration of end of course examinations or other examinations as allowed per state law; or**⁷
6. **Continuity of educational service when the district utilizes hybrid instruction due to dangerous or extreme weather conditions, or an emergency, as determined by the Director of Schools.**⁸
- ~~7. Up to two (2) days each semester of educational service may be provided when the district utilizes remote instruction due to dangerous or extreme weather conditions, a serious outbreak of illness affecting or endangering students or staff, or during the administration of end of course examinations or other examinations as allowed per state law.⁷~~

ELIGIBILITY AND PARTICIPATION REQUIREMENTS

Students shall be eligible to utilize a virtual education program if participating in one of the above educational opportunities. The following factors shall also be taken into consideration when determining eligibility:

1. Attendance; ~~and~~
2. Grades; ~~and~~
3. Technology survey

ATTENDANCE

Student attendance in the virtual education program shall adhere to the general requirements of board policy 6.200 and any relevant administrative procedures.

Methods of confirming student attendance shall include two or more of the following:

1. Students participating in a phone call with a teacher, with parent/guardian support as appropriate for the age of the student;
2. Students participating in synchronous virtual instruction;
3. Students completing work in a learning management system; or
4. Students submitting work via hard-copy or virtual formats.

REMOVAL FROM VIRTUAL EDUCATION PROGRAM

A student may be removed from the virtual education program or denied future enrollment in a virtual education program based on disciplinary issues, attendance issues, or poor academic performance.

Before a student is removed based on poor academic performance, the following interventions shall occur:

1. Notification of parent/guardian; and
2. One-on-one assessment conducted by the principal/designee regarding any learning needs and academic performance.

Legal References

1. [TRR/MS 0520-01-03-.05\(2\)](#)
2. [TCA 49-1-104\(h\)](#); [State Board of Education Policy 3.206](#)
3. [TCA 49-16-101](#); [TRR/MS 0520-01-03-.05\(2\)\(a\)](#)
4. [TRR/MS 0520-01-02-.10](#); [TRR/MS 0520-01-09-.07](#)
5. [TRR/MS 0520-01-13-.01\(1\)\(c\)](#)

Cross References

Emergency Closings 1.8011
Homebound Instruction 4.206
Credit Recovery 4.210
Alternative Education 6.319

6. [TRR/MS 0520-01-02-.09; TCA 49-6-3402\(i\)](#)
7. [TCA 49-6-3004\(i\)](#)
8. [Public Acts of 2025, Chapter No. 484](#)



State of Tennessee

PUBLIC CHAPTER NO. 173

SENATE BILL NO. 690

By White, Lowe, Stevens

Substituted for: House Bill No. 355

By Powers, Maberry, McCalmon

AN ACT to amend Tennessee Code Annotated, Title 49, relative to virtual school students.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 16, Part 2, is amended by adding the following as a new section:

(a) If a public school established under the jurisdiction of an LEA is a member of an organization or an association that regulates interscholastic athletic competition, and if such organization or association establishes or maintains eligibility requirements for virtual school students to participate in interscholastic athletics at a member school, then the LEA shall permit participation in interscholastic athletics at the member schools by a virtual school student who satisfies the eligibility requirements established by the organization or association.

(b) If a public school established under the jurisdiction of an LEA offers students the opportunity to participate in interscholastic athletic competition without the school being a member of an organization or an association that regulates interscholastic athletic competition, then the LEA shall permit participation in interscholastic athletics at such school by a virtual school student who is zoned and is otherwise eligible to attend the school.

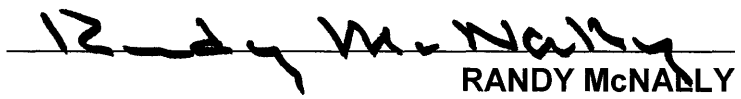
(c) This section does not guarantee that a virtual school student trying out for an interscholastic athletics team will make the team, nor does it supplant the authority of coaches or other school officials in deciding who makes the team. This section is intended to guarantee only that the virtual school student is not prohibited from trying out for an interscholastic athletics team, if the student is otherwise eligible to participate under the rules of the organization or association, solely by reason of the student's status as a virtual school student.

(d) This section must not be construed to limit or supplant the authority of the organization or association to determine eligibility and to establish, modify, and enforce its rules and eligibility requirements, including those applicable to virtual school students.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.


SENATE BILL NO. 690

PASSED: March 28, 2025


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 11th day of April 2025


BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Interscholastic Athletics</h2>	Descriptor Code: <h3 style="text-align: center;">4.301</h3>	Issued Date: <h3 style="text-align: center;">07/09/24</h3>
		Rescinds: <h3 style="text-align: center;">4.301</h3>	Issued: <h3 style="text-align: center;">12/07/23</h3>

General

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be treated differently from another person or otherwise be discriminated against in any athletic program of the school. Equal athletic opportunity shall be provided for members of both sexes.¹ Student athletes shall only be allowed to participate in athletic activities or events that align with the student's sex indicated on his/her original birth certificate.² The Director of Schools/designee shall require the parent/guardian to provide the student's original birth certificate prior to participation in any interscholastic athletics. If the original birth certificate is not available or does not indicate the student's sex at time of birth, the parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

Interscholastic athletics shall be administered as a part of the regular school program and shall be the principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport are reasonable. Athletic schedules shall be filed in each school principal's office. The principal or his/her designee must accompany an athletic team on trips.

Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control of secondary athletics.³ The Director of Schools shall develop a code of conduct for all coaches to follow in order to ensure the health and safety of athletes.⁴

INSURANCE AND PHYSICAL EXAMINATIONS

In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must provide proof of independently secured catastrophic coverage, and liability coverage, with the school system as a named insured, of not less than the limits set forth in state law.⁵ It shall be the responsibility of the parent(s)/guardian(s) to provide health and hospitalization insurance for all students participating in interscholastic athletics.

Prior to participation in interscholastic athletics, every student shall complete an annual physical examination.⁶ The parent(s)/guardian(s) of each student shall be responsible for covering the cost of the examination, and these records shall be on file in the principal's office.

SCHEDULING CONFLICTS

No principal or teacher shall dismiss his/her school or any group of students for the purpose of attending practice of any interscholastic sport during the school day without written permission from the Board. This does not prevent the inclusion of training lessons in the daily school program.⁴

Students shall not be required to attend a school athletic event, or event related to participation on a school athletic team, if the event is on an official school holiday, observed day of worship, or religious holiday. The student's parent or legal guardian shall notify the coach in writing three (3) full school days prior to the event.⁸

SEVERE WEATHER⁴

Severe weather is any type of weather that could impede the safety of any athlete by compromising the playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder, lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be discussed with all players, coaches, and officials, if applicable.

All coaches who oversee or participate in outdoor training, practice, or competition shall annually complete a heat illness prevention course approved by the Tennessee Department of Health as well as receive training on activity modifications based on environmental conditions.

PROHIBITION AGAINST HAZING

Coaches, employees, and volunteers of the school district shall not encourage, permit, condone, or tolerate hazing activities.⁹

HOME SCHOOL STUDENT PARTICIPATION¹⁰

Home school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines. If a school is not a member with these organizations, home school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

VIRTUAL SCHOOL STUDENT PARTICIPATION

Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines. If a school is not a member with these organizations, virtual school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

PERSONAL CONDUCT AT SPORTING EVENTS

Good sportsmanship and appropriate personal conduct are expected from all student athletes, coaches, and spectators.

In the event any student of Sullivan County Schools behaves in a manner that violates the Code of Acceptable Behavior, the school administration will impose appropriate discipline. Additionally, if any spectator, whether student or adult, behaves in a manner that results in TSSAA imposing a fine on the school for unruly behavior, then any such person will be barred from attending any extracurricular activities of the Sullivan County Schools until such fine has been reimbursed to the Board.

Legal References

1. [34 CFR § 106.41; 20 USCA § 1681 *et seq.*](#)
2. [TCA 49-6-310\(a\)](#)
3. [TRR/MS 0520-01-02-.08\(1\)](#)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\); TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)
9. [TCA 49-2-120](#)
10. [Public Acts of 2024, Chapter No. 658](#)

Cross References

Special Use of School Vehicles 3.402
Student Insurance Program 3.601
Extracurricular Activities 4.300
Attendance 6.200

Sullivan County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Library Materials</h2>	Descriptor Code: 4.403	Issued Date: 07/09/24
		Rescinds: 4.403	Issued: 08/08/23

General

The Curriculum Supervisors shall be responsible for library collection development. He/she shall post the list of library materials online. Library materials shall be reviewed to ensure the content aligns with state law.¹ Prior to the purchase of new materials, librarians shall review the age and maturity level along with the reading level of the selected items for suitability.¹ A list of new materials shall be reviewed by the Curriculum Supervisors.

The Curriculum Supervisors shall be responsible for periodically reviewing the district’s library collection in line with the standards established below. Any materials found to be out of alignment with the standards shall be removed, and this action shall be documented in writing and presented to the Director of Schools and the Board.

STANDARDS²

The library collection shall adhere to the following criteria:

1. Materials shall be suitable for and consistent with the educational mission of the school;
2. Materials shall be appropriate for the age and maturity levels of the students who may access them. The determining factor will be based on an assessment of any mature themes or content (i.e., violence, sexual content, vulgar language, substance abuse);
3. Materials shall contain literary, historical, and/or artistic value and merit; and
4. The collection as a whole shall offer a variety of viewpoints; **and**
5. **Materials shall not be removed on the sole grounds that the item is religious.**

Any materials that meet the following criteria shall be removed and excluded from the district’s library collection:

1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess violence, or sadomasochistic abuse as defined in state law;³
2. Are patently offensive as defined in state law; or

3. Appeal to the prurient interest as defined by state law.

The Board shall be notified when any library materials are challenged or removed pursuant to this policy.

COMPLAINTS⁴

If a complaint is made by an employee, student, or parent/guardian, the person receiving the complaint shall:

1. Inform the complainant of the selection procedures and make no commitments.
2. Request the complainant to submit a formal Request for Reconsideration of Instructional Materials form.
3. Inform the principal (and other appropriate personnel).
4. Keep challenged materials available for use during the reconsideration process.

Upon receipt of the completed form, the principal must notify the Director of Schools. The principal may request review of the challenged materials by an ad hoc materials review committee within thirty (30) days. If the principal appoints a review committee, it should include certified library media personnel, representatives from classroom teachers, and one or more parents.

After receiving the challenged materials, the following steps should occur:

1. Read, view, or listen to the contested material in its entirety;
2. Check general acceptance of the material by reading recognized and evaluative reviews;
3. Determine the extent to which the material is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with, the educational mission of the school; and
4. Complete the appropriate Checklist for Reconsideration of Instructional Materials, judging the material for its strength and value.

The principal shall present a recommendation to the Director of Schools. The Director of Schools shall assess the findings along with the recommendation of the principal and present a recommendation to the Board.

The Board shall evaluate the recommendations of the principal and Director of Schools along with the material to determine whether it is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with, the educational mission of the school. The Board shall review the findings and affirm, overturn, or modify the decision within sixty (60) days from which the feedback was received.

REMOVAL OF LIBRARY MATERIALS

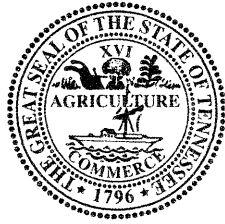
If it is determined that the material is not appropriate for the age and maturity levels of the students who have access to them or is not suitable for, and consistent with, the educational mission of the school, the material shall be removed from the library collection.

Legal References

1. [Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853, 102 S. Ct. 2799 \(1982\); TCA 49-6-3803](#)
2. [TCA 49-6-3803\(a\),\(b\); Public Acts of 2025, Chapter No. 270](#)
3. [TCA 39-17-901](#)
4. [TCA 49-6-3803\(e\), \(f\)](#)

Cross References

Textbooks and Instructional Materials 4.400
School and System Websites 4.407
Controversial Materials 4.801



State of Tennessee

PUBLIC CHAPTER NO. 270

SENATE BILL NO. 1112

By Lowe, Rose

Substituted for: House Bill No. 1085

By Greg Martin, Bulso, Stinnett, Reedy, Capley, Todd, Slater

AN ACT to amend Tennessee Code Annotated, Title 49, relative to school materials.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-3803, is amended by adding the following as a new subsection:

(i) A local board of education or public charter school governing body shall not remove a material from a library collection for the sole reason that the material is religious.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 1112

PASSED: April 10, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR



State of Tennessee

PUBLIC CHAPTER NO. 195

HOUSE BILL NO. 825

By Representatives Maberry, Renea Jones, Hardaway, Parkinson, Davis, McCalmon,
Terry, Keisling, Littleton, Reedy

Substituted for: Senate Bill No. 811

By Senators Powers, Crowe, Jackson, Reeves, Rose, Walley, Yager

AN ACT to amend Tennessee Code Annotated, Title 49, relative to internet safety.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 6, is amended by adding the following as a new part:

49-6-4601.

This act is known and may be cited as the "Teen Social Media and Internet Safety Act."

49-6-4602.

As used in this part, unless the context otherwise requires:

(1) "Department" means the department of education;

(2) "Internet" means the combination of computer facilities and electromagnetic transmission media, and related equipment and software, comprising the interconnected worldwide network of computer networks that employ the Transmission Control Protocol/Internet Protocol or any successor protocol to transmit information; and

(3) "Social media" means a form of interactive electronic communication through an internet website or application by which a user creates a service-specific identifying user profile to connect with other users of the internet website or application for the purpose of communicating and sharing information, ideas, news, stories, opinions, images, videos, and other content.

49-6-4603.

(a)

(1) By January 1, 2026, the department shall develop guidance for LEAs and public charter schools to instruct students in grades six through twelve (6-12) who are enrolled in the LEA or public charter school on social media and internet safety.

(2) The department shall update the guidance developed pursuant to this subsection (a), if necessary, to reflect changes in social media use, emergent technologies, and new threats to teens using social media.

(3) The guidance developed pursuant to this subsection (a) must conform with the requirements established in § 49-6-4604.

(b) Beginning with the 2026-2027 school year, each LEA and public charter school that enrolls students in any of the grades six through twelve (6-12) shall instruct students in grades six through twelve (6-12) using the guidance developed by the department pursuant to subsection (a).

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(c) If a parent or guardian of a student wishes to excuse the parent's or guardian's student from only a portion of the social media and internet safety instruction provided pursuant to subsection (b), then the parent or guardian must submit a request, in writing, to the student's teacher or school principal. If the parent or guardian wishes to excuse the parent's or guardian's student from all of the social media and internet safety instruction provided pursuant to subsection (b), then the parent or guardian must submit a request, in writing, to the student's school principal. A student who is excused from any or all portions of social media and internet safety instruction must not be penalized for grading purposes if the student satisfactorily performs alternative lessons.

49-6-4604.

(a) The social media and internet safety guidance developed in § 49-6-4603(a) must include:

- (1) Time management and healthy behaviors on social media;
- (2) The negative effects of social media on mental health, including addiction to social media;
- (3) The distribution of information on social media;
- (4) How social media manipulates behavior;
- (5) The permanency of sharing materials online;
- (6) How to use social media safely, including:
 - (A) Maintaining personal security;
 - (B) Preventing oversharing of personal information;
 - (C) Identifying cyberbullying, predatory behavior, and signs of potential human trafficking; and
 - (D) Reporting suspicious behavior encountered on social media to the appropriate authorities; and
- (7) Emphasizing the importance of evaluating information generated by artificial intelligence and understanding the potential for misinformation when using artificial intelligence.

(b) The social media and internet safety guidance developed pursuant to § 49-6-4603(a) may include the benefits of social media use; provided, that the guidance must only include the benefits of social media related to:

- (1) Career and resume building for future academic or employment opportunities;
- (2) Sharing information with family and friends; and
- (3) Safely connecting with other users with similar interests.

49-6-4605.

Beginning with the 2025-2026 school year, each LEA and public charter school shall prohibit students from accessing a social media platform using the internet access provided by the LEA or public charter school, except when expressly authorized by a teacher for educational purposes only.

SECTION 2. Tennessee Code Annotated, Section 49-1-221(a)(1), is amended by adding the following as new subdivisions:

- (G) Limit the content accessible by students using internet access provided by the LEA to content that is age-appropriate;

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(H) Protect the safety and security of students accessing email, chat rooms, and other forms of direct, electronic communication using internet access provided by the LEA; and

(I) Prevent students from using internet access provided by the LEA to access websites, web applications, or software that does not protect students against the disclosure, use, or dissemination of their personal information.

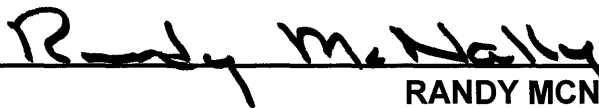
SECTION 3. Section 2 of this act takes effect July 1, 2025, the public welfare requiring it. All other sections of this act take effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 825

PASSED: April 3, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 11th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b style="text-align: center;">Use of the Internet/Use of Computer Systems	Descriptor Code: 4.406	Issued Date: 07/09/24
		Rescinds: 4.406	Issued: 06/11/24

The Board supports the right of staff and students to have reasonable access to various information formats and believes it 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 network, either for internal or external (internet) usage, the employee shall sign a written agreement, developed by the director/designee that sets out the terms and conditions of such use. Any employee who accesses the district's network or any district owned computer system and/or network enabled device, for any purpose, agrees to be bound by the terms of that agreement, even if no signed written agreement is on file. All employees must maintain confidentiality of all computer systems, to include passwords, any and all student information, and all other information obtained from and pertaining to the Sullivan County Department of Education computer system.

