



## **Johnson City Board of Education Regular Meeting**

April 6, 2026

The Johnson City Board of Education met in regular session on April 6, 2026, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:19 PM.

Dr. Ginger Carter: Present

Mr. Tom Hager: Present

Mrs. Kathy Hall: Present

Mr. Jonathan Kinnick: Present

Mrs. Celia Martin: Present

Mr. Rick Smith: Present

Mrs. Paula Treece: Present

Present: 7.

### **1. CALL TO ORDER AND OPENING**

A. Call to Order and Welcome

B. Moment of Silence

C. Pledge of allegiance to the flag

D. Opening

E. Art work on display

F. Update on Indian Trail

- Indian Trail's Sparkle Squad, led by Mrs. Alison Russell, is an adapted cheer and dance team that promotes inclusion by uniting students with special needs and their peers. The program is credited with creating a culture of inclusion, leadership, and friendship throughout the school. The squad has grown in four years from 3 peers and 5 squad members to 25 peers and 12 squad members, with over 50 students applying this year.

### **2. RECOGNITIONS**

- Science Hill had several students selected for All-State Band students: Kaylyn Hodge, Benjamin Park, Anthony Damian, Kara Chapman, Jonathon Hansard, Henry Bolton, Callum Blackburn, Elliott Stout, and Trey Shively
- All-State Orchestra students: Peter Boone, Alex Maxson, and Rafaela Tjamaloukas.
- The following Science Hill students have served as delegates to the Student Congress on Policies in Education (SCOPE): Hannah Ellington, Owen King, Addison Pumphrey and Akshay Vashist.

- Russell Minatel, Assistant Showstoppers' Coach, received the National Speech and Debate Association's Assistant Coach of the Year Award for the state of Tennessee.
- Dr. Richard Church from TCAT Elizabethton, recognized Johnson City Schools for their dual enrollment partnership, which has 216 students enrolled. Johnson City Schools was presented with a bronze level award for their partnership efforts.

### 3. **ADOPTION OF AGENDA**

Motion to adopt the agenda. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

### 4. **CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS**

- Coach, Chris Coraggio, requested to speak before the Board regarding Freedom Hall pool.

### 5. **REPORTS FROM SUPERINTENDENT AND STAFF**

#### A. Building Projects Update

- **Townhomes Project:** Work is progressing with footings and masonry walls being installed.
- **Secure Vestibule Improvements:**
  - Three elementary schools have reached substantial completion but have a significant punch list of items to finish.
  - Work at Market Street School is stagnant due to material delivery issues.
  - At Indian Trail, materials have been ordered, with bids for installation to open soon.

#### B. TSBA SCOPE Conference Report 2026 Update, Chaperons: Dr. Christy Henegar and Mr. Ryan Goines

- Four student delegates (Hannah Ellington, Owen King, Addison Pumphrey and Akshay Vashist) presented their experience at the SCOPE conference, where they debated real education policies.

#### C. Financial Report for February 28, 2026

Motion to approve the Financial Report for February 28, 2026 as submitted by Ms. Leia Valley. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

- Revenues were \$10,510,000 and expenditures were \$8,480,000, with a month-end fund balance of \$23,415,000.

D. Update on Sales Tax - PEP

- The month-end balance was \$3,856,000.

E. City of Johnson City Annual Comprehensive Financial Report (2024-2025 Audit Report)

Motion to approve the City of Johnson City Annual Comprehensive Financial Report (2024-2025 Audit Report as submitted by Ms. Leia Valley. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

- The audit for the year ended June 30, 2025, had no findings for any of the schools.  
F. JCS Update
- Dr. Slater noted that April is the month for acknowledging business partners.
- Mrs. Kaytee Jones noted that TVA/Bright Ridge presented a check for \$76,298.69 for 10 LED lighting upgrades and one HVAC upgrade across 11 schools. The district saved an estimated \$161,000 in energy costs and reduced consumption by 1.2 million kilowatts per hour through HVAC and LED lighting upgrades.