The director of schools 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 or the SCDE network

- Violation of copyright laws
- Trespassing in another's folders, work or files
- Intentional misuse of resources
- Using another's password or other identifier (impersonation)
- Use of the network for commercial purposes
- Buying or selling on the Internet

Students

The director of schools shall develop and implement procedures for appropriate Internet use by students. Procedures shall address the following:

1. General rules and ethics of Internet use.
2. Prohibited or illegal activities, including, but not limited to: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 of computers or the network
 - Violation of copyright laws
 - Trespassing in another's folders, work or files
 - Intentional misuse of resources
 - Using another's password or other identifier (impersonation)
 - Use of the network for commercial purposes
 - Buying or selling on the Internet

INTERNET SAFETY MEASURES

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

- Controlling access by students to inappropriate matter on the Internet and World Wide Web
- Safety and security of students when they are using electronic mail, chat rooms, and other forms of direct electronic communications
- Preventing unauthorized access, including "hacking" and other unlawful activities by students on-line
- Unauthorized disclosure, use and dissemination of personal information regarding students
- Restricting students' access to materials harmful to them

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

- Utilizing technology that blocks or filters Internet access (for both students and adults) to material that is obscene, child pornography or harmful to students;^{3,4}
- Maintaining and securing a usage log; and
- 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 internet and/or application access 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 director of schools with a written request.

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

EMAIL/DATA

All SCDE account data, including email communications, stored or transmitted, shall be monitored. Employees/students have no expectation of privacy with regard to such data. Email correspondence may be a public record under the public records law and may be subject to public inspection.⁵

- Google Account/Email access will be suspended immediately for all employees who are terminated or leave the district for any reason. During this suspension, we will ensure the retention of all Google data, including emails and files stored on Google Drive, for the purpose of e-discovery only for a specified period, set one (1) year. During this one-year period, retrieval requests will not be entertained under any circumstance. Following this retention period, all data will be securely deleted.
- For students who transfer out of the district, their access to the Sullivan County Department of Education Google account will be preserved for a grace period of 24 hours. Subsequently, the account will be suspended, leading to the discontinuation of access to associated data.
- Upon graduation, or the determined time frame for transferred students to be considered graduated, students will retain access to their Sullivan County Department of Education Google account until July 1st of the subsequent academic year. Following this date, all access will be terminated, and all associated data will be permanently deleted.

INTERNET SAFETY INSTRUCTION⁶

Students will be given appropriate instruction in internet safety as a part of any instruction utilizing computer resources. The director shall provide adequate in-service instruction on internet safety. Parents 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.

While we have safety measures in place to mitigate malicious emails, it is important to recognize that risks can still arise in our ever-evolving digital environment. Both staff and students are urged to exercise utmost caution and adhere to zero-trust policies when encountering suspicious emails. Before clicking on any links or opening attachments, it is imperative to verify the legitimacy of the sender and content. If an email is suspected to be malicious, it should be promptly reported as spam and deleted. Your proactive approach to cybersecurity is vital in maintaining the integrity of our digital ecosystem.

SOCIAL NETWORKING

1. **Students are prohibited from accessing social media platforms using district internet except when expressly authorized by a teacher for educational purposes.**⁷
2. District staff who have a presence on social networking websites are prohibited from posting data, documents, photographs or inappropriate information that is likely to create a material and substantial disruption of classroom activity.
3. District staff are prohibited from accessing personal social networking sites on school computers or during school hours except for legitimate instructional purposes.
4. District staff are encouraged to establish and maintain communication with students and parents on educational matters only, and through resources such as district based email, web portal accounts, or other venues approved by the principal. Any communication created or received by an employee in his or her capacity as such is subject to retention, and perhaps disclosure under public records law.

5. The Board discourages district staff from socializing with students on social networking websites. The same relationship, exchange, interaction, information, or behavior that would be unacceptable in a non - technological medium is unacceptable when done through the use of technology.

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 CONTRACTS⁸

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

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. [Public Acts of 2025, Chapter No. 195](#)
8. [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



State of Tennessee

PUBLIC CHAPTER NO. 330

SENATE BILL NO. 1423

By Akbari, Bowling

Substituted for: House Bill No. 1377

By Harris, Hawk, Hardaway, Cepicky, Reneau, Love

AN ACT to amend Tennessee Code Annotated, Title 49, relative to reporting student reading levels.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 6, Part 9, is amended by adding the following as a new section:

(a) Each local board of education and public charter school governing body shall develop and implement a policy to provide on or with the report card of a student who is enrolled in any of the grades kindergarten through eight (K-8), the student's score on the universal reading screener most recently administered to the student pursuant to the Tennessee Literacy Success Act, compiled in chapter 1, part 9, of this title, if a universal reading screener was administered to the student in the current school year, and the results of the dyslexia screener most recently administered to the student pursuant to § 49-1-229, if applicable.

(b) The requirement established in subsection (a) is supplemental to the home literacy report required in § 49-1-905(e) and the notice requirement established in § 49-1-229(c).

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it, and applies to the 2025-2026 school year and subsequent school years.

SENATE BILL NO. 1423

PASSED: April 15, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 2nd day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Reporting Student Progress</h2>	Descriptor Code: 4.601	Issued Date: 01/07/21
		Rescinds: 4.601	Issued: 04/10/12

REPORT CARDS

Student progress reports shall be provided at least once every nine weeks during the school year. Each report shall be signed by the parent(s)/guardian(s) and returned promptly to the school. The Director of Schools shall develop a reporting procedure that includes how parents can access this information online.¹

Student progress reports shall indicate the students' conduct and include information on attendance, academic progress, and other information necessary to communicate effectively with the parent(s)/guardian(s). For students in grades kindergarten through eight (K-8), the student's score on the most recently administered universal reading screener shall also be included along with the results of a dyslexia screener, if applicable.²

~~Student progress during each grading period is available in the student information management system. Schools can setup/modify/edit login credentials for parents as needed. A paper progress report can be requested if internet/devices are not available within the home.~~[†]

In addition to the regular progress reports, principals and teachers are encouraged to confer with **parent(s)/guardian(s)** on the educational progress of their children. Teachers shall consult with **parent(s)/guardian(s)** of students who are working at an unsatisfactory level or whose performance shows a marked or sudden deterioration. **Parent(s)/guardian(s)** shall be notified by the teacher as early in the school year as possible if the retention of a student is being considered.

~~Term grades will be available on the sixth (6th) school day following the close of the nine-weeks grading period in the student information management system. Schools can setup/modify/edit login credentials for parents as needed. A printed grade card can be requested if internet/devices are not available within the home.~~

DRIVER'S LICENSE REVOCATION²

~~Any student fifteen (15) years of age or older who becomes academically deficient shall be reported to the Department of Safety for driver's license revocation.~~

~~A student shall be deemed academically deficient if he/she has not received passing grades in at least three (3) full unit subjects or their equivalency at the end of semester grading.~~

~~A copy of the notice sent to the Department of Safety by the attendance teacher or the director of schools or his/her designee shall also be mailed to the student's parent or guardian.~~³

PARENT CONFERENCES

At least ~~one (1)~~ **two (2)** time(s) during the school year, a conference shall be scheduled in which parents and teachers may discuss any pertinent problems or other matters of concern regarding the development and education of each student. This scheduled conference shall not use any portion of the 180 days of classroom instruction.³ The director of schools shall be responsible for scheduling and coordinating system-wide conferences.

Conferences shall be physically accessible to all students, parents and/or guardians.⁴

Legal References

1. TRR/MS 0520-01-03-.03(5); TCA 49-6-901
- ~~2. TCA 49-6-3017~~ **Public Acts of 2025, Chapter No. 330**
3. TCA 49-6-7002
4. 28 CFR § 36.201

Cross References

School Calendar 1.800
Section 504 & ADA Grievance Procedures 1.802
Grading System 4.600
Promotion and Retention 4.603
In-Service and Professional Learning Opportunities 5.113
Staff Time Schedules 5.602
Attendance 6.200
Withdrawals 3.207



State of Tennessee

PUBLIC CHAPTER NO. 494

HOUSE BILL NO. 622

By Representatives Maberry, Lamberth, Mr. Speaker Sexton, Faison, Reeves, McCalmon, Capley, Grills, Hill, Terry, Carringer, Davis, Sherrell, Littleton, Powers, Reedy, Bulso, Todd, Reneau, Hulsey

Substituted for: Senate Bill No. 1083

By Senators Johnson, Hensley, Powers, Rose, Stevens, Watson, Bowling, Yager, Bailey, Crowe, Gardenhire, Jackson, Taylor

AN ACT to amend Tennessee Code Annotated, Title 5; Title 6; Title 7; Title 8 and Title 49, relative to hiring practices of governmental entities.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act is known and may be cited as the "Dismantle DEI in Employment Act."

SECTION 2. Tennessee Code Annotated, Title 5, Chapter 1, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that local governments are at their most effective when the employees of the local government are the most highly qualified candidates for employment with the local government and that hiring decisions should be based on merit rather than any other metric.

(b) A county government shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a county government, if the county government submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a county government and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the county government in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a county government from this section, the county government shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A county government shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) As used in this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

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(2) Does not include actions required under applicable state or federal employment laws.

SECTION 3. Tennessee Code Annotated, Title 6, Chapter 54, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that local governments are at their most effective when the employees of the local government are the most highly qualified candidates for employment with the local government and that hiring decisions should be based on merit rather than any other metric.

(b) A municipal government shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a municipal government, if the municipal government submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a municipal government and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the municipal government in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a municipal government from this section, the municipal government shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A municipal government shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 4. Tennessee Code Annotated, Title 7, Chapter 3, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that local governments are at their most effective when the employees of the local government are the most highly qualified candidates for employment with the local government and that hiring decisions should be based on merit rather than any other metric.

(b) A metropolitan government shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a metropolitan government, if the metropolitan government submits notice in writing to the comptroller of the treasury that compliance with this section would

result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a metropolitan government and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the metropolitan government in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a metropolitan government from this section, the metropolitan government shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A metropolitan government shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 5. Tennessee Code Annotated, Title 49, Chapter 2, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that LEAs are at their most effective when the faculty members and employees of the LEAs are the most highly qualified candidates for employment with the LEAs and that hiring decisions should be based on merit rather than any other metric.

(b) An LEA shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of an LEA, if the LEA submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by an LEA and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the LEA in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by an LEA from this section, the LEA shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. An LEA shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

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(2) Does not include actions required under applicable state or federal employment laws.

SECTION 6. Tennessee Code Annotated, Title 49, Chapter 7, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that public institutions of higher education are at their most effective when the faculty members and employees of the institutions are the most highly qualified candidates for employment with the institutions and that hiring decisions should be based on merit rather than any other metric.

(b) A public institution of higher education shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of a public institution of higher education government, if the public institution of higher education submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by a public institution of higher education and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the public institution of higher education in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a public institution of higher education from this section, the public institution of higher education shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. A public institution of higher education shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 7. Tennessee Code Annotated, Title 8, Chapter 30, Part 1, is amended by adding the following as a new section:

(a) The general assembly finds that the state government is at its most effective when the employees of the state government are the most highly qualified candidates for employment with the state government and that hiring decisions should be based on merit rather than any other metric.

(b) This state shall not base an employment decision on any metric that considers an applicant's or employee's race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria.

(c)

(1) This section does not apply to an employment decision of this state, if the state submits notice in writing to the comptroller of the treasury that compliance with this section would result in a loss of federal funding, to the extent such an exemption for the employment decision is necessary to conform to federally awarded or amended contracts, subcontracts, or postsecondary grants as a condition to receipt of federal funds. The comptroller of the treasury shall create guidelines as to what information is required in the notice. The comptroller shall review a notice submitted by the state and, if the comptroller finds that compliance would result in the loss of federal funding, then the comptroller shall notify the state in writing of its exemption.

(2) After one (1) calendar year from the date on which the comptroller exempts an employment decision by a public institution of higher education from this section, the state shall submit in writing to the comptroller to have the exemption renewed for an additional one-year period. The state shall notify the comptroller within fourteen (14) days if the conditions or justifications for the comptroller granting the exemption no longer exist.

(d) For the purposes of this section, "employment decision":

(1) Means any action or determination relating to the hiring, firing, retention, promotion, demotion, discipline, evaluation, compensation, training, reassignment, or any other term, condition, or privilege of employment; and

(2) Does not include actions required under applicable state or federal employment laws.

SECTION 8. Tennessee Code Annotated, Section 49-1-302(g), is amended by deleting the subsection and substituting instead:

(g) The board shall not adopt a policy that promotes educator diversity based on race, ethnicity, sex, age, or any other similar demographic characteristic, rather than on individual merit, qualifications, veteran status, or lawful eligibility criteria. Any policy previously adopted by the board in conflict with this subsection is void and of no effect.

SECTION 9. This act takes effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 622

PASSED: April 22, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 21st day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: <h2 style="text-align: center;">Personnel Goals</h2>	Descriptor Code: 5.100	Issued Date: 04/10/12
		Rescinds:	Issued:

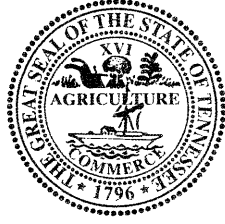
~~Through its personnel policies, the Board shall establish a school environment that will attract and maintain the best-qualified person whose mission will be to provide the best possible learning opportunities for the students.~~

The Board's **personnel** goals are **as follows**:

1. To ensure that the ~~best-qualified personnel are~~ **Directo of Schools recruits** and employs **the best qualified individuals** to staff the school system **district**;
2. To provide ~~staff~~ compensation, benefits and working environments sufficient to attract and retain qualified employees;
3. To provide ~~a professional staff development~~ **an in-service training program** for all employees to improve their performance; **and**
4. To conduct an evaluation program that will contribute to the continuous improvement of staff performance; ~~and~~
5. ~~To ensure that personnel are assigned so that they are utilized as effectively as possible.~~

Cross References

School District Goals 1.700



State of Tennessee

PUBLIC CHAPTER NO. 433

SENATE BILL NO. 602

By Bailey, Akbari, Bowling, Campbell, Haile, Harshbarger, Hatcher, Lowe, Pody, Reeves, Rose, Seal, Southerland, Stevens, Walley, Watson, White, Yarbro

Substituted for: House Bill No. 1125

By Farmer, Parkinson, Hale, Howell, Moody, Terry

AN ACT to amend Chapter __ of the Public Acts of 2025 (1st Ex. Sess. – SB 6001 / HB 6004); and Tennessee Code Annotated, Title 4, Chapter 49; Title 8 and Title 49, relative to education.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-1-302(d)(2)(B), is amended by adding the following as a new subdivision:

() The department shall develop guidelines and criteria for determining how long a student must have been present in a teacher's classroom before the student's record is attributable to the teacher; provided, that for teachers who teach a course for which a Tennessee comprehensive assessment program test is administered, a student must have been present in the teacher's classroom for one hundred fifty (150) days of classroom instruction, or seventy-five (75) days of classroom instruction if the school is on a block schedule, before the student's record is attributable to the teacher.

SECTION 2. Tennessee Code Annotated, Title 49, Chapter 5, Part 7, is amended by adding the following as a new section:

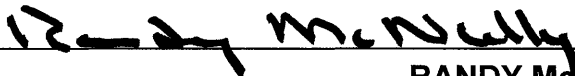
(a) An LEA or public charter school may compensate the estate of a teacher who died on or after September 1, 2024, while employed by the LEA or public charter school, for the teacher's unused and accrued annual and sick leave in the same manner that the estates of deceased state employees are compensated pursuant to § 8-50-808.

(b) A teacher may designate a beneficiary to receive payment for accrued annual and sick leave upon the teacher's death. Unless a teacher designates differently, the beneficiary is the same as the beneficiary designated for receipt of retirement benefits with the Tennessee consolidated retirement system.

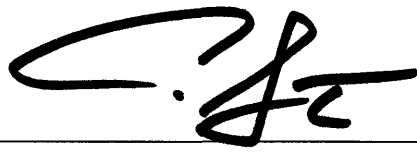
SECTION 3. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 602

PASSED: April 21, 2025




RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 9th day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date: 04/10/12
		Rescinds: 4013	Issued: 06/05/06

General

All professional **Certified** personnel ~~must~~ **shall** make a written contract ~~with the Board~~ at a fixed salary per month before entering upon their duties.¹

The director of schools shall establish the salary rating of each person employed and shall recommend such salary rating to the Board for its approval.²

~~Salaries of all employees, including substitute and supplemental pay, shall be paid by the Board. No payment to any employee for service performed on behalf of the school system shall be made from any source other than the Board.~~³

~~Contracts for administrators and system-wide professional personnel shall include two-hundred (200) days of responsibility, plus twenty (20) days for each additional month assigned by the Board. Each contract shall provide:~~⁴

Contracts for certified personnel shall provide the following:³

1. A minimum of one hundred and eighty (180) working days;
2. A minimum of five (5) days for in-service education;
3. Ten (10) vacation days; and
4. Five (5) days as designated by the Board.(teachers shall use one (1) day for parent-teacher conferences.⁴)

The school calendar adopted by the Board each year shall become part of ~~each employee's~~ **all certified personnel** contracts.

Salaries and supplements may be paid from revenue derived from sources other than taxes, provided the revenue is deposited with and salaries paid through the Board. This includes donations or contributions from individual, civic or other non-school related sources of funds from individual school activity funds, such as gate receipts and concessions.^{1,5}

ACCRUED LEAVE & BENEFICIARIES⁵

A deceased teacher's estate or designated beneficiary shall be paid the value of any unused accumulated leave. Unless a teacher designates differently, the beneficiary shall be the same as the beneficiary designed for receipt of retirement benefits with the Tennessee Consolidated Retirement System.

Legal References

1. **TCA 49-2-203(a)(1); TCA 49-5-408**
2. **TCA 49-5-402**
3. **TCA 49-6-3004**
4. **TCA 49-6-2006(a)**
5. **Public Acts of 2025, Chapter No. 433**

Cross References

School Calendar 1.800
Revenues 2.400
Payroll Procedures 2.802
~~Salary Deductions 2.803~~
Application and Employment 5.106



State of Tennessee

PUBLIC CHAPTER NO. 159

SENATE BILL NO. 251

By Yager, Reeves

Substituted for: House Bill No. 313

By Marsh, Hawk

AN ACT to amend Tennessee Code Annotated, Section 8-25-213 and Title 8, Chapter 36, Part 8, relative to reemployment after retirement.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-36-805, is amended by deleting the section and substituting:

(a) A retired member or prior class member of the retirement system, and a retiree of a local retirement fund receiving benefits in accordance with chapter 35, part 3 of this title may return to service temporarily in a position covered by the retirement system and continue to draw the person's retirement allowance; provided, that all of the following conditions are met:

(1) The retired member must have had a bona fide separation of service. For purposes of this section, a "bona fide separation of service" means a separation of service where there is:

(A) No prearranged agreement, whether verbal or in writing, prior to the member's retirement between the member and a participating employer in the retirement system for the member to return to work for the employer after retirement; and

(B) A complete separation of service, from all employment in a position or positions covered by the retirement system, for at least sixty (60) calendar days between the member's effective date of retirement and the first day of work for the employer as a retiree;

(2) During a twelve-month period, the retiree must not work more than one hundred twenty (120) days or the equivalent of one hundred twenty (120) days, or if employed as a teacher by an institution of higher learning, twenty-four (24) quarter credit hours or eighteen (18) semester credit hours;

(3) The entire compensation payable to the retired member for the temporary employment period must not exceed an amount equal to the sum of sixty percent (60%) of the annual full-time salary received by the retired member in the year immediately prior to the member's last paid day of covered employment, adjusted by five percent (5%) for each year since the member's last paid day of covered employment or by such other percentage as may be determined by the treasurer and the commissioner of human resources. In determining the percentage for a given year, the treasurer and the commissioner of human resources may consider any matter which, in their discretion, they deem relevant, including, but not limited to, the condition of the labor market and the ability to fill the respective positions;

(4) The retired member may work beyond the one hundred twenty (120) days prescribed in subdivision (a)(2) if employed as a substitute teacher in a public school system; provided, that the compensation payable to the retired member for such work does not exceed the rate of compensation set by the public school system for substitute teachers filling similar vacant positions, and the total salary paid to any

such retired member for teaching during the twelve-month period does not exceed the pertinent pro rata share of average salary being paid at the institution in the academic discipline concerned;

(5) The head of the employing entity or the head's designee:

(A) Certifies to the retirement division the member's name, period to be employed, number of days to be worked, compensation to be paid, anticipated termination date, and that there was no explicit prearrangement at the time of the member's retirement for future employment with the new employing entity after the member's retirement. The certification must be made in the manner prescribed by the retirement division and must be filed annually, if applicable, and acknowledged by the member;

(B) Submits a statement showing working hours and compensation for the retiree when requested; and

(C) Is subject to audit to verify working hours and the compensation being paid;

(6) If the period of return to service or the compensation therefor exceed that specified in this section, then the person's monthly retirement allowance must be reduced by the greater of the following:

(A) Each day worked in excess of the limitation must result in the loss of one-twentieth (1/20) of the monthly retirement allowance; or

(B) Any compensation received in excess of the limitation must reduce the retirement allowance payable by the ratio the compensation exceeds the limitation;

(7) The retirement system may obtain reimbursement for any retirement benefits overpaid as a result of a retiree's reemployment in excess of that permitted by this section, by deductions from a retiree's monthly benefit;

(8) The retired member, if otherwise eligible, may participate in the state's 401(k) or 457(b) deferred compensation plans, but is not eligible to accrue additional retirement benefits in the retirement system as a result of the member's reemployment; and

(9) The retiree is not drawing disability retirement benefits under this chapter.

(b) For a member whose effective date of retirement was in fiscal years 2022-2023, 2023-2024, or 2024-2025, with the state fiscal year being from July 1 to June 30, if the retirement system discovers that the member did not have a bona fide separation of service, then the member must be treated as receiving an in-service distribution and the retirement system shall make any required tax reporting changes to reflect the in-service distribution in prior years. After July 1, 2025, the identified members may be temporarily reemployed pursuant to this chapter after a bona fide separation of service.

SECTION 2. Tennessee Code Annotated, Section 8-36-809, is amended by deleting the section and substituting:

Notwithstanding another law to the contrary, a retired member or prior class member of the retirement system, and any retired member of a local retirement fund receiving benefits pursuant to chapter 35, part 3 of this title may be reemployed in a position covered by the retirement system without the loss or suspension of the retired member's retirement system benefits; provided, that the following conditions are met, as certified by the employer:

(1) The retired member must have had a "bona fide separation of service". For purposes of this section, a "bona fide separation of service" means a separation of service where there is:

(A) No prearranged agreement, whether verbal or in writing, prior to the member's retirement between the member and a participating employer in the retirement system for the member to return to work for the employer after retirement; and

(B) A complete separation of service from all employment in a position or positions covered by the retirement system of at least sixty (60) calendar

days between the member's effective date of retirement and the first day of work for the employer as a retiree;

(2) The retired member is reemployed in a hard-to-fill position. For purposes of this section, a "hard-to-fill position" means a position where one (1) or more of the following conditions are met:

(A) The employer is experiencing difficulty in recruiting and retaining qualified employees for the position;

(B) The position requires specialized certification, credentials, or education;

(C) The demand for the position exceeds the supply;

(D) The position is in high demand in the marketplace;

(E) The position is filled by key personnel;

(F) The position requires specific skills and experience; or

(G) The position has other unique recruitment or retention issues identified and documented by the employer;

(3) During the reemployment, the retirement benefit payable to the retired member must be reduced to seventy percent (70%) of the retirement allowance the member would have otherwise been entitled to receive;

(4) The retired member's reemployment must not exceed one (1) year; however, the retired member may be reemployed for additional one-year periods, provided, that the conditions contained in this section are met for each period of reemployment;

(5) To fund the liability created by this section, the retired member's new employer shall pay to the retirement system during each period of reemployment the greater of:

(A) A payment equal to the amount the employer would have contributed to the retirement system had the retired member been a member of the retirement system during the period of reemployment; or

(B) An amount equal to five percent (5%) of the retired member's earnable compensation;

(6) The retired member, if otherwise eligible, may participate in the state's 401(k) or 457(b) deferred compensation plans, but is not eligible to accrue additional retirement benefits in the retirement system as a result of the member's reemployment;

(7) Prior to the commencement of each reemployment of the retired member, the head of the retired member's new employer, or the head's designee:

(A) Notifies the retirement division of the retired member's reemployment with documents or information required by the retirement system; and

(B) Certifies in writing to the retirement division that:

(i) The position is a hard-to-fill position;

(ii) The retired member has the requisite experience and training for the position to be filled;

(iii) No other qualified persons are reasonably available to fill the position; and

(iv) There was no explicit prearrangement at the time of the member's retirement for future employment with the new employing entity after the member's retirement; and

(C) Makes the certification in the manner prescribed by the retirement division, file the certification annually, if applicable, and ensure the certification is acknowledged by the member; and

(8) The retiree is not drawing disability retirement benefits under this chapter.

SECTION 3. Tennessee Code Annotated, Section 8-36-801(c), is amended by deleting the second sentence and substituting:

This subsection (c) does not apply to retirees who return to service in a position covered by the retirement system as provided in § 8-36-805, § 8-36-809, § 8-36-810, § 8-36-818, or § 8-36-820.

SECTION 4. Tennessee Code Annotated, Section 8-25-213(1), is amended by deleting the subdivision and substituting:

(1) Is subject to the applicable work and compensation limits set forth in § 8-36-805(a).

SECTION 5. Tennessee Code Annotated, Sections 8-36-821 and 8-36-822, are amended by deleting the sections in their entireties.

SECTION 6. Section 5 takes effect January 1, 2026, the public welfare requiring it. All remaining sections of this act take effect July 1, 2025, the public welfare requiring it.


SENATE BILL NO. 251

PASSED: March 31, 2025


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 11th day of April 2025


BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: 08/08/23
		Rescinds: 5.119	Issued: 07/14/22

General

The Director of Schools may hire a retired individual if certain conditions are met as provided for in state law. **Prior to commencement of reemployment, the Director of Schools shall provide the required employment information to the Tennessee Consolidated Retirement System (TCRS). In order to be eligible for employment after retirement, a TCRS member must comply with the following:**

- 1. The retired member must have a bona fide separation of service which includes a separation of at least sixty (60) calendar days and no previous agreement to return to work after retirement; and**
- 2. The retired member may not accrue additional retirement benefits as a result of the member’s reemployment and may not draw disability retirement benefits.**

EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS²

~~Teachers who retire under the Tennessee Consolidated Retirement System (TCRS) may be employed for up to one hundred twenty (120) days per year without loss of retirement benefits. Retired teachers may substitute teach for additional days if the Director of Schools certifies in writing to the Division of Retirement that no other qualified personnel are available to substitute teach.⁴~~

Retired members under TCRS may be employed for up to one hundred twenty (120) days per year without loss of retirement benefits. Retired members may substitute teach for additional days.

To continue receiving TCRS benefits, the following conditions must be met in addition to the general standards above:

During a twelve-month period, the retiree must not work more than one hundred twenty (120) days; and

The retired member’s compensation must not exceed 60% of the annual full-time salary received in the year immediately prior to the member’s last paid day of covered employment. The amount shall be adjusted by five percent (5%) for each year after that date.

The retired member may work beyond one hundred twenty (120) days as a substitute teacher if the payment does not exceed the rate of compensation for substitute teachers filling similar vacant positions.

GENERAL EMPLOYMENT CONTRACTS

The Director of Schools may employ retired teachers. Retirement benefits will not be lost or suspended under certain conditions which include, but are not limited to, the following:²

- ~~1. The retired teacher shall hold a valid license and shall not be entitled to tenure status;~~
- ~~2. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or receive medical insurance coverage; and~~
- ~~3. The salary paid to the retired teacher shall not be less than the rate of compensation set by the Board for teachers with no experience filling similar positions or more than eighty-five percent (85%) of the rate of compensation set by the Board for teachers with comparable training and years of experience filling similar positions.~~

ADDITIONAL EMPLOYMENT OPTION FOR RETIREES³

Retired members of TCRS or a similar system may be offered reemployment for up to one (1) year as a kindergarten through twelfth (K-12) grade teacher, substitute teacher, or bus driver under the following conditions:

- ~~1. The retired member has been retired for at least sixty (60) calendar days;~~
- ~~2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the retirement allowance;~~
- ~~3. The retired member is not drawing disability retirement benefits; and~~
- ~~4. The retired member can't accrue additional retirement benefits.~~

The Director of Schools shall notify TCRS of the member's reemployment.

HARD TO FILL POSITIONS³

The Director of Schools may contract with retired members for hard to fill positions if the following conditions are met in addition to the general standards above:

During the reemployment, the retirement benefit payable to the retiree must be reduced to seventy percent (70%) of the retirement allowance the member would have otherwise been entitled to receive; and

The retired member's reemployment must not exceed one (1) year, but the retired member may be reemployed for additional one-year periods per state law.

The Director of Schools shall certify to TCRS that the employee is being rehired in a hard-to-fill position. In order to qualify, one or more of the following conditions must be established:

It is difficult to recruit and retain qualified employees for the position;

The position required specialized certification, credentials, or education;

The demand for the position exceeds the supply;

The position is in high demand in the marketplace;

The position is filled by key personnel;

The position requires specific skills and experience; or

The position has other unique recruitment or retention issued identified and documented by the Director of Schools.

Once the retired member is hired by the district, the district shall pay TCRS ~~as prescribed by state law.~~ ~~The school district shall pay to TCRS during the period of reemployment~~ the greater of (1) a payment equal to the amount the school district **employer** would have contributed to ~~TCRS~~ **the retirement system during the period of reemployment**; or (2) an amount equal to five percent (5%) of the retired member's ~~pay rate~~ **earnable compensation**.

Legal References

1. [TCA 8-36-805; TCA 8-36-809; Public Acts of 2025, Chapter No. 159](#)
2. [TCA 8-36-805; Public Acts of 2025, Chapter No. 159](#)
3. [TCA 8-36-809; Public Acts of 2025, Chapter No. 159](#)

Cross References

Application and Employment 5.106
Substitute Teachers 5.701



State of Tennessee

PUBLIC CHAPTER NO. 235

SENATE BILL NO. 1272

By Johnson, White

Substituted for: House Bill No. 1308

By Lamberth, Cochran, Haston, Davis, Littleton

AN ACT to amend Tennessee Code Annotated, Title 8, Chapter 50, Part 8; Title 49, Chapter 1, Part 6; Title 49, Chapter 1, Part 9; Title 49, Chapter 10, Part 14; Title 49, Chapter 16, Part 2; Title 49, Chapter 18, Part 1; Title 49, Chapter 2, Part 1; Title 49, Chapter 3, Part 1; Title 49, Chapter 3, Part 3; Title 49, Chapter 6, Part 10; Title 49, Chapter 6, Part 30; Title 49, Chapter 6, Part 31; Title 49, Chapter 6, Part 41; Title 49, Chapter 6, Part 50; Title 49, Chapter 1, Part 2 and Chapter 1005 of the Public Acts of 2024, relative to education.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-50-814(a)(2), is amended by deleting the subdivision and substituting instead:

(2) "Eligible employee" means a teacher, principal, supervisor, or other individual required by law to hold a valid license of qualification for employment in the public schools of this state and who meets the following requirements:

(A) Has a valid license of qualification, or an emergency credential issued by the department of education pursuant to § 49-5-106, required for the position the employee holds;

(B) Has been employed full time with the same local education agency or public charter school for at least twelve (12) consecutive months in a position for which the employee is required by law to hold a valid license of qualification, or an emergency credential issued by the department of education pursuant to § 49-5-106, at the time of the birth, adoption, or stillbirth of the employee's child; and

(C) Has held a valid license of qualification or an emergency credential issued by the department of education pursuant to § 49-5-106, for the entire twelve (12) consecutive months of employment with the local education agency or public charter school.

SECTION 2. Tennessee Code Annotated, Section 8-50-814(d)(2), is amended by deleting the subdivision and substituting instead:

(2) Each local board of education and public charter governing body shall adopt a policy that requires the six (6) workweeks of paid leave granted pursuant to this section to be:

(A)(i) Taken consecutively, except in extenuating circumstances, as determined and approved by the director of schools or the director of the public charter school, as applicable; or

(ii) Taken non-consecutively, but in increments of no less than one (1) week; and

(B) Used within twelve (12) months of the birth or stillbirth of the employee's child or the employee's adoption of a newly placed minor child.

SECTION 3. Tennessee Code Annotated, Section 49-1-201(c)(11), is amended by deleting the subdivision and substituting instead:

(11) Upon request of the comptroller of the treasury, report the average daily membership of the preceding year, as determined and taken from the daily membership reports of the teachers and other officers of the various cities and counties, and the school census, as determined by the scholastic census enumeration;

SECTION 4. Chapter 1005 of the Public Acts of 2024, is amended by deleting Section 5 and by deleting subsection (f) in Section 6.

SECTION 5. Tennessee Code Annotated, Section 49-1-225(f), is amended by deleting the language "By July 1, 2025, and by each July 1 thereafter" and substituting instead "By February 1, 2026, and by each February 1 thereafter".

SECTION 6. Chapter 1005 of the Public Acts of 2024, is amended by deleting "Sections 4-6" wherever it appears in Sections 7 and 8 and substituting "Sections 4 and 6".

SECTION 7. Tennessee Code Annotated, Section 49-1-907, is amended by deleting the section.

SECTION 8. Tennessee Code Annotated, Section 49-2-136, is amended by deleting subsection (b).

SECTION 9. Tennessee Code Annotated, Section 49-3-108, is amended by deleting subsection (c) and substituting:

(c)(1) An LEA's allocated education funding must not decrease more than five percent (5%) from one (1) year to the next year. If an LEA's TISA allocation decreases by more than five percent (5%) from the LEA's TISA allocation for the prior school year, then the department shall allocate additional funds to the LEA in an amount such that the decrease in the LEA's TISA allocation for the current year is only five percent (5%), except that the department shall not allocate additional funds to an LEA pursuant to this subsection (c) if the department is required to allocate additional funds to the LEA pursuant to subsection (b).

(2) Beginning with allocations for the 2025-2026 school year, for purposes of implementing subdivision (c)(1), the department shall determine whether an LEA is eligible for additional funds pursuant to subdivision (c)(1) based on funds generated by students in non-virtual schools only.