## 6. UNFINISHED BUSINESS

## 7. CONSENT AGENDA

Motion to approve the Consent Agenda. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

A. Approval of Minutes

B. Proposed Fundraiser Activities

C. Overnight Field Trip Requests

D. Request to write checks over \$5,000

E. Policies — Second Reading

F. Educare Fee list 26-27SY

G. Code of Conduct 26-27SY

H. Edited Calendar for 2026-27 SY

I. Consolidated Federal Application 26-27

J. Request to Transfer Funds

**8. RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION**

A. Proposed Calendar 27-28 SY

Motion to approve the Proposed Calendar 27-28 SY. With a motion by Mrs. Paula Treece and a second by Mr. Jonathan Kinnick, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

B. Recommendation for the 2026-2027 Tuition Rates

Motion to approve the Recommendation for the 2026-2027 Tuition Rates. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

C. Policy for First Reading on 5.305 Family and Medical Leave & Policy for First and Second Reading on 1.404 Appeals to and Appearances Before the Board

Motion to approve the First Reading on 5.305 Family and Medical Leave. With a motion by Mrs. Kathy Hall and a second by Mrs. Celia Martin, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

Motion to Policy for First and Second Reading on 1.404 Appeals to and Appearances Before the Board. With a motion by Mrs. Kathy Hall and a second by Mr. Jonathan Kinnick, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

9. **NEW BUSINESS**

A. Legislative Update

- Ms. Paula Treece discussed the current legislative session for Tennessee:
- **Voucher Bill (House Bill 2532):** The bill was amended to add 15,000 vouchers with an income limit of \$178,434 for a family of four.
- **Legislative Session Closing:** The legislative calendar is expected to close by the end of April.

B. Communications Update

- South Side / TVA/Bright Ridge
- TSBA SCOPE Conference
- Sparkle Squad Video
- Thank you for support from Businesses

10. **INFORMATION ITEMS**

A. BOE Calendar of Events

B. Personnel Items

C. Donations

D. Professional Development

11. **COMMITTEE REPORTS**

12. **BOARD UPDATES AND DISCUSSION**

13. **ADJOURNMENT**

7:08 pm

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Chairman

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Board Secretary



## **BELIEFS**

To be successful, Johnson City Schools must...

- Provide the highest quality public education to all students;
- Attract, develop, and retain the very best teachers and staff;
- Engage families, business, community, and government;
- Stay on the cutting edge of educational leadership and practice; and
- Foster a caring, safe, and inclusive environment.

## **MISSION**

To enable all students to achieve excellence.

## **VISION**

To be a progressive school system that is globally competitive in all areas. All students have an equal opportunity to learn and be successful while meeting high expectations and are provided the resources to be healthy, productive citizens and lifelong learners.

## **GOAL**

Advance student achievement in all curricular and extra-curricular programs

## **GOAL**

Pursue and efficiently manage internal and external school funding

## **GOAL**

Promote physical and mental health and wellness in a safe and secure environment

## **GOAL**

Improve communication, collaboration, and involvement

## **GOAL**

Champion innovation and the effective use of technology



# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## Recognitions for JCBOE School Board Meeting April 2026

- Science Hill had several students selected for All-state:  
All-State Band students:
  - Kaylyn Hodge
  - Benjamin Park
  - Anthony Damian
  - Kara Chapman
  - Jonathon Hansard
  - Henry Bolton
  - Callum Blackburn
  - Elliott Stout
  - Trey ShivelyAll-State Orchestra students:
  - Peter Boone
  - Alex Maxson
  - Rafaela Tjamaloukas
- The following Science Hill students have served as delegates to the Student Congress on Policies in Education (SCOPE):
  - Hannah Ellington
  - Owen King
  - Addison Pumphrey
  - Akshay Vashist
- Russell Minatel, Assistant Showstoppers' Coach, received the National Speech and Debate Association's Assistant Coach of the Year Award for the state of Tennessee.
- Johnson City Schools is a Spring 2026 Bronze Level DE Partner with TCAT-Elizabethton. Johnson City Schools currently has 216 students dual enrolled, either on the TCAT campus or in embedded programs at Science Hill (Dr. Richard Church to present).



## BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary  
Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.



***Towne Acres Elementary*** – *New school building and site improvements; Demolish existing school building*

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- Complete: Site demolition, Mass grading (95%)
- In Progress: Footings, Underground utilities
- Upcoming: Retaining walls, Foundation walls
- Projected Phase 1 Completion (New school): Jun 2027
- Projected Phase 2 Completion (Demolition & Site improvements): Dec 2027

***Secure Vestibule Improvements*** – *Cherokee, North Side, & Mountain View Elementary Schools*

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- Substantially complete as of 2/27/26
- Staff have moved into their new spaces
- Punch list corrections in progress

***Secure Vestibule Improvements*** – *Market Street School*

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- HVAC equipment delivery delayed
- Floor refinishing and ceiling tiles pending installation of HVAC equipment
- Upcoming: light fixtures, security film, doors/hardware