SECTION 10. Tennessee Code Annotated, Section 49-3-359(c)(2), is amended by deleting "June 1" and substituting "July 31".

SECTION 11. Tennessee Code Annotated, Section 49-3-359(d), is amended by deleting the language "BEP" and substituting instead "TISA".

SECTION 12. Tennessee Code Annotated, Section 49-6-1012(g), is amended by deleting the subsection and substituting instead:

(g) Upon request of the education committee of the senate and the committee of the house of representatives having jurisdiction over academic acceleration, the department of education shall submit a report to the requesting committee on the implementation of this section.

SECTION 13. Tennessee Code Annotated, Section 49-6-3004(e), is amended by deleting the subsection and substituting instead:

(e)(1) A local board of education, private school, or church-related school that exceeds the full six and one-half (6 1/2) hours instructional time required by law by one-half (1/2) hour daily for the full academic year must be credited with the additional instructional time. The excess instructional time may be accumulated in amounts up to, but not exceeding, thirteen (13) instructional days each year, referred to as "stockpile days". Stockpile days may only be applied toward meeting instructional time requirements missed due to:

(A) Dangerous or extreme weather conditions;

(B) Serious outbreaks of illness affecting or endangering students or staff;

(C) Natural disaster or dangerous structural or environmental conditions rendering a school unsafe for use;

(D) School-wide or district-wide instructional planning meetings, parent-teacher conferences, or other similar meetings; or

(E) Faculty professional development that is in compliance with state law and the rules and policies established by the state board of education.

(2) Stockpile days may only be used in whole day (six and one-half (6 1/2) hours); half (1/2) day; or one-third (1/3) day increments.

(3) A local board of education, private school, or church-related school shall maintain documentation of the purpose for each stockpile day used as required by the department of education, including reasons for school closures and agendas for professional development for audit purposes.

(4) An unused accumulated stockpile day must not be used for the purpose of ending the school year early and cannot be carried over from one (1) school year to the next.

SECTION 14. Tennessee Code Annotated, Section 49-6-3004(i)(1), is amended by deleting the language "two (2) days" and substituting instead "five (5) days".

SECTION 15. Tennessee Code Annotated, Section 49-6-3004(i)(7)(A), is amended by deleting the subdivision and substituting:

(A) When possible and safe, as determined by the LEA, make school meals available to students in accordance with the school nutrition program requirements on days that remote instruction is provided pursuant to this subsection (i); and

SECTION 16. Tennessee Code Annotated, Section 49-6-3115, is amended by deleting subdivision (f)(2) and substituting:

(2) Subject to appropriation, the department may use funds to administer a grant program to assist LEAs and public charter schools in providing academic tutoring supports to students.

SECTION 17. Tennessee Code Annotated, Section 49-6-4108(a), is amended by deleting the first sentence of the subsection and substituting:

Upon the request of the department of education, each LEA shall submit a report to the department detailing the LEA's use of corporal punishment.

SECTION 18. Tennessee Code Annotated, Section 49-6-4108(c), is amended by deleting the subsection.

SECTION 19. Tennessee Code Annotated, Section 49-6-5001(c), is amended by adding the following as a new subdivision:

(4) A child in the custody of this state must not be denied admission to any school or school facility if the child has not been immunized or is unable to produce immunization records due to being in the custody of this state. The enrolling school shall comply with all federal laws pertaining to the educational rights of children in state custody, including, but not limited to, 20 U.S.C. § 6311(g)(1)(E).

SECTION 20. Tennessee Code Annotated, Section 49-10-1405, is amended by deleting subdivision (a)(1) and substituting:

(1) Remit funds to a participating student's IEA on at least a quarterly basis. Any funds awarded under this part are the entitlement of only the eligible student under the supervision of the student's parent. The maximum annual amount to which an eligible student is entitled under this part is equal to the amount representing the base funding allocation and the average special education funds generated by students with disabilities under the Tennessee investment in student achievement formula for the LEA in which the student's enrollment is reported for purposes of this part; provided, that if a participating student participated in the program in the 2024-2025 school year, then that participating student must not receive an annual amount in the 2025-2026 school year or a subsequent school year that is less than the annual amount the participating student received in the 2024-2025 school year. For purposes of funding calculations under this subdivision (a)(1),

each participating student must be counted in the enrollment figures for the LEA in which the student resides and is zoned to attend. The IEA funds must be subtracted from the state funds otherwise payable to the LEA;

SECTION 21. Tennessee Code Annotated, Section 49-10-1402(3)(A), is amended by adding the following as a new subdivision:

(xi) Deafness;

SECTION 22. Tennessee Code Annotated, Section 49-3-312(a), is amended by deleting the language "twenty (20)" and substituting instead the language "thirty (30)".

SECTION 23. Tennessee Code Annotated, Section 49-18-109, is amended by deleting the section.

SECTION 24. Tennessee Code Annotated, Section 49-1-228, is amended by adding the following as a new subsection:

(i) Notwithstanding subsection (a), student achievement, student growth, or any other student data that serves as an indicator of performance for a student who enrolls in, or transfers to, a public school for less than fifty percent (50%) of the school year must not be used to assign a letter grade to the receiving school for purposes of this section. The data described in this subsection (i) may be used to assign a letter grade to the school in which the student was enrolled for fifty percent (50%) or more of the respective school year.

SECTION 25. Tennessee Code Annotated, Section 49-1-602, is amended by adding the following as a new subsection:

(f) Notwithstanding another law to the contrary, the state board of education shall not include in the performance goals and measures for a public school or LEA, the student achievement, student growth, or any other student data that serves as an indicator of performance for a student who enrolls in, or transfers to, the public school or LEA for less than fifty percent (50%) of the school year. The data described in this subsection (f) may be included in the performance goals and measures for the public school or LEA in which the student was enrolled for fifty percent (50%) or more of the respective school year, if applicable.

SECTION 26. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 1272

PASSED: April 17, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 23rd day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Family and Medical Leave	Descriptor Code: 5.305	Issued Date: 08/08/23
		Rescinds: 5.305	Issued: 09/09/13

ELIGIBILITY

Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility¹) during the previous twelve (12) month period shall be eligible to use FMLA leave.²

GENERAL PRINCIPLES

An eligible employee shall be granted, upon request, up to twelve (12) weeks unpaid leave during a fixed calendar year for the following reasons:

1. The birth of a child;
2. The placement of a child with the employee for adoption or foster care;
3. A serious health condition of the employee that makes the employee unable to perform the essential functions of his/her job position;
4. The care of a spouse, child, or parent of the employee who has a serious health condition; and
5. Any qualifying circumstances arising out of the fact that a spouse, child, or parent of the employee is on covered active duty or has been notified of an impending call or order to covered active duty in the Armed Forces.

An employee may substitute accrued paid leave for unpaid time. Use of accrued paid leave shall run concurrently with and be counted toward the employee's total period of FMLA leave.

MATERNITY/PATERNITY LEAVE

1. *Relationship between FMLA leave and Tennessee Maternity Leave Act* – FMLA leave shall run concurrently with leave provided under the Tennessee Maternity Act, which affords eligible employees leave for a period not to exceed four (4) months for the adoption, pregnancy, childbirth, and nursing of a newborn child.³
2. *Teachers' Leave* – In accordance with state law, any teacher who goes on maternity or paternity leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave

for maternity leave purposes. In order to be eligible to use sick leave, written request of the teacher accompanied by a statement from the teacher's physician verifying pregnancy shall be submitted. Upon verification by a written statement from an adoption agency or other entity handling an adoption, a teacher may also be allowed to use accumulated leave for adoption of a child. If both adoptive parents are teachers employed by the district, however, only one (1) parent is entitled to use such leave.⁴

3. Spouses who are both eligible employees of the school district are limited to a combined total of twelve (12) workweeks of FMLA leave in a single twelve (12) month period if the leave is taken for the birth and care of a newborn child, for the placement of a child for adoption or foster care, or to care for a parent who has a serious health condition. Under certain circumstances, spouses who share leave for the birth or adoption of a child may be eligible for limited amounts of additional leave for other qualifying FMLA reasons.⁵
4. *Paid Parental Leave* – Under state law, an additional six (6) work weeks of paid leave is available to eligible employees after a birth, stillbirth, or adoption of a newly placed minor child.⁶ An eligible employee taking leave under this provision shall not be required to utilize any other type of accrued leave during this period. Eligible employees include teachers, principals, supervisors, or other individuals required by law to hold a valid license of qualification for employment ~~who have been employed with a school district full time for at least twelve (12) consecutive months.~~ **and who meet the following requirements:**
 - a. **Possess a valid license or an emergency credential issued by the Department of Education per TCA 49-5-106, required for the position the employee holds;**
 - b. **Have been employed with the district full time for at least (12) consecutive months in a position for which the employee is required by law to hold the license or an emergency credential referenced above at the time of the qualifying event; and**
 - c. **Have held a valid license or an emergency credential issued by the Department of Education per TCA 49-5-106 for the entire twelve consecutive months of fulltime employment.**

Employees shall provide notice to the school district thirty (30) days prior to the intended use of the leave. If the employee learns about the need for leave less than thirty (30) days in advance, the employee shall give notice as soon as reasonably possible in order to be eligible for the paid leave. This paid leave ~~does not need to~~ **shall either be;** taken consecutively, **except in extenuating circumstances, as determined by the Director of Schools; or (2) taken nonconsecutively, but in increments of no less than one (1) week;** ~~however,~~ The paid leave shall be used within twelve (12) months of the qualifying event. ~~The leave~~ **and** shall run concurrently with FMLA leave.⁷

LEAVE FOR A SERIOUS HEALTH CONDITION⁷

Eligible employees, upon request, shall be granted up to twelve (12) weeks of unpaid leave when he/she is unable to work because of a serious health condition or to care for an immediate family member with a serious health condition. Employees shall contact Human Resources to determine if the reason for leave qualifies as FMLA leave. If the leave is foreseeable, the employee shall give thirty

(30) days' notice. If the leave is not foreseeable, the employee shall notify Human Resources as soon as practicable, generally, either the same or next business day.

LEAVE FOR MILITARY FAMILY MEMBERS

1. *Qualifying Exigency Leave*² - Eligible employees are entitled to up to twelve (12) workweeks of leave because of any qualifying exigency arising out of the fact that the spouse, son, daughter, or parent of the employee, as defined under the FMLA, is on active duty, or has been notified of an impending call to active duty, or has been notified of an impending call to active duty status in the Armed Forces. Qualifying exigencies may include:
 - a. Issues arising from the service member's short notice deployment;
 - b. Military events and related activities (e.g., official ceremonies, support programs);
 - c. Making or updating financial and legal arrangements;
 - d. Attending counseling;
 - e. Taking up to fifteen (15) days leave to spend time with a covered service member who is on short-term rest and recuperation leave during deployment; or
 - f. Attending post-deployment activities.
2. *Military Caregiver Leave*⁹ - An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member or covered veteran with a serious injury or illness is entitled to up to twenty-six (26) workweeks of leave in a single twelve (12) month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in out-patient status, or is otherwise on the temporary disability retired list for a serious injury or illness.

A covered veteran is an individual who was a member of the Armed Forces at any time during the period of five (5) years preceding the date of the medical treatment, recuperation, or therapy that has a serious injury or illness who is currently receiving medical treatment, recuperation, or therapy.

The single twelve (12) month period for military caregiver leave begins on the first day the employee takes leave for this reason and ends twelve (12) months later. An eligible employee is limited to a combined total of twenty-six (26) workweeks of leave to provide care for a covered service member. The maximum of twenty-six (26) workweeks may include no more than twelve (12) workweeks of leave that is taken for the birth and care of a newborn child, for the placement of a child for adoption or foster care, for care of a parent who has a serious health condition, or for the employee's own serious health condition.

INTERMITTENT LEAVE¹⁰

Eligible employees may take FMLA leave intermittently when medically necessary to care for a seriously ill family member, because of the employee's own serious health condition, or for the care for a newborn, a newly adopted child, or a newly placed foster care child. When an employee requests foreseeable leave for planned medical treatment and the employee would be on leave for greater than twenty percent (20%) of the total number of working days in the period during which the leave would

extend, the school district may require that such employee elect either to take the leave for periods of a particular duration, not to exceed the duration of the planned medical treatment, or to transfer temporarily to an available alternative position offered by the school district for which the employee is qualified and that has equivalent pay and benefits and better accommodates recurring periods of leave.

RESTRICTIONS

1. Notice Requirements

- a. *Employee Notice*¹²- For foreseeable leave, the employee shall provide the Director of Schools with at least thirty (30) days written notice before the beginning of the anticipated leave.
- b. *District Notice* - Once it has been established that the leave requested qualifies for FMLA, the Director of Schools/designee shall notify the employee within three (3) business days (absent extenuating circumstances) that any leave taken pursuant to state leave statutes (paid vacation leave, personal leave, sick leave, or workers' compensation) shall run concurrently with FMLA leave.¹³ The notice may be given orally or in writing. If the notice is oral, it shall be confirmed in writing, no later than the following pay day.¹⁴

2. Certification Requirement¹⁵

- a. The Director of Schools may require that a request for leave be supported by certification issued by a health care provider with the following information:
 - i. The date on which the serious health condition commenced;
 - ii. The probable duration of the condition;
 - iii. The appropriate medical facts within the knowledge of the health care provider regarding the condition; and
 - iv. A statement that the eligible employee is needed to care for the son, daughter, spouse, or parent and an estimate of the amount of time that such employee is needed.
- b. If there is any reason to doubt the validity of the certification provided, the Director of Schools may require, at the expense of the school district, an opinion of a second health care provider.

3. Period Near the End of an Academic Term (Professional Employees)¹⁶

- a. If leave is taken more than five (5) weeks prior to the end of the term, the Director of Schools may require the employee to continue taking leave until the end of the term if the leave is at least three (3) weeks of duration and the return of employment would occur during the three (3) week period before the end of the term.
- b. If the leave is taken five (5) weeks prior to the end of the term, the Director of Schools may require the employee to continue taking leave until the end of the term if the leave

is greater than two (2) weeks duration and the return to employment would occur during the two (2) week period before the end of the term.

REQUIREMENTS OF THE BOARD¹⁷

1. The employee shall be restored to the same position of employment or an equivalent position with no loss of benefits, pay, or other terms of employment.
2. The employee shall be kept under any group health plan for the duration of the leave.
3. The Board may recover the premium paid under the following conditions:
 - a. The employee fails to return from leave after the period of leave has expired; and
 - b. The employee fails to return to work for a reason other than the continuation, recurrence, or onset of a serious health condition or other circumstances beyond the control of the employee.

Legal References

1. [Hinson v. Tecumseh Products Co., 2000 U.S. App. LEXIS 26778, at *1—10 \(6th Cir. Oct. 17, 2000\)](#)
2. [29 USCA § 2601, 2611—2619](#)
3. [TCA 49-5-702; TCA 4-21-408](#)
4. [TCA 49-5-710\(a\)\(2\); TCA 8-50-802\(a\)\(4\)](#)
5. [29 CFR § 825.120\(a\)\(3\)](#)
6. [Public Acts of 2025, Chapter No. 163](#)
7. [TCA 8-50-814; Public Acts of 2025, Chapter No. 235](#)
8. [29 CFR § 825.113](#)
9. [29 CFR § 825.126](#)
10. [29 CFR § 825.124; 29 CFR § 825.127](#)
11. [29 CFR § 825.202](#)
12. [29 CFR § 825.302-825.304](#)
13. [29 CFR § 825.207](#)
14. [OP Tenn. Atty Gen 94-006 \(Jan 13, 1994\); Plant v. Morton International, Inc., 212 F.3d 929, 932 \(6th Cir. 2000\)](#)
15. [29 CFR § 825.305-825.313](#)
16. [29 CFR § 825.602](#)
17. [29 USCA § 2614](#)

Cross References

- Sick Leave 5.302
Long-Term Leaves of Absence 5.304



State of Tennessee

PUBLIC CHAPTER NO. 235

SENATE BILL NO. 1272

By Johnson, White

Substituted for: House Bill No. 1308

By Lamberth, Cochran, Haston, Davis, Littleton

AN ACT to amend Tennessee Code Annotated, Title 8, Chapter 50, Part 8; Title 49, Chapter 1, Part 6; Title 49, Chapter 1, Part 9; Title 49, Chapter 10, Part 14; Title 49, Chapter 16, Part 2; Title 49, Chapter 18, Part 1; Title 49, Chapter 2, Part 1; Title 49, Chapter 3, Part 1; Title 49, Chapter 3, Part 3; Title 49, Chapter 6, Part 10; Title 49, Chapter 6, Part 30; Title 49, Chapter 6, Part 31; Title 49, Chapter 6, Part 41; Title 49, Chapter 6, Part 50; Title 49, Chapter 1, Part 2 and Chapter 1005 of the Public Acts of 2024, relative to education.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-50-814(a)(2), is amended by deleting the subdivision and substituting instead:

(2) "Eligible employee" means a teacher, principal, supervisor, or other individual required by law to hold a valid license of qualification for employment in the public schools of this state and who meets the following requirements:

(A) Has a valid license of qualification, or an emergency credential issued by the department of education pursuant to § 49-5-106, required for the position the employee holds;

(B) Has been employed full time with the same local education agency or public charter school for at least twelve (12) consecutive months in a position for which the employee is required by law to hold a valid license of qualification, or an emergency credential issued by the department of education pursuant to § 49-5-106, at the time of the birth, adoption, or stillbirth of the employee's child; and

(C) Has held a valid license of qualification or an emergency credential issued by the department of education pursuant to § 49-5-106, for the entire twelve (12) consecutive months of employment with the local education agency or public charter school.