***ITMS Foyer Repair*** – *Replace brick, doors, and windows damaged by vehicle accident*

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- Structural engineer has concluded no consequential structural damage
- Replacement doors and hardware have been ordered; ETA early May
- Insurance report received 2/9/26
- Request for contractor solicitation submitted to COJC Purchasing 2/13/26
- Solicitation issued by COJC Purchasing 3/20/26; Bids due 4/7/26

**SCHOOL BOARD AGENDA ITEM  
APRIL 6, 2026 MEETING**

**ACTION ITEM**

**TOPIC:** Financial Report for the month ending February 28, 2026.

**BACKGROUND INFORMATION:**

The unaudited financial report for the month ending February 28, 2026 is attached for your review.

**Revenues:**

Revenues received in the month of February totaled \$10,510,135, primarily consisting of the current property tax, local option sales tax, TISA, current property tax and the monthly appropriation from the City.

Current property tax received in February totaled \$1,207,695. Current proper tax collections through February were 1.2% below last year. Carter County's check was not received until March.

Local Option Sales Tax received for the month was \$1,841,371. As of February 28, 2026, Local Option Sales Tax collections increased 5.2% for the year compared to last year for the same period.

Tuition revenue has seen an increase throughout the year. As of the end of February, tuition revenue had increased 32.2% (\$62,977) from last year.

In February, Johnson City Schools received \$1,215,286 for the High Performing LEA bonus from the State of TN and \$56,943 from IDEA funds for General Fund Special Education high-cost reimbursement.

At the end of February, revenues totaled \$71,012,694 for the year. Total revenues increased 8.5% from February 28, 2025, primarily because of the State of TN bonus funds, growth in TISA and sales tax, and the High Performing LEA Bonus. Total revenues received through February 28, 2026, were at 69% of the budget. In comparison, last year total revenues received through February 28, 2025, were at 67.7% of the budget.

**Expenditures:**

Expenditures for the month of January totaled \$8,480,329. Legal services totaling \$4,525 was paid for services rendered in November and January. Capital expenditures for the month totaled \$166,763 consisting of:

- Wireless upgrade at SHHS, LBMS and ITMS \$125,608
- Boiler at Market St/Topper Academy \$19,958
- SHHS Cameras \$3,708
- Towne Acres TVA Grant – Greenhouse \$17,489

Expenditures for the year through February totaled \$66,174,955. Total expenditures as of February 28, 2026, were at 61% of the budget. In comparison, expenditures as February 28, 2025, were at 60.2% of the budget.

**Fund Balance:**

The General Purpose School Fund Balance had a net increase through February 28, 2026 of \$4,837,739. For the year, total Fund Balance is budgeted to decrease \$5,674,611. Total Fund Balance at the end of February was \$23,415,157. Total fund balance was above the fund balance target \$6,291,078.

**Tax Rate Information:**

Included is the tax rates for the surrounding systems. These are the rates for 2025. Sullivan County had a reappraisal year. Because of the reappraisal, all of Johnson City's rates were adjusted to balance out (equalization).

Please feel free to call me if you have questions. (434-5212)