SECTION 2. Tennessee Code Annotated, Section 8-50-814(d)(2), is amended by deleting the subdivision and substituting instead:

(2) Each local board of education and public charter governing body shall adopt a policy that requires the six (6) workweeks of paid leave granted pursuant to this section to be:

(A)(i) Taken consecutively, except in extenuating circumstances, as determined and approved by the director of schools or the director of the public charter school, as applicable; or

(ii) Taken non-consecutively, but in increments of no less than one (1) week; and

(B) Used within twelve (12) months of the birth or stillbirth of the employee's child or the employee's adoption of a newly placed minor child.

SECTION 3. Tennessee Code Annotated, Section 49-1-201(c)(11), is amended by deleting the subdivision and substituting instead:

(11) Upon request of the comptroller of the treasury, report the average daily membership of the preceding year, as determined and taken from the daily membership reports of the teachers and other officers of the various cities and counties, and the school census, as determined by the scholastic census enumeration;

SECTION 4. Chapter 1005 of the Public Acts of 2024, is amended by deleting Section 5 and by deleting subsection (f) in Section 6.

SECTION 5. Tennessee Code Annotated, Section 49-1-225(f), is amended by deleting the language "By July 1, 2025, and by each July 1 thereafter" and substituting instead "By February 1, 2026, and by each February 1 thereafter".

SECTION 6. Chapter 1005 of the Public Acts of 2024, is amended by deleting "Sections 4-6" wherever it appears in Sections 7 and 8 and substituting "Sections 4 and 6".

SECTION 7. Tennessee Code Annotated, Section 49-1-907, is amended by deleting the section.

SECTION 8. Tennessee Code Annotated, Section 49-2-136, is amended by deleting subsection (b).

SECTION 9. Tennessee Code Annotated, Section 49-3-108, is amended by deleting subsection (c) and substituting:

(c)(1) An LEA's allocated education funding must not decrease more than five percent (5%) from one (1) year to the next year. If an LEA's TISA allocation decreases by more than five percent (5%) from the LEA's TISA allocation for the prior school year, then the department shall allocate additional funds to the LEA in an amount such that the decrease in the LEA's TISA allocation for the current year is only five percent (5%), except that the department shall not allocate additional funds to an LEA pursuant to this subsection (c) if the department is required to allocate additional funds to the LEA pursuant to subsection (b).

(2) Beginning with allocations for the 2025-2026 school year, for purposes of implementing subdivision (c)(1), the department shall determine whether an LEA is eligible for additional funds pursuant to subdivision (c)(1) based on funds generated by students in non-virtual schools only.

SECTION 10. Tennessee Code Annotated, Section 49-3-359(c)(2), is amended by deleting "June 1" and substituting "July 31".

SECTION 11. Tennessee Code Annotated, Section 49-3-359(d), is amended by deleting the language "BEP" and substituting instead "TISA".

SECTION 12. Tennessee Code Annotated, Section 49-6-1012(g), is amended by deleting the subsection and substituting instead:

(g) Upon request of the education committee of the senate and the committee of the house of representatives having jurisdiction over academic acceleration, the department of education shall submit a report to the requesting committee on the implementation of this section.

SECTION 13. Tennessee Code Annotated, Section 49-6-3004(e), is amended by deleting the subsection and substituting instead:

(e)(1) A local board of education, private school, or church-related school that exceeds the full six and one-half (6 1/2) hours instructional time required by law by one-half (1/2) hour daily for the full academic year must be credited with the additional instructional time. The excess instructional time may be accumulated in amounts up to, but not exceeding, thirteen (13) instructional days each year, referred to as "stockpile days". Stockpile days may only be applied toward meeting instructional time requirements missed due to:

(A) Dangerous or extreme weather conditions;

(B) Serious outbreaks of illness affecting or endangering students or staff;

(C) Natural disaster or dangerous structural or environmental conditions rendering a school unsafe for use;

(D) School-wide or district-wide instructional planning meetings, parent-teacher conferences, or other similar meetings; or

(E) Faculty professional development that is in compliance with state law and the rules and policies established by the state board of education.

(2) Stockpile days may only be used in whole day (six and one-half (6 1/2) hours); half (1/2) day; or one-third (1/3) day increments.

(3) A local board of education, private school, or church-related school shall maintain documentation of the purpose for each stockpile day used as required by the department of education, including reasons for school closures and agendas for professional development for audit purposes.

(4) An unused accumulated stockpile day must not be used for the purpose of ending the school year early and cannot be carried over from one (1) school year to the next.

SECTION 14. Tennessee Code Annotated, Section 49-6-3004(i)(1), is amended by deleting the language "two (2) days" and substituting instead "five (5) days".

SECTION 15. Tennessee Code Annotated, Section 49-6-3004(i)(7)(A), is amended by deleting the subdivision and substituting:

(A) When possible and safe, as determined by the LEA, make school meals available to students in accordance with the school nutrition program requirements on days that remote instruction is provided pursuant to this subsection (i); and

SECTION 16. Tennessee Code Annotated, Section 49-6-3115, is amended by deleting subdivision (f)(2) and substituting:

(2) Subject to appropriation, the department may use funds to administer a grant program to assist LEAs and public charter schools in providing academic tutoring supports to students.

SECTION 17. Tennessee Code Annotated, Section 49-6-4108(a), is amended by deleting the first sentence of the subsection and substituting:

Upon the request of the department of education, each LEA shall submit a report to the department detailing the LEA's use of corporal punishment.

SECTION 18. Tennessee Code Annotated, Section 49-6-4108(c), is amended by deleting the subsection.

SECTION 19. Tennessee Code Annotated, Section 49-6-5001(c), is amended by adding the following as a new subdivision:

(4) A child in the custody of this state must not be denied admission to any school or school facility if the child has not been immunized or is unable to produce immunization records due to being in the custody of this state. The enrolling school shall comply with all federal laws pertaining to the educational rights of children in state custody, including, but not limited to, 20 U.S.C. § 6311(g)(1)(E).

SECTION 20. Tennessee Code Annotated, Section 49-10-1405, is amended by deleting subdivision (a)(1) and substituting:

(1) Remit funds to a participating student's IEA on at least a quarterly basis. Any funds awarded under this part are the entitlement of only the eligible student under the supervision of the student's parent. The maximum annual amount to which an eligible student is entitled under this part is equal to the amount representing the base funding allocation and the average special education funds generated by students with disabilities under the Tennessee investment in student achievement formula for the LEA in which the student's enrollment is reported for purposes of this part; provided, that if a participating student participated in the program in the 2024-2025 school year, then that participating student must not receive an annual amount in the 2025-2026 school year or a subsequent school year that is less than the annual amount the participating student received in the 2024-2025 school year. For purposes of funding calculations under this subdivision (a)(1),

each participating student must be counted in the enrollment figures for the LEA in which the student resides and is zoned to attend. The IEA funds must be subtracted from the state funds otherwise payable to the LEA;

SECTION 21. Tennessee Code Annotated, Section 49-10-1402(3)(A), is amended by adding the following as a new subdivision:

(xi) Deafness;

SECTION 22. Tennessee Code Annotated, Section 49-3-312(a), is amended by deleting the language "twenty (20)" and substituting instead the language "thirty (30)".

SECTION 23. Tennessee Code Annotated, Section 49-18-109, is amended by deleting the section.

SECTION 24. Tennessee Code Annotated, Section 49-1-228, is amended by adding the following as a new subsection:

(i) Notwithstanding subsection (a), student achievement, student growth, or any other student data that serves as an indicator of performance for a student who enrolls in, or transfers to, a public school for less than fifty percent (50%) of the school year must not be used to assign a letter grade to the receiving school for purposes of this section. The data described in this subsection (i) may be used to assign a letter grade to the school in which the student was enrolled for fifty percent (50%) or more of the respective school year.

SECTION 25. Tennessee Code Annotated, Section 49-1-602, is amended by adding the following as a new subsection:

(f) Notwithstanding another law to the contrary, the state board of education shall not include in the performance goals and measures for a public school or LEA, the student achievement, student growth, or any other student data that serves as an indicator of performance for a student who enrolls in, or transfers to, the public school or LEA for less than fifty percent (50%) of the school year. The data described in this subsection (f) may be included in the performance goals and measures for the public school or LEA in which the student was enrolled for fifty percent (50%) or more of the respective school year, if applicable.

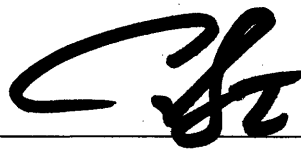
SECTION 26. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 1272

PASSED: April 17, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 23rd day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: 07/09/24
		Rescinds: 5.701	Issued: 07/14/22

Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies until a licensed teacher is available.^{1,2} Substitute teachers may be employed and paid directly by the Board or by a third-party employer through an agreement between such third-party employer and the Board.

Substitute teachers employed by third party entities shall be subject to the same unemployment benefit eligibility conditions as substitute teachers employed directly by the Board.²

APPLICATION/QUALIFICATIONS

Criminal history record checks and fingerprinting of applicants for substitute teaching are required.³

Applicants with revoked licenses or certificates according to the Department of Education shall not be hired.⁴

Qualifications for substitute teachers shall be determined by the Director of Schools in compliance with board policy, state laws, and State Board of Education rules and regulations.

A list of substitute teacher(s) will be prepared by the personnel director who will maintain file(s) which may include transcripts, credentials, recommendations, and other pertinent information.

COMPENSATION

If employed directly by the district, the compensation of substitute teachers shall be determined annually by the Board.

Retired teachers serving as substitutes who do not have an active teaching license shall be paid the same as a retired substitute teacher with an active teaching license. This only applies to teachers who retired after July 1, 2011 through July 1, 2016.⁵

CERTIFICATION

When substituting for a regular teacher who has been absent for ~~twenty (20)~~ **thirty (30)** consecutive days, a substitute teacher shall possess a teaching certificate with endorsement in the discipline(s) to be taught or shall be a retired teacher that held the appropriate endorsement.⁶

When substituting for a teacher without sick leave, the substitute shall be certified and paid according to the state salary schedule.¹

EMERGENCY NEEDS

All teacher aides, secretaries, and clerks are approved substitute teachers for use in emergency situations. Emergency use shall be defined as less than a full day due to the regular or substitute teacher being unable to arrive on time or remain for the full day.

Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay for both positions at the same time.

TRAINING AND ORIENTATION

The Director of Schools shall be responsible for ensuring that there are appropriate training and development programs for substitute teachers that includes the annual safety training required by state law.⁷

RESPONSIBILITIES

Substitute teachers shall assume the same responsibilities as the regular teacher, including but not limited to, bus duty and playground supervision.

RE-EMPLOYMENT/TERMINATION

On an annual basis, the Director of Schools, with input from the principals, shall determine which substitute teachers performed at an acceptable level. Substitute teachers who performed below an acceptable level shall not be re-employed.

All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying the principal and/or third-party employer if they wish to terminate their service as substitutes.

Legal References

1. [TRR/MS 0520-01-02-.04\(5\)](#)
2. [TCA 49-5-709](#)
3. [TCA 49-5-413\(a\)\(2\)](#)
4. [TCA 49-2-203\(a\)\(14\)\(C\)](#)
5. [TCA 49-3-312\(b\)](#)
6. [TCA 49-3-312\(a\); TRR/MS 0520-01-02-.04\(5\)\(b\)](#)
7. [Public Acts of 2024, Chapter No. 735: TCA 49-6-805\(7\)](#)

Cross References

Background Investigations 5.118
Employment of Retirees 5.119



State of Tennessee

PUBLIC CHAPTER NO. 401

SENATE BILL NO. 1332

By Harshbarger

Substituted for: House Bill No. 1281

By Hill, Moody

AN ACT to amend Tennessee Code Annotated, Title 49, Chapter 2; Title 49, Chapter 5 and Title 49, Chapter 6, relative to released time courses.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-2-130, is amended by adding the following as a new subsection:

(i) In addition to the requirements in subdivisions (b)(1)-(9), and notwithstanding subsection (h), before excusing a student from school to attend a released time course:

(1) The independent entity must identify each released time course instructor, as well as any other person holding a position with the independent entity requiring proximity to students participating in a released time course;

(2) Each released time course instructor for the independent entity, as well as any other person holding a position with the independent entity requiring proximity to students participating in a released time course, must:

(A) Submit to a criminal history background check prior to the beginning of the 2025-2026 school year or prior to becoming a released time course instructor or holding a position with the independent entity requiring proximity to students participating in a released time course and at least every five (5) years thereafter; and

(B) Release the results of the individual's criminal history records check to the independent entity for examination for purposes of verifying that the individual has not been convicted of an offense listed in § 49-5-417(a); and

(3) The independent entity must certify to the LEA in writing that:

(A) Each released time course instructor for the independent entity, as well as any other person holding a position with the independent entity requiring proximity to students participating in a released time course, has complied with the requirements in subdivision (i)(2); and

(B) No released time course instructor for the independent entity, or any other person holding a position with the independent entity requiring proximity to students participating in a released time course, has been convicted of an offense listed in § 49-5-417(a).

SECTION 2. This act takes effect July 1, 2025, the public welfare requiring it, and applies to released time courses for the 2025-2026 school year and each school year thereafter.

SENATE BILL NO. 1332

PASSED: April 16, 2025




RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 5th day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="text-align: center;">Attendance</h2>	Descriptor Code: 6.200	Issued Date: 01/02/25
		Rescinds: 6.200	Issued: 08/08/23

Attendance is a key factor in student achievement and therefore, students are expected to be present each day school is in session.

The Director of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

The attendance supervisor shall oversee the entire attendance program which shall include:¹

1. All accounting and reporting procedures and their dissemination;
2. Alternative program options for students who severely fail to meet minimum attendance requirements;
3. Ensuring that all school age children attend school;
4. Providing documentation of enrollment status upon request for students applying for new or reinstatement of driver's permit or license; and
5. Notifying the Department of Safety whenever a student with a driver's permit or license withdraws from school.²

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent/guardian.³

Absences shall be classified as either excused or unexcused as determined by the principal or his/her designee. Excused absences shall include:⁴

1. Personal illness;
2. Illness of immediate family member;
3. Death in the family;
4. Extreme weather conditions;
5. Religious observances;⁵
6. Pregnancy
7. School endorsed activities;
8. Summons, subpoena, or court order; or

9. Circumstances which in the judgment of the principal create emergencies over which the student has no control.

The principal shall be responsible for ensuring that:⁶

1. Attendance is checked and reported daily for each class;
2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for the majority of the day;
3. All student absences are verified;
4. Written excuses are submitted for absences and tardiness;
5. System-wide procedures for accounting and reporting are followed.

TRUANCY

Annually, the Director of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days, alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes. If a student is required to participate in a remedial instruction program outside of the regular school day where there is no cost to the parent(s)/guardian(s) and the school district provides transportation, unexcused absences from these programs shall be reported in the same manner.⁷

A student who is absent five (5) days without adequate excuse shall be reported to the Director of Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's absence. If a parent/guardian does not provide documentation within adequate time excusing those absences, or request an attendance hearing, then the Director of Schools shall implement the progressive truancy intervention plan described below prior to referral to juvenile court.

Progressive Truancy Intervention Plan⁸

Prior to referral to juvenile court, the following progressive truancy intervention plan will be implemented.

Tier I

Tier I of the progressive truancy intervention plan shall include the following:

1. A conference with the student and the student's parent(s)/guardian(s);
2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and an Attendance Supervisor/designee. The contract shall include:
 - a. A specific description of the school's attendance expectations for the student;
 - b. The period for which the contract is effective; and

- c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court; and

3. Regularly scheduled follow-up meetings to discuss the student's progress.

Tier II

If a student accumulates additional unexcused absences in violation of the attendance contract in Tier I, the student will be subject to Tier II.

Under this tier, a school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Tier III

This tier shall be implemented if the truancy interventions under Tier II are unsuccessful.

These interventions shall be determined by a team formed at each school. The interventions shall address student needs in an age-appropriate manner. Finalized plans shall be approved by the Director of Schools/designee.

NON-SCHOOL SPONSORED EXTRACURRICULAR ACTIVITY⁹

A principal/designee may excuse a student to participate in non-school sponsored extracurricular activities. The principal shall document the approval in writing and shall excuse no more than ten (10) absences each school year. No later than seven (7) business days prior to the student's absence, the student shall provide documentation to the school as proof of the student's participation along with a written request for the excused absence from the student's parent/guardian. The request shall include the following:

1. Student's name and personal identification number;
2. Student's grade;
3. The dates of the student's absence;
4. The reason for the student's absence; and
5. The signatures of the student and parent/guardian.

RELEASED TIME COURSE¹⁰

A principal/designee may excuse a student to attend a course in religious moral instruction for up to one (1) class period per school day. Students shall not be excused during any class which requires an examination for state or federal accountability purposes.

Students shall only be permitted to attend courses provided by entities that certify in writing that they have complied with the background check requirements outlined in state law.¹¹ The student

shall submit a written consent form signed by the student's parent/guardian prior to participation in the released time course. The principal/designee shall document the approval in writing. The student shall provide documentation to the principal/designee as proof of the student's participation in the released time course.