Respectfully Submitted: *Leia Valley*

**Johnson City Schools**  
**Year To Date Comparisons**  
**For the Month Ending February 28, 2026**

	<u>Y-T-D</u> <u>1/31/25</u>	<u>Y-T-D</u> <u>2/28/26</u>	<u>Difference in</u> <u>Dollars</u>	<u>Difference in</u> <u>Percentage</u>	<u>FY25 Actual</u>	<u>FY26 Budget</u>
<b>Revenues:</b>						
County Property Tax - Current	\$ 8,385,365	\$ 8,288,186	\$ (97,179)	-1.16%	\$ 13,317,974	\$ 12,738,140
Local Option Sales Tax	13,961,243	14,693,099	731,856	5.24%	21,445,655	20,752,299
TISA (Previously BEP)	33,179,209	35,329,101	2,149,892	6.48%	47,356,761	49,705,348
Tuition	195,814	258,791	62,977	32.16%	282,781	250,000
All Other Revenues	9,722,276	12,443,518	2,721,242	27.99%	19,530,849	19,417,178
<b>Total Revenues</b>	<b>\$ 65,443,907</b>	<b>\$ 71,012,694</b>	<b>\$ 5,568,787</b>	<b>8.51%</b>	<b>\$ 101,934,019</b>	<b>\$ 102,862,965</b>
Percentage of Revenue Budget Collected to Date		<b>69.04%</b>				
Percentage/Dollar Amount of Revenue Budget left to be Collected		<b>30.96%</b>				<b>\$ 31,850,271</b>
<b>Expenditures:</b>						
Salaries	\$ 41,020,452	\$ 44,804,562	\$ 3,784,110	9.22%	\$ 64,633,026	\$ 69,625,416
Benefits	12,071,384	12,882,700	811,316	6.72%	18,375,395	20,166,211
Electricity	1,170,388	1,221,360	50,972	4.36%	1,979,637	1,950,000
Water/Sewer	208,160	169,688	(38,472)	-18.48%	354,414	320,000
Natural Gas	124,790	198,390	73,600	58.98%	230,730	265,000
Disposal Fees	75,977	92,611	16,634	21.89%	144,782	130,000
Gasoline	25,840	24,446	(1,394)	-5.40%	46,063	50,000
Technology/Instructional Equipment	136,238	82,517	(53,721)	-39.43%	977,327	1,033,501
Capital Outlay	1,198,636	276,641	(921,995)	-76.92%	2,442,009	1,253,928
All Other Expenditures	5,259,559	6,422,039	1,162,480	22.10%	12,303,022	13,743,520
<b>Total Expenditures</b>	<b>\$ 61,291,423</b>	<b>\$ 66,174,955</b>	<b>\$ 4,883,532</b>	<b>7.97%</b>	<b>\$ 101,486,405</b>	<b>\$ 108,537,576</b>
Percentage of Expenditure Budget Spent to Date		<b>60.97%</b>				
Percentage/Dollar Amount of Expenditure Budget remaining		<b>39.03%</b>				<b>\$ 42,362,621</b>
<b>Year-To-Date Revenues Over (Under) Expenditures</b>	<b>\$ 4,152,485</b>	<b>\$ 4,837,739</b>	<b>\$ 685,254</b>	<b>16.50%</b>	<b>\$ 447,614</b>	<b>\$ (5,674,611)</b>
% of Fiscal Year Complete		<b>66.67%</b>				
% of Fiscal Year Remaining		<b>33.33%</b>				

**BOE POLICY 2.100 RESERVE FUNDS**

<b>Total Expenditure Budget - FY26 Budget</b>	\$	108,537,576
Less:		
Operating Transfers	\$	62,739
Debt Service	\$	2,386,055
Capital Outlay	\$	1,253,928
Early Childhood	\$	458,369
Educare	\$	1,632,014
Total to deduct	\$	<u>5,793,106</u>
 <b>Total Operating Budget</b>	 \$	 <b>102,744,471</b>
 16% of the General Purpose School Fund Operating Budget	 \$	 <u><u>17,124,421</u></u>
 <b>Monthly Operating Expense:</b>		
Annual Operating Expense Budget	\$	102,744,471
Monthly Operating Expenses Budgeted	\$	8,562,039
<b>2 Months Operating Expenses Budgeted</b>	\$	<u><u>17,124,078</u></u>

<p><b>BOE Policy 2.100 as revised at the 5 o'clock 2-3-2014 BOE Meeting</b>  <b>First reading April 2014</b>  <b>Second reading May 2014</b></p>
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<b>Current Standing on Target Fund Balance</b>		
<b>*Target Unrestricted Fund Balance (as recommended at 2-3-2014 BOE Policy Meeting) 2 Months Operating Expenditures</b>	\$	<b>17,124,078</b>
<b>Current Fund Balance:</b>		
3% Fund Balance	\$	3,049,135
Undesignated Fund Balance	\$	9,273,715
Current Revenues vs Expenditures	\$	4,837,739
Other Reserves	\$	6,254,567
Total Fund Balance	\$	<u>23,415,157</u>
 <b>Target Under as of 2/28/26</b>	 \$	 <u><u>6,291,078</u></u>