The district shall not be responsible for transporting students to and from the place of instruction.

Upon submission of the student's transcript from the entity that provided the released time course, the student may be awarded one (1) unit of elective credit.

The Director of Schools shall develop procedures with secular criteria for determining whether credit shall be awarded.

MAKE-UP WORK

Students are granted the opportunity to make-up school work missed due to any absences, including unexcused absences and/or suspensions. However, for students make up work for unexcused absences and/or suspensions, the highest score they may receive for the work is 80% of a perfect score. For all students making up work missed due to absences, whether excused, unexcused or suspension, the following conditions must be met:

1. It is the student's responsibility to initiate arrangements for making up work.
2. A student will complete written make-up work within a time period equal to the number of days missed unless an extension is granted by the teacher.
3. If make-up tests, quizzes, etc. are scheduled at other than normal student hours, the student must be notified at least twenty-four (24) hours in advance.
4. If a student and/or parent refuses the opportunity to serve ISS or to attend Alternative School, the student forfeits the opportunity to make up work for the days of out-of-school suspension.

STATE-MANDATED TESTS/END OF COURSE EXAMS

Students who are absent the day of the scheduled End of Course Exams must present a signed doctor's excuse or must have been given an excused release by the principal prior to testing to receive an excused absence. Students who have excused absences will be allowed to take a make-up exam. Excused students will receive an incomplete in the course until they have taken the End of Course Exam. Students who have an unexcused absence shall receive a failing grade on the course exam.

CREDIT/PROMOTION DENIAL

Credit/promotion denial determinations may include student attendance, however student attendance may not be the sole criterion.¹¹ However, if attendance is a factor, prior to credit/promotion denial, the following shall occur:

1. Parents and students shall be advised if a student is in danger of credit/promotion denial due to excessive absenteeism.
2. Procedures in due process are available to the student when credit or promotion is denied.

DRIVER'S LICENSE REVOCATION²

A student who has more than ten (10) consecutive or fifteen (15) unexcused absences during any semester shall be ineligible to retain a driver's permit or license.

ATTENDANCE HEARING¹²

Students with excessive (more than five (5)) unexcused absences or those in danger of credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee will conduct a hearing to determine if any extenuating circumstances exist to excuse an absence(s) or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

Within five (5) school days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

Legal References

1. [TCA 49-6-3006](#)
2. [TCA 49-6-3017\(c\)](#)
3. [20 USCA § 1232g](#)
4. [TRR/MS 0520-01-02-17\(5\)](#); [State Board of Education Policy 4.100](#)
5. [TCA 49-6-2904\(b\)\(5\)](#)
6. [TCA 49-6-3007](#)
7. [TCA 49-6-3021](#)
8. [TCA 49-6-3007](#); [TCA 49-6-3009](#)
9. [TCA 49-6-3022](#)
10. [TCA 49-2-130](#)

Cross References

School Calendar 1.800
 Extracurricular Activities 4.300
 Interscholastic Athletics 4.301
 Field Trips/Excursions/Competitions 4.302
 Reporting Student Progress 4.601
 Promotion and Retention 4.603
 Recognition of Religious Beliefs, Customs, & Holidays 4.803
 Voluntary Pre-K Attendance 6.2011
 Homeless Students 6.503
 Students in Foster Care 6.505
 Students from Military Families 6.506
 Student Records 6.600

11. [TCA 49-2-203\(b\)\(7\); TCA 49-6-3002\(b\)](#)
12. [TRR/MS.0520-01-02-.17\(7\)](#)



State of Tennessee

PUBLIC CHAPTER NO. 244

SENATE BILL NO. 290

By Bailey, Hatcher, Yager

Substituted for: House Bill No. 764

By Williams, Cepicky, Reedy, White

AN ACT to amend Tennessee Code Annotated, Title 49, Chapter 6, relative to searches on school property.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-4204(a), is amended by designating the subsection as subdivision (a)(1) and adding the following to the end of the subdivision:

(2) A search conducted pursuant to this subsection (a) may only be conducted by a:

(A) School resource officer who is acting, for the purpose of the search, as a school official;

(B) School security officer; or

(C) School administrator who has completed training pursuant to § 49-6-4212.

SECTION 2. Tennessee Code Annotated, Section 49-6-4204, is amended by adding the following as a new subsection:

(e) This section does not:

(1) Authorize a search that violates the fourth amendment to the United States Constitution or the Constitution of Tennessee, Article I, § 7; or

(2) Restrict a law enforcement officer from conducting a lawful search on school property.

SECTION 3. Tennessee Code Annotated, Section 49-6-4205(a), is amended by designating the subsection as subdivision (a)(1) and adding the following to the end of the subdivision:

(2) A search conducted pursuant to this subsection (a) may only be conducted by a:

(A) School resource officer who is acting, for the purpose of the search, as a school official;

(B) School security officer; or

(C) School administrator who has completed training pursuant to § 49-6-4212.

(3) If a student is under eighteen (18) years of age, then the principal must notify the student's parent or legal guardian within a reasonable time of the search.

SECTION 4. Tennessee Code Annotated, Section 49-6-4205, is amended by adding the following as a new subsection:

(c) This section does not:

(1) Authorize a search that violates the fourth amendment to the United States Constitution or the Constitution of Tennessee, Article I, § 7; or

(2) Restrict a law enforcement officer from conducting a lawful search on school property.

SECTION 5. Tennessee Code Annotated, Section 49-6-4212, is amended by deleting subsection (a) and substituting:

(a)(1) The department of education shall establish and maintain an orientation and training program for LEAs to inform school administrators of the rights of students relative to searches.


(2) An LEA and a local law enforcement agency may establish and maintain an orientation and training program designed to familiarize school administrators with this part and with local policies and procedures for implementing and enforcing this part.

(3) A school administrator must complete the orientation and training developed by the department pursuant to subdivision (a)(1) prior to conducting a search pursuant to § 49-6-4204(a)(2)(C) or § 49-6-4205(a)(2)(C).

SECTION 6. Section 5 of this act takes effect upon becoming a law, the public welfare requiring it. All other sections of this act take effect July 1, 2025, the public welfare requiring it.

SENATE BILL NO. 290

PASSED: April 10, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: <h2 style="text-align: center;">Interrogations and Searches</h2>	Descriptor Code: <h3 style="text-align: center;">6.303</h3>	Issued Date: <h3 style="text-align: center;">09/24/07</h3>
		Rescinds: <h3 style="text-align: center;">3016</h3>	Issued: <h3 style="text-align: center;">06/04/07</h3>

INTERROGATIONS QUESTIONING BY SCHOOL PERSONNEL

~~School personnel have a duty to report any reasonable suspicion that a student is carrying, or has carried, a weapon or is violating, or has violated, a provision of the Tennessee Drug Control Act to the principal, the principal's designee or, if the principal and the principal's designee are unavailable and the offense was committed on school property, to the appropriate authorities.[†]~~

Students may be questioned by teachers or principals about any matter pertaining to the operation of a school and/or the enforcement of its rules. Questioning **must shall** be conducted discreetly and under circumstances which will avoid unnecessary embarrassment to the student being questioned. Any student answering falsely, evasively or refusing to answer a **proper** question may be subject to disciplinary action, including suspension.

If a student is suspected or accused of misconduct or infraction of the student code of conduct, the principal may question the student, without the presence of parent(s)/guardian(s), ~~or legal custodians and without giving the student constitutional warnings.~~

INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

If the principal has requested assistance by ~~the police department~~ **law enforcement** to investigate a crime involving his/ her school, the police shall have permission to interrogate a student suspect in school during school hours. The principal shall first notify the parent(s)/guardian(s) ~~or legal custodians~~ of the student ~~of the intended interrogation~~ unless circumstances require otherwise. **However, the interrogation may proceed without attendance of the parent(s)/guardian(s) or legal custodians, but the principal/designee shall be present during the interrogation.**¹ ~~The use of police women or female staff members is desirable in the interrogation of female students.~~

POLICE-INITIATED INTERROGATIONS

If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated crimes committed outside of school hours, the police department shall first contact the principal regarding the planned interrogation, inform him/her of the probable cause to investigate, ~~within the school.~~ The principal shall make reasonable effort to notify the parent(s)/guardian(s) ~~or legal custodians~~ of the interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s) ~~or legal custodians~~, **but the principal/designee shall be present during the interrogation.**

SEARCHES BY SCHOOL PERSONNEL

The school principal shall authorize all searches at the outset per state law.² All principal initiated searches shall be conducted by a school security officer or a school administrator who has completed the state required training.³ The following conditions shall apply to principal initiated searches:

- 1. All the following standards of reasonableness must be met:**
 - a. A particular student has violated school policy;**
 - b. The search will yield evidence of the violation of school policy or will lead to finding dangerous weapons, drugs, or drug paraphernalia;**
 - c. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision, and education;**
 - d. The search is not conducted for the sole purpose of discovering evidence to be used in criminal prosecution; and**
 - e. The search shall be reasonably related to the objectives of the search and not excessively intrusive considering the age and sex of the student as well as the nature of the alleged infraction;⁴**
- 2. A school administrator shall be on-site at any principal-initiated search;**
- 3. A school administrator shall oversee the search and may end the search at any time; and**
- 4. If a student is under the age of eighteen (18), the principal must notify the student's parent or guardian within a reasonable time of the search⁵**

If a school resource officer searches a student, based on having probable cause, the principal shall notify the Director of Schools/designee.⁵

In order to ensure and safe and secure learning environment, the Director of Schools shall develop procedures regarding the searching of students, lockers, vehicles, and containers which are consistent with state law. The Director of Schools shall develop additional procedures to ensure compliance with all of the provisions of the School Security Act of 1981.⁶

Any principal, or his/her designee, having reasonable suspicion may search any student, place or thing on school property or in the actual or constructive possession of any student during any organized school activity off campus, including buses, vehicles of students or visitors (*Notice shall be posted in the school parking lot that vehicles parked on school property by students or visitors are subject to search for drugs, drug paraphernalia or dangerous weapons*), and containers or packages if he/she receives information which would cause a reasonable belief that the search will lead to the discovery of:

- ~~1. Evidence of any violation of the law;~~
- ~~2. Evidence of any violation of school rules or regulations or proper standards of student or faculty conduct;~~

- ~~3. Any object or substance which, because of its presence, presents an immediate danger of harm or illness to any person.~~

~~A student using a locker that is the property of the school system does not have the right of privacy in that locker or its contents. All lockers or other storage areas provided for student use on school premises remain the property of the school system and are provided for the use of students subject to inspection, access for maintenance and search. Notice shall be posted in each school that lockers and other storage areas are school property and are subject to search.~~

~~A student may be subject to physical search or a student's pocket, purse or other container may be required to be emptied because of the results of a locker search, or because of information received from a teacher, staff member or other student if such action is reasonable to the principal. All of the following standards of reasonableness shall be met:~~

- ~~1. A particular student has violated policy;~~
- ~~2. The search could be expected to yield evidence of the violation of school policy or disclosure of a dangerous weapon or drug;~~
- ~~3. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision and education of students;~~
- ~~4. The primary purpose of the search is not to collect evidence for a criminal prosecution; and~~
- ~~5. The search shall be reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student, as well as the nature of the infraction alleged to have been committed.~~

USE OF ANIMALS

~~When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in conducting searches, but the animals shall be used only to pinpoint areas which need to be searched and shall not be used to search the persons of students or visitors.~~

USE OF METAL DETECTORS

~~In view of the escalating presence of weapons in the schools, the Board of Education authorizes the use of hand-held or walk-through metal detectors to check a student's person or personal effects as follows:~~

~~School officials or law enforcement officers may conduct metal detector checks of groups of individuals if the checks are done in a minimally-intrusive, nondiscriminatory manner (e.g., on all students in a randomly selected class; or every third individual entering an athletic event). Metal detector checks of groups of individuals may not be used to single out a particular individual or category of individuals.~~

If a school official or a law enforcement officer has reasonable suspicion to believe that a particular student is in possession of an illegal or unauthorized metal-containing object or weapon, s/he may conduct a metal detector check of the student's person and personal effects.

A student's failure to permit a metal detector check as provided in this policy will be considered grounds for disciplinary action including possible suspension.

The director of schools shall develop procedures for use of metal detectors.

SEARCHES BY POLICE

If public health or safety is involved, upon request of the principal who shall be present, police officers may make a general search of students' lockers and desks, or students' or nonstudents' automobiles for drugs, weapons or items of an illegal or prohibited nature.

If the principal has received reliable information which he/she believes to be true that evidence of a crime or of stolen goods, not involving school property of members of the school staff or student body, is located on school property and that any search for such evidence or goods would be unrelated to school discipline or to the health and safety of a student or the student body, he/she shall request police assistance; and procedures to obtain and execute a search warrant shall thereafter be followed.

Anything found in the course of the search conducted in accordance with this policy which is evidence of a violation of the law or a violation of student conduct standards may be:

1. Seized and admitted as evidence in any hearing, trial, suspension or dismissal proceeding. It should be tagged for identification at the time it is seized and kept in a secure place by the principal or the principal's designee until it is presented at the hearing. At the discretion of the principal, the items seized may be returned to the parent or guardian of a student or, if it has no significant value, the item may be destroyed, but only with the express written permission of the director of schools.
2. Any seized item may be turned over to any law enforcement officer. Any dangerous weapon or drug as defined in TCA 49-6-4202 shall be turned over to an appropriate law enforcement official after completion of an administrative proceeding at which its presence is reasonably required.

Whenever the possibility of uncovering evidence of a criminal nature exists, the principal or his/her designee may request the assistance of a law enforcement officer to:

1. Search any area of the school premises, any student or any motor vehicle on the school premises; or
2. Identify or dispose of anything found in the course of a search conducted in accordance with this policy.

~~The involvement of law enforcement officials is encouraged when there is reasonable cause to suspect that criminal evidence is about to be uncovered.~~

Cross References

Legal References

1. [TCA 49-6-4203\(b\)](#)
2. [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#)
4. [TCA 49-6-4205\(b\)](#)
5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201](#); [Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409



State of Tennessee

PUBLIC CHAPTER NO. 306

SENATE BILL NO. 158

By Hensley, Bowling, Crowe, Walley, Watson

Substituted for: House Bill No. 85

By Cepicky, McCalmon, Doggett, Reedy, Terry, Powers, Hill, Brock Martin, Powell, Hulseley, Maberry, Reeves, Sherrell, Towns, Glynn, Davis, Hawk

AN ACT to amend Tennessee Code Annotated, Title 49, relative to physical activity for students.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-1021(a), is amended by deleting the subsection and substituting:

(a) In accordance with § 49-6-1022, each LEA shall integrate:

(1) For elementary school students, a minimum of forty (40) minutes of physical activity per full school day; and

(2) For middle and high school students, a minimum of ninety (90) minutes of physical activity per full school week.

SECTION 2. Tennessee Code Annotated, Section 49-6-1021(b), is amended by deleting the subsection and substituting:

(b)(1) Physical activity may include walking, jumping rope, playing volleyball, or other forms of physical activity that promote fitness and well-being. Walking to and from class is not physical activity for purposes of this section.

(2) To satisfy the requirements of subdivision (a)(1):

(A) Physical activity:

(i) Must include unstructured play outside, unless weather conditions negatively impact reasonable execution of physical activity outside; and

(ii) Does not include:

(a) Time during which a student is permitted to use an electronic device; or


(b) Time spent by a student in a physical education class;
and

(B) A student shall not be withheld from participating in physical activity as a form of punishment.

SECTION 3. This act takes effect July 1, 2025, the public welfare requiring it.

SENATE BILL NO. 158

PASSED: April 15, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 2nd day of May 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Wellness	Descriptor Code: 6.411	Issued Date: 01/09/20
		Rescinds: 6.411	Issued: 04/04/17

The Board recognizes the value of proper nutrition, physical activity, and other health conscious practices and the impact that such practices have on student academic achievement, health, and well being. In order to provide an environment conducive to overall student wellness, this policy shall be followed by all schools in the district.¹

COMMITMENT TO COORDINATED SCHOOL HEALTH

All schools shall implement the CDC's Coordinated School Health approach to managing new and existing wellness related programs and services in schools and the surrounding community based on state law and State Board of Education CSH standards and guidelines. The district's Coordinated School Health Coordinator shall be responsible for overseeing compliance with State Board of Education CSH standards and guidelines in the school district.

SCHOOL HEALTH ADVISORY COUNCIL^{2,3}

A school district health advisory council shall be established to serve as a resource to school sites for implementing policies and programs and develop an active working relationship with the county health council. The council shall consist of individuals representing the school and community, including parents, students, teachers, school administrators, health professionals, school food service representatives, and members of the public. The primary responsibilities of the council include but are not limited to:

1. Developing, implementing, monitoring, reviewing, and as necessary, making recommendations as to physical activity and nutrition policies;
2. Ensuring all schools within the district create and implement an action plan related to all School Health Index modules;
3. Ensuring that the results of the action plan are annually reported to the council; and
4. Ensuring that school level results include measures of progress on each indicator of the School Health Index.

The State Board of Education's Coordinated School Health and Physical Activity policies shall be used as guidance by the council to make recommendations. The Board will consider recommendations of the council in making policy changes or revisions.

Additionally, each school will have a Healthy School Team consisting of teachers, students, parents, community members, and administrators.² The Team will hold Healthy School Team meetings during the school year to assess needs and oversee planning and implementation of school health efforts. The Director of Schools/designee will ensure compliance with the school wellness policy, to include an assessment of the implementation of the wellness policy and the progress made in attaining the policy goals. The assessment will be made available to the public.

COMMITMENT TO NUTRITION

All schools within the district shall participate in the USDA child nutrition programs, which may include but not be limited to, the National School Lunch Program, the School Breakfast Program, the Summer Food Service Program, and the After School Snack Program.^{4,5,6}

Meals shall be accessible to all students in a non-stigmatizing manner. Students will be given adequate time to enjoy healthy meals and relax in a pleasant environment. Good nutritional habits shall be encouraged. All food including vending machines, fundraising items, and concessions must meet guidelines set forth by the Healthy, Hunger-free Kids Act, 2010, Smart Snacks in Schools.^{4,5,6} The school principal/designee shall be responsible for overseeing the school district's compliance with the State Board of Education rules and regulations for sale of food items in the school district.^{2,5,6}

Fundraising

Food and beverages sold that can be consumed on campus during the school day must meet or exceed the USDA Smart Snacks guidelines in school nutrition standards. Schools shall follow the limit on days per semester in which non-healthy foods may be used for fundraisers.⁵

DISTRICT GOALS

The school district will promote healthy nutrition through various activities, including nutrition related newsletters, informational links on the district website, healthy eating posters and bulletin boards in dining areas, and informational booths at various community functions. Nutrition education will be offered as part of a standards based program designed to provide students with the knowledge and skills needed to promote and protect their health as outlined in the State Board of Education Health Education and Lifetime Wellness Standards. Nutrition education will discourage teachers from using high fat, sugar, and sodium foods as rewards and encourage students to start each day with a healthy breakfast. **If a district engages in food or beverage marketing, all marketing shall comply with the Smart Snacks in School nutrition standards.**⁷

COMMITMENT TO PHYSICAL ACTIVITY AND PHYSICAL EDUCATION⁷

The Board recognizes that physical activity is extremely important to the overall health of a child. Schools shall support and promote physical activity. Physical activity may be integrated into any areas of the school program.

Physical education classes shall be offered as part of a standards based program designed to provide developmentally appropriate moderate to vigorous physical activity as an integral part of the class. All physical education classes shall comply with the State Board of Education's Physical Education

Standards. ~~In addition to the district's physical education program, non-structured physical activity periods shall be offered as required by law.~~

Unstructured physical activity periods shall be offered in addition to the school district's physical education program. Elementary school students shall receive a minimum of forty (40) minutes of physical activity each full school day. Middle and high school students shall receive a minimum of ninety (90) minutes of physical activity each full school week.

Physical activity will be conducted outside if weather permits. The following activities shall not be considered physical activity: walking to and from class, time spent on an electronic device, and time spent in a physical education class.

Schools shall continue to offer after school sports and activities. Physical activity shall not be employed as a form of discipline or punishment. **Physical activity shall not be withheld from a student as a form of punishment.**

COMMITMENT TO CURRICULUM³

All applicable courses of study should be based on State-approved curriculum standards.

SCHOOL HEALTH INDEX³

All schools within the district shall annually administer a baseline assessment on each of the recommended School Health Index modules. Results shall be submitted to the School Health Advisory Council and reported to the State Department of Education.

RECORD KEEPING COMPLIANCE

The **school** district's Coordinated School Health Coordinator shall ensure that records demonstrating compliance with community involvement requirements are maintained. The Coordinated School Health Coordinator shall additionally document that the school wellness policy and triennial assessments are made available to the public.²

Legal References

1. [TCA 49-6-1022](#)
2. [State Board of Education Policy 4.204](#)
3. [State Board of Education Policy 4.206](#)
4. [42 USCA § 1758b; TRR/MS 0520-01-06-.04](#)
5. [TRR/MS 0520-01-06](#)
6. [7 CFR § 210; 7 CFR § 220](#)
7. [7 CFR 210.31\(c\)\(3\)\(iii\)](#)
8. [TCA 49-6-1021; Public Acts of 2025, Chapter No. 306](#)
9. [7 CFR § 210.31\(f\)](#)

Cross References

Student Suicide Prevention 6.415



State of Tennessee

PUBLIC CHAPTER NO. 156

SENATE BILL NO. 124

By Powers

Substituted for: House Bill No. 81

By Hemmer, Reedy, Freeman, Hardaway, Camper, Love

AN ACT to amend Tennessee Code Annotated, Title 49, relative to the transfer of student records.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-3001(c)(1), is amended by deleting all language after the first sentence, designating subdivision (c)(1) as subdivision (c)(1)(A), and adding the following as a new subdivision:

(B)(i) If a student transfers from one (1) school to another school in the same LEA, then the LEA shall provide a copy of the student's records, including the student's academic, disciplinary, behavioral, and special education records, to the school to which the student transfers within five (5) business days of the date on which the student's records request was received by the school. If a student transfers from one (1) LEA to another LEA, then the LEA from which a student transfers shall provide a copy of the student's records, including the student's academic, disciplinary, behavioral, and special education records, to the LEA to which the student transfers within five (5) business days of the date on which the student's records request was received by the LEA.

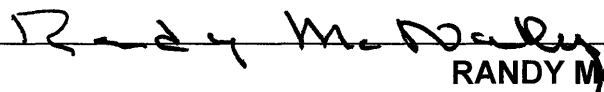
(ii) If an LEA or school provides a copy of a student's records to an LEA or school to which the student has expressed an intent to transfer but does not transfer, then the LEA or school that received the copy of the student's records shall notify the LEA or school from which such records were provided that the student did not enroll in the LEA or school within five (5) business days of the date on which the LEA or school received the records.

(iii) An LEA or school that provides or receives student records pursuant to this subdivision (c)(1)(B) must do so in compliance with the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g).

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.


SENATE BILL NO. 124

PASSED: March 31, 2025


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 11th day of April 2025


BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: 02/05/18
		Rescinds: 6.600	Issued: 05/04/15

General

A cumulative record shall be kept for each student enrolled in school. The folder shall contain a health record, attendance record, and scholarship record; shall be kept current; and shall accompany the student through his/her school career.¹

The name used on the record of the student entering the school system must be the same as that shown on the birth certificate unless evidence is presented that such name has been legally changed. If the parent does not have or cannot obtain a birth certificate, then the name used on the records of such student shall be as shown on documents which are acceptable as proof of date of birth.

The name used on the records of a student entering the system from another school must be the same as that shown on records from the school previously attended unless evidence is presented that such name has been legally changed as prescribed by law.

When a student transfers to another school within the ~~system~~**school district or to a school outside of the school district**, copies of the student’s records, including the student’s disciplinary records, shall be sent to the transfer school **within five (5) business days of the date on which the student’s records request was received by the school.**²

~~When a student transfers to a school outside the system, copies of the student’s records, including the student’s disciplinary records, shall be sent to the transfer school.~~²

All records shall be remitted in accordance with the Family Education Rights and Privacy Act (FERPA).³

ACCESS TO STUDENT RECORDS

Student records shall be confidential. Authorized school officials shall have access to and permit access to student education records for legitimate educational purposes.⁴ A “legitimate educational interest” is the official’s need to know information in order to:

1. Perform required administrative tasks;
2. Perform a supervisory or instructional task directly related to the student’s education; and

3. Perform a service or benefit for the student or the student's family such as health care, counseling, student job placement, or student financial aid.

Authorized school officials may release information from or permit access to a student's education record without the parent(s) or eligible student's* prior written consent in the following instances:

1. To comply with a judicial order or lawfully issued subpoena. The school system will make a reasonable effort to notify the student's parent(s) or the eligible student before making a disclosure;⁵
2. If the disclosure is an item of directory information;⁶
3. To comply with the requirements of child abuse reports to the extent known by the school officials including the name, address, and age of the child; the name and address of the person responsible for the care of the child; and the facts requiring the report;⁷
4. When certain federal and state officials need information in order to audit or enforce legal conditions related to ~~federally-supported~~ **federal or state supported** education programs in the school ~~system~~ **district**;⁸
5. When the school ~~system~~ **district** has entered into a contract ~~or written agreement~~ for an organization to conduct scientific research on the system's behalf to develop tests or improve instruction, provided that the studies are conducted in a manner which will not permit the **disclosure of** personal identification of students and their **parent(s)/guardian(s)** by individuals other than representatives of the organization and the information will be destroyed when no longer needed for the purpose for which the study was conducted;⁹
6. To appropriate officials if the parent(s) claim the student as a dependent as defined by the Internal Revenue Code;¹⁰
7. To accrediting organizations to carry out their accrediting functions;¹¹
8. ~~When a student seeks or intends to enroll in another school district or a post-secondary school. Parent(s) of students or eligible students have a right to obtain copies of records transferred under this provision;~~¹² **To officials of another school, school system, or postsecondary institution when a student seeks or intends to enroll in another school district or a postsecondary institution. Parent(s)/guardian(s) of the student shall be notified of the transfer and shall have the right to obtain copies of the record transferred as well as an opportunity to challenge the content of the record.**¹²
9. To financial institutions or government agencies that provide or may provide financial aid to a student in order to establish eligibility, to determine the amount of financial aid, to establish conditions for the receipt of financial aid, and to enforce financial aid agreements;¹³

10. ~~To make the needed disclosure in a health or safety emergency when warranted by the seriousness of the threat to the student or other persons, when the information is necessary and needed to meet the emergency, when time is an important and limiting factor, and when the persons to whom the information is to be disclosed are qualified and in a position to deal with the emergency;~~¹⁴ **To the appropriate officials in connection with a health or safety emergency if knowledge of the information is necessary to protect the health or safety of the student or others;**¹⁴
11. To the Attorney General or his designee for official purposes related to the investigation or prosecution of an act of domestic or international terrorism. An educational agency that, in good faith, produces education records in accordance with an order issued under this Act shall not be liable to any person for that production;¹⁵
12. To any agency caseworker or other representative of a state or local child welfare agency or tribal organization authorized to access the student's educational records when such agencies or organizations are legally responsible for the care and protection of the student.¹⁶
13. **To the Secretary of Agriculture/designee for purposes of conducting program monitoring, evaluations, and performance measurements, provided that the data collected will be protected in a manner which will not permit the disclosure of personal identification of students and their parent(s)/guardian(s) by individuals other than to representatives of the organization, and that the information will be destroyed when no longer needed for the purpose for which it was conducted;**¹⁷ **and**
14. **To state and local authorities to whom information is specifically allowed to be reported or disclosed by state law that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released.**¹⁸

Consent to Disclose Records¹⁹

Authorized school officials may release information from a student's education record if the student's parent(s) or the eligible student gives written consent for the disclosure. The written consent must include:¹⁷

1. ~~A~~ **Specifications** of the records to be released;
2. ~~The~~ **Reasons** for the disclosure;
3. ~~The~~ **Person**, organization, or class of persons or organizations to whom the disclosure is to be made;
4. ~~The~~ **Signature** of the parent(s)/**guardian(s)** or eligible student; **and**
5. ~~The~~ **Date** of the consent, and if appropriate, a date when the consent is to be terminated.

The student's parent(s) or the eligible student* may obtain a copy of any records disclosed under this provision.

RECORDKEEPING

The school ~~system~~ **district** will maintain an accurate record of all requests to disclose information from or to permit access to a student's education records. The system will maintain an accurate record of information it discloses and access it permits. The system will maintain this record as long as it maintains the student's education record.²⁰

The record will include at least:²⁰

1. ~~The~~ **N**ame of the person or agency that makes the request;
2. ~~The~~ **I**nterest the person or agency has in the information;
3. ~~The~~ **D**ate the person or agency makes the request; and
4. Whether the request is granted, and if it is, the date access is permitted or the disclosure is made.

** The student becomes an "eligible student" when he/she reaches age eighteen (18) or enrolls in a post-secondary school, at which time all of the above rights become the student's right.²¹*

Legal References

1. [20 USCA § 1232g](#)
2. [TCA 49-6-3001\(c\)\(1\); Public Acts of 2025, Chapter No. 156](#)
3. [TCA 49-1-701; 20 USCA § 1232g](#)
4. [TCA 10-7-504\(a\)\(4\); 20 USCA § 1232g](#)
5. [20 USCA § 1232g\(b\)\(2\)\(B\); 20 USCA § 1232g\(b\)\(1\)\(J\)](#)
6. [20 USCA § 1232g\(b\)\(2\); TCA 10-7-504\(a\)\(4\)\(A\)](#)
7. [TCA 37-1-403](#)
8. [20 USCA § 1232g\(b\)\(3\), \(5\); 20 USCA § 1232g\(b\)\(1\)\(C\)](#)
9. [20 USCA § 1232g\(b\)\(1\)\(F\)](#)
10. [20 USCA § 1232g\(b\)\(1\)\(H\)](#)
11. [20 USCA § 1232g\(b\)\(1\)\(G\)](#)
12. [20 USCA § 1232g\(b\)\(1\)\(B\)](#)
13. [20 USCA § 1232g\(b\)\(1\)\(D\)](#)
14. [20 USCA § 1232g\(b\)\(1\)\(I\)](#)
15. [20 USCA § 1232g\(j\)](#)
16. [20 USCA § 1232g\(b\)\(1\)\(L\)](#)
17. [20 USCA § 1232g\(b\)\(1\)\(K\)](#)
18. [20 USCA § 1232g\(b\)\(1\)\(E\)](#)
19. [34 CFR § 99.30; 20 USCA § 1232g\(b\)\(2\)\(A\)](#)
20. [34 CFR § 99.32\(a\)](#)
21. [34 CFR §§ 99.3, 99.5; TCA 49-1-704](#)

Cross References

School District Records 1.407
 Promotion and Retention 4.603
 Testing Programs 4.700
 Attendance 6.200
 Withdrawals 6.207
 Child Custody/Parental Access 6.209
 Bus Safety and Conduct 6.308
 Corporal Punishment 6.314
 Disciplinary Hearing Authority 6.317
 Admission of Suspended/Expelled Students 6.318
 Acquired Immune Deficiency Syndrome 6.404
 Reporting Child Abuse 6.409
 Media Access to Students 6.604



State of Tennessee

PUBLIC CHAPTER NO. 103

HOUSE BILL NO. 932

By Representatives Alexander, White, Howell, Slater, Cepicky, Hemmer, Renea Jones, McCalmon, Zachary, Brock Martin, Williams, Tim Hicks, Gary Hicks, Vital, Travis, Burkhart, Atchley, Raper, Hakeem, Maberry, Eldridge, Reeves, Lamberth, Davis, Terry, Helton-Haynes, Hale, Bricken, Sparks, Stinnett, Wright, Marsh, Hawk, Sherrell, Scarbrough, Hurt, Kumar, Hardaway, Barrett, Todd, Reedy, Glynn

Substituted for: Senate Bill No. 897

By Senators Haile, Yager, Bailey, Bowling, Crowe, Hensley, Massey, Powers, Reeves, Rose, Stevens, Walley

AN ACT to amend Tennessee Code Annotated, Title 49, relative to communication devices at schools.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 6, Part 3, is amended by adding the following as a new section:

(a) As used in this section, "wireless communication device" means a portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties, including, but not limited to:

- (1) Cellular telephones;
- (2) Tablet computers;
- (3) Laptop computers; and
- (4) Gaming devices.

(b) Each local board of education and each public charter school governing body shall adopt and implement a wireless communication device policy that:

(1) Except as provided in subdivisions (b)(2)-(4), prohibits a student from using a wireless communication device during instructional time;

(2) Authorizes a teacher to allow a student to use a wireless communication device for educational purposes during instructional time;

(3) Permits a student to use a wireless communication device in the event of an emergency or to manage the student's health;

(4) Permits a student to use a wireless communication device during instructional time if:

(A) The student's use of the wireless communication device is included in the student's:

(i) Individualized education program under the Individuals with Disabilities Education Act (20 U.S.C. § 1400 et seq.);

(ii) Active 504 plan developed under Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794); or

(iii) Individual learning plan; or

HB932

(B) The wireless communication device is being used by a student with a disability for the operation of assistive technology to increase, maintain, or improve the student's functional capabilities; and

(5) Establishes a process by which parents or guardians of students will be contacted in the event of an emergency or possible emergency occurring at the school at which the parent's student is enrolled to ensure that the absence of, or restricted access to, wireless communication devices during the school day does not prevent parents from receiving notice of an emergency or possible emergency.

(c) Each LEA and public charter school shall publish the wireless communication device policy established pursuant to subsection (b) on its website.

SECTION 2. Tennessee Code Annotated, Section 49-6-4002, is amended by deleting subsection (h) and substituting:

(h) A discipline policy or code of conduct adopted by a local board of education or public charter school governing body may authorize a teacher to withhold a student's wireless communication device from the student for the duration of the instructional time if the student is noncompliant with the LEA's or public charter school's wireless communication device policy adopted pursuant to Section 1. As used in this subsection (h), "wireless communication device" has the same meaning as defined in Section 1.

SECTION 3. This act takes effect July 1, 2025, the public welfare requiring it, and applies to the 2025-2026 school year and each school year thereafter.

HOUSE BILL NO. 932

PASSED: March 13, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 28th day of March 2025



BILL LEE, GOVERNOR

Sullivan County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Use of Personal Communication Devices and Electronic Devices	Descriptor Code: 6.312	Issued Date: 09/02/14
		Rescinds:	Issued:

General

Students may possess personal communication devices ~~and personal electronic devices~~ so long as such devices are turned off and stored ~~in backpacks, purses or personal carry-alls~~ **for the entirety of the school day.** Such devices include, **any portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties, such as wearable technology, cell phones, laptops, tablets, and gaming devices.** ~~but are not limited to; wearable technology such as eye glasses, rings, or watches that have the capability to record, live stream, or interact with wireless technology; cell phones; laptops; tablets; and mp3 players. However, a teacher may grant permission for the use of these devices to assist with instruction in his/her classroom, and teachers are encouraged to integrate the devices into their course work. The principal or his/her designee may also grant a student permission to use such a device at his/her discretion.~~

A student may, however, be permitted to utilize a wireless communication device under the following circumstances:

In case of emergency;

When authorized by a teacher;

To manage the student’s health, as documented in the student’s individual healthcare plan;

When the possession or use is required by the student’s individual educational program, 503 plan, or individualized learning plan; or

When the device is being used by a student with a disability for the operation of assistive technology to increase, maintain, or improve the student’s functional capabilities.¹

PENALTIES

Unauthorized use or improper storage of a device will result in confiscation ~~for a prescribed period of time~~ until it may be released to the student’s ~~or their~~ **parent(s)/guardian(s)** ~~or guardian~~. A student in violation of this policy is subject to disciplinary action.

EMERGENCY COMMUNICATION PLAN

In the event of an emergency or possible emergency occurring at the school, parent(s)/guardian(s) shall be alerted by School Messenger.¹

Legal References

1. [Public Acts of 2025, Chapter No. 103](#)

Cross References

Code of Conduct 6.300



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[Buttrum, Kirsten](#)

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Budget Overview Plus/Minus

Sullivan County (820) Public District - FY 2025 - State Special Education Preschool Grant - Rev 1 - State Special Education Preschool Grant

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Filter by Location: All - \$182,257.10 ▼
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	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
Line Item Number				
116 - Teachers		126,557.10		126,557.10
		-\$400.00		-\$400.00
201 - Social Security		8,000.00	0.00	8,000.00
204 - State Retirement		10,000.00	0.00	10,000.00
206 - Life Insurance		1,200.00	0.00	1,200.00
207 - Medical Insurance		26,500.00	0.00	26,500.00
208 - Dental Insurance		700.00	0.00	700.00
		+\$400.00		+\$400.00
212 - Employer Medicare		3,700.00	0.00	3,700.00
524 - In-Service / Staff Development			5,600.00	5,600.00
Total		176,657.10	5,600.00	182,257.10
			Adjusted Allocation	182,257.10
			Remaining	0.00

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Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Consolidated Admin Pool

Indirect Cost Guide	
Total Allocation	\$345,275.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$15,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$330,275.00
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$328,729.97
Max Indirect Cost	\$1,545.03

Filter by Location: All - \$345,275.00 ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	Total
105 - Supervisor / Director		130,000.00	130,000.00
162 - Clerical Personnel		50,760.00	50,760.00
189 - Other Salaries & Wages		45,000.00	45,000.00
201 - Social Security		16,000.00	16,000.00
204 - Pensions		16,000.00	16,000.00
206 - Life Insurance		115.00	115.00
207 - Medical Insurance		25,000.00	25,000.00
208 - Dental Insurance		400.00	400.00
212 - Employer Medicare		4,000.00	4,000.00
336 - Maintenance & Repair Services - Equipment		3,000.00	3,000.00
355 - Travel		10,000.00	10,000.00
499 - Other Supplies and Materials		15,000.00	15,000.00
524 - In-Service / Staff Development		15,000.00	15,000.00
790 - Other Equipment		15,000.00	15,000.00

Account Number 72210 - Support Services/Regular Instruction Program

Total

Line Item Number

Total

345,275.00

345,275.00

Adjusted Allocation

345,275.00

Remaining

0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A

Indirect Cost Guide	
Total Allocation	\$2,716,633.74
Existing Budget In Categories Not Eligible for Indirect Cost	\$300,930.01
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$2,415,703.73
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$2,404,403.04
Max Indirect Cost	\$11,300.69

Filter by Location: All - \$2,716,633.74

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
163 - Educational Assistants		900,000.00		0.00		900,000.00
189 - Other Salaries & Wages		460,000.00	315,000.00	0.00	0.00	775,000.00
201 - Social Security		78,000.00	20,100.00	0.00	0.00	98,100.00
204 - Pensions		20,000.00	23,300.00	0.00	0.00	43,300.00
206 - Life Insurance		300.00	235.00	0.00	0.00	535.00
207 - Medical Insurance		20,700.00	28,200.00	0.00	0.00	48,900.00
208 - Dental Insurance		1,796.83	500.00	0.00	0.00	2,296.83
212 - Employer Medicare		25,106.32	5,200.00	0.00	0.00	30,306.32
307 - Communication			4,000.00	0.00	0.00	4,000.00
355 - Travel			8,000.00	0.00	35,000.00	43,000.00
429 - Instructional Supplies & Materials		307,568.68				307,568.68
499 - Other Supplies and Materials		2,445.96	54,241.05	0.00	0.00	56,687.01

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
524 - In-Service / Staff Development			0.00	74,073.23	0.00	74,073.23
599 - Other Charges		31,936.66	0.00	0.00	0.00	31,936.66
722 - Regular Instruction Equipment		300,930.01				300,930.01
Total		2,148,784.46	458,776.05	74,073.23	35,000.00	2,716,633.74
				Adjusted Allocation		2,716,633.74
				Remaining		0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A-Neglected

Indirect Cost Guide	
Total Allocation	\$10,844.93
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$10,844.93
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$10,794.20
Max Indirect Cost	\$50.73

Filter by Location: All - \$10,844.93 ▼

Line Item Number	Account Number	71100 - Regular Instruction Program	Total
399 - Other Contracted Services		10,844.93	10,844.93
Total		10,844.93	10,844.93
	Adjusted Allocation	10,844.93	10,844.93
	Remaining		0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Title II, Part A

Indirect Cost Guide	
Total Allocation	\$411,997.68
Existing Budget In Categories Not Eligible for Indirect Cost	\$5,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$406,997.68
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$405,093.74
Max Indirect Cost	\$1,903.94

Filter by Location: All - \$411,997.68 ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages		300,000.00	300,000.00
201 - Social Security		20,000.00	20,000.00
204 - Pensions		19,000.00	19,000.00
206 - Life Insurance		200.00	200.00
207 - Medical Insurance		40,000.00	40,000.00
208 - Dental Insurance		1,000.00	1,000.00
212 - Employer Medicare		5,000.00	5,000.00
499 - Other Supplies and Materials		5,000.00	5,000.00
524 - In-Service / Staff Development		16,797.68	16,797.68
790 - Other Equipment		5,000.00	5,000.00
Total		411,997.68	411,997.68
		Adjusted Allocation	411,997.68
		Remaining	0.00



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Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost Guide

Total Allocation	\$2,641,638.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$7,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$2,634,638.00
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$2,622,313.13
Max Indirect Cost	\$12,324.87

Filter by Location:

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Buttrum, Kirsten

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Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	72710 - Transportation	Total
Line Item Number				
105 - Supervisor / Director		107,716.00	0.00	107,716.00
116 - Teachers	225,442.26			225,442.26
124 - Psychological Personnel		201,500.00		201,500.00
163 - Educational Assistants	1,178,284.00			1,178,284.00
189 - Other Salaries & Wages	0.00	305,000.00	3,376.74	308,376.74
201 - Social Security	81,000.00	30,000.00	300.00	111,300.00
204 - Pensions	90,000.00	36,000.00	0.00	126,000.00
206 - Life Insurance	1,300.00	275.00	0.00	1,575.00
207 - Medical Insurance	205,000.00	92,000.00	0.00	297,000.00
208 - Dental Insurance	5,000.00	1,400.00	0.00	6,400.00
212 - Employer Medicare	26,000.00	7,800.00	40.00	33,840.00
312 - Contracts with Private Agencies	5,000.00	0.00	0.00	5,000.00
313 - Contracts with Parents			200.00	200.00
322 - Evaluation & Testing	10,000.00	0.00		10,000.00
399 - Other Contracted Services	0.00	1,000.00	0.00	1,000.00
429 - Instructional Supplies & Materials	10,000.00			10,000.00
499 - Other Supplies and Materials	1,000.00	200.00	0.00	1,200.00
524 - In-Service / Staff Development		9,704.00	0.00	9,704.00
599 - Other Charges	0.00	100.00	0.00	100.00
725 - Special Education Equipment	5,000.00			5,000.00
790 - Other Equipment		2,000.00		2,000.00
Total	1,843,026.26	794,695.00	3,916.74	2,641,638.00
			Adjusted Allocation	2,641,638.00
			Remaining	0.00

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Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - IDEA Preschool

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Indirect Cost Guide

Total Allocation	\$131,510.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$131,510.00
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$130,894.80
Max Indirect Cost	\$615.20

Filter by Location: All - \$131,510.00

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Buttrum, Kirsten

Production

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Line Item Number	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
116 - Teachers		53,992.00		53,992.00
163 - Educational Assistants		37,300.00		37,300.00
189 - Other Salaries & Wages		0.00	12,000.00	12,000.00
201 - Social Security		5,347.00	2,100.00	7,447.00
204 - Pensions		3,433.00	2,700.00	6,133.00
206 - Life Insurance		39.00	35.00	74.00
207 - Medical Insurance		9,090.00	3,600.00	12,690.00
208 - Dental Insurance		300.00	150.00	450.00
212 - Employer Medicare		824.00	600.00	1,424.00
Total		110,325.00	21,185.00	131,510.00
			Adjusted Allocation	131,510.00
			Remaining	0.00

Go To

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - IDEA Preschool

Indirect Cost Guide	
Total Allocation	\$131,510.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$131,510.00
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$130,894.80
Max Indirect Cost	\$615.20

Filter by Location: All - \$131,510.00 ▼

Line Item Number	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	Total
116 - Teachers		53,992.00		53,992.00
163 - Educational Assistants		37,300.00		37,300.00
189 - Other Salaries & Wages		0.00	12,000.00	12,000.00
201 - Social Security		5,347.00	2,100.00	7,447.00
204 - Pensions		3,433.00	2,700.00	6,133.00
206 - Life Insurance		39.00	35.00	74.00
207 - Medical Insurance		9,090.00	3,600.00	12,690.00
208 - Dental Insurance		300.00	150.00	450.00
212 - Employer Medicare		824.00	600.00	1,424.00
Total		110,325.00	21,185.00	131,510.00
			Adjusted Allocation	131,510.00
			Remaining	0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - IDEA, Part B

Indirect Cost Guide	
Total Allocation	\$2,641,638.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$7,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$2,634,638.00
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$2,622,313.13
Max Indirect Cost	\$12,324.87

Filter by Location: All - \$2,641,638.00 ▼

Line Item Number	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	72710 - Transportation	Total
105 - Supervisor / Director			107,716.00	0.00	107,716.00
116 - Teachers		225,442.26			225,442.26
124 - Psychological Personnel			201,500.00		201,500.00
163 - Educational Assistants		1,178,284.00			1,178,284.00
189 - Other Salaries & Wages		0.00	305,000.00	3,376.74	308,376.74
201 - Social Security		81,000.00	30,000.00	300.00	111,300.00
204 - Pensions		90,000.00	36,000.00	0.00	126,000.00
206 - Life Insurance		1,300.00	275.00	0.00	1,575.00
207 - Medical Insurance		205,000.00	92,000.00	0.00	297,000.00
208 - Dental Insurance		5,000.00	1,400.00	0.00	6,400.00
212 - Employer Medicare		26,000.00	7,800.00	40.00	33,840.00
312 - Contracts with Private Agencies		5,000.00	0.00	0.00	5,000.00

Line Item Number	Account Number	71200 - Special Education Program	72220 - Support Services/Special Education Program	72710 - Transportation	Total
313 - Contracts with Parents				200.00	200.00
322 - Evaluation & Testing		10,000.00	0.00		10,000.00
399 - Other Contracted Services		0.00	1,000.00	0.00	1,000.00
429 - Instructional Supplies & Materials		10,000.00			10,000.00
499 - Other Supplies and Materials		1,000.00	200.00	0.00	1,200.00
524 - In-Service / Staff Development			9,704.00	0.00	9,704.00
599 - Other Charges		0.00	100.00	0.00	100.00
725 - Special Education Equipment		5,000.00			5,000.00
790 - Other Equipment			2,000.00		2,000.00
Total		1,843,026.26	794,695.00	3,916.74	2,641,638.00
			Adjusted Allocation	Remaining	0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Title II, Part A

Indirect Cost Guide	
Total Allocation	\$411,997.68
Existing Budget In Categories Not Eligible for Indirect Cost	\$5,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$406,997.68
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$405,093.74
Max Indirect Cost	\$1,903.94

Filter by Location: All - \$411,997.68 ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	Total
189 - Other Salaries & Wages		300,000.00	300,000.00
201 - Social Security		20,000.00	20,000.00
204 - Pensions		19,000.00	19,000.00
206 - Life Insurance		200.00	200.00
207 - Medical Insurance		40,000.00	40,000.00
208 - Dental Insurance		1,000.00	1,000.00
212 - Employer Medicare		5,000.00	5,000.00
499 - Other Supplies and Materials		5,000.00	5,000.00
524 - In-Service / Staff Development		16,797.68	16,797.68
790 - Other Equipment		5,000.00	5,000.00
Total		411,997.68	411,997.68
		Adjusted Allocation	411,997.68
		Remaining	0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A-Neglected

Indirect Cost Guide	
Total Allocation	\$10,844.93
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$10,844.93
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$10,794.20
Max Indirect Cost	\$50.73

Filter by Location: All - \$10,844.93 ▼

Account Number	71100 - Regular Instruction Program	Total
Line Item Number		
399 - Other Contracted Services	10,844.93	10,844.93
Total	10,844.93	10,844.93
	Adjusted Allocation	10,844.93
	Remaining	0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Consolidated Admin Pool

Indirect Cost Guide	
Total Allocation	\$345,275.00
Existing Budget In Categories Not Eligible for Indirect Cost	\$15,000.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$330,275.00
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$328,729.97
Max Indirect Cost	\$1,545.03

Filter by Location: All - \$345,275.00 ▼

Line Item Number	Account Number	72210 - Support Services/Regular Instruction Program	Total
105 - Supervisor / Director		130,000.00	130,000.00
162 - Clerical Personnel		50,760.00	50,760.00
189 - Other Salaries & Wages		45,000.00	45,000.00
201 - Social Security		16,000.00	16,000.00
204 - Pensions		16,000.00	16,000.00
206 - Life Insurance		115.00	115.00
207 - Medical Insurance		25,000.00	25,000.00
208 - Dental Insurance		400.00	400.00
212 - Employer Medicare		4,000.00	4,000.00
336 - Maintenance & Repair Services - Equipment		3,000.00	3,000.00
355 - Travel		10,000.00	10,000.00
499 - Other Supplies and Materials		15,000.00	15,000.00
524 - In-Service / Staff Development		15,000.00	15,000.00
790 - Other Equipment		15,000.00	15,000.00

Account Number 72210 - Support Services/Regular Instruction Program

Total

Line Item Number

Total

345,275.00

345,275.00

Adjusted Allocation

345,275.00

Remaining

0.00

Budget Overview

Sullivan County (820) Public District - FY 2026 - Consolidated - Rev 0 - Title I, Part A

Indirect Cost Guide	
Total Allocation	\$2,716,633.74
Existing Budget In Categories Not Eligible for Indirect Cost	\$300,930.01
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$2,415,703.73
Indirect Cost Rate	0.47%
Max Available Budget In Categories Eligible for Indirect Cost	\$2,404,403.04
Max Indirect Cost	\$11,300.69

Filter by Location: All - \$2,716,633.74

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
163 - Educational Assistants		900,000.00		0.00		900,000.00
189 - Other Salaries & Wages		460,000.00	315,000.00	0.00	0.00	775,000.00
201 - Social Security		78,000.00	20,100.00	0.00	0.00	98,100.00
204 - Pensions		20,000.00	23,300.00	0.00	0.00	43,300.00
206 - Life Insurance		300.00	235.00	0.00	0.00	535.00
207 - Medical Insurance		20,700.00	28,200.00	0.00	0.00	48,900.00
208 - Dental Insurance		1,796.83	500.00	0.00	0.00	2,296.83
212 - Employer Medicare		25,106.32	5,200.00	0.00	0.00	30,306.32
307 - Communication			4,000.00	0.00	0.00	4,000.00
355 - Travel			8,000.00	0.00	35,000.00	43,000.00
429 - Instructional Supplies & Materials		307,568.68				307,568.68
499 - Other Supplies and Materials		2,445.96	54,241.05	0.00	0.00	56,687.01

Line Item Number	Account Number	71100 - Regular Instruction Program	72130 - Other Student Support	72210 - Support Services/Regular Instruction Program	72710 - Transportation	Total
524 - In-Service / Staff Development			0.00	74,073.23	0.00	74,073.23
599 - Other Charges		31,936.66	0.00	0.00	0.00	31,936.66
722 - Regular Instruction Equipment		300,930.01				300,930.01
Total		2,148,784.46	458,776.05	74,073.23	35,000.00	2,716,633.74
				Adjusted Allocation		2,716,633.74
				Remaining		0.00