Locality	2020 Rate	Increase	2021 Rate	Increase	2022 Rate	Residents	Increase	2023 Rate	Residents	Increase	2024	Residents	Increase	2025	Residents
						Combined Rate			Combined Rate			Combined Rate			Combined Rate
<b>Washington County</b>	\$ 2.1500	\$ -	\$ 2.1500	\$ -	\$ 2.1500	\$ 2.1500	\$ -	\$ 2.1500	\$ 2.1500	\$ (0.4400)	\$ 1.7100	\$ 1.7100	\$ -	\$ 1.7100	\$ 1.7100
Watauga	\$ 0.7000	\$ (0.1300)	\$ 0.5700	\$ -	\$ 0.5700	\$ 2.7200	\$ -	\$ 0.5700	\$ 2.7200	\$ (0.1600)	\$ 0.4100	\$ 2.1200	\$ -	\$ 0.4100	\$ 2.1200
Jonesborough	\$ 1.2000	\$ -	\$ 1.2000	\$ -	\$ 1.2000	\$ 3.3500	\$ 0.2500	\$ 1.4500	\$ 3.6000	\$ (0.4838)	\$ 0.9662	\$ 2.6762	\$ 0.2738	\$ 1.2400	\$ 2.9500
Johnson City	\$ 1.7100	\$ 0.0200	\$ 1.7300	\$ -	\$ 1.7300	\$ 3.8800	\$ 0.2500	\$ 1.9800	\$ 4.1300	\$ (0.6259)	\$ 1.3541	\$ 3.0641	\$ 0.0244	\$ 1.3785	\$ 3.0885
<b>Unicoi County</b>	\$ 2.8538	\$ -	\$ 2.8538	\$ (0.5033)	\$ 2.3505	\$ 2.3505	\$ 0.2600	\$ 2.6105	\$ 2.6105	\$ -	\$ 2.6105	\$ 2.6105	\$ -	\$ 2.6105	\$ 2.6105
Erwin	\$ 1.8620	\$ -	\$ 1.8620	\$ (0.3108)	\$ 1.5512	\$ 3.9017	\$ -	\$ 1.5512	\$ 4.1617	\$ -	\$ 1.5512	\$ 4.1617	\$ -	\$ 1.5512	\$ 4.1617
<b>Sullivan County</b>	\$ 2.5700	\$ (0.1638)	\$ 2.4062	\$ -	\$ 2.4062	\$ 2.4062	\$ -	\$ 2.4062	\$ 2.4062	\$ 0.0900	\$ 2.4962	\$ 2.4962	\$ (0.8833)	\$ 1.6129	\$ 1.6129
Bluff City	\$ 1.2800	\$ (0.1010)	\$ 1.1790	\$ -	\$ 1.1790	\$ 3.5852	\$ 0.1210	\$ 1.3000	\$ 3.7062	\$ -	\$ 1.3000	\$ 3.7962	\$ (0.4100)	\$ 0.8900	\$ 2.5029
Bristol	\$ 2.1612	\$ (0.1749)	\$ 1.9863	\$ -	\$ 1.9863	\$ 4.3925	\$ -	\$ 1.9863	\$ 4.3925	\$ 0.2637	\$ 2.2500	\$ 4.7462	\$ (0.4050)	\$ 1.8450	\$ 3.4579
Johnson City	\$ 1.9500	\$ (0.4000)	\$ 1.5500	\$ -	\$ 1.5500	\$ 3.9562	\$ 0.2500	\$ 1.8000	\$ 4.2062	\$ 0.2298	\$ 2.0298	\$ 4.5260	\$ (0.6513)	\$ 1.3785	\$ 2.9914
Kingsport	\$ 2.0643	\$ (0.1860)	\$ 1.8783	\$ 0.1200	\$ 1.9983	\$ 4.4045	\$ -	\$ 1.9983	\$ 4.4045	\$ -	\$ 1.9983	\$ 4.4945	\$ (0.3210)	\$ 1.6773	\$ 3.2902
<b>Carter County</b>	\$ 2.4700	\$ (0.4400)	\$ 2.0300	\$ -	\$ 2.0300	\$ 2.0300	\$ 0.1500	\$ 2.1800	\$ 2.1800	\$ -	\$ 2.1800	\$ 2.1800	\$ -	\$ 2.1800	\$ 2.1800
Elizabethton	\$ 1.8500	\$ (0.2800)	\$ 1.5700	\$ -	\$ 1.5700	\$ 3.6000	\$ 0.0800	\$ 1.6500	\$ 3.8300	\$ -	\$ 1.6500	\$ 3.8300	\$ 0.0900	\$ 1.7400	\$ 3.9200
Johnson City	\$ 1.8300	\$ (0.2800)	\$ 1.5500	\$ -	\$ 1.5500	\$ 3.5800	\$ 0.2500	\$ 1.8000	\$ 3.9800	\$ 0.0775	\$ 1.8775	\$ 4.0575	\$ 0.5190	\$ 2.3965	\$ 4.5765
Watauga	\$ 0.7000	\$ (0.1300)	\$ 0.5700	\$ -	\$ 0.5700	\$ 2.6000	\$ -	\$ 0.5700	\$ 2.7500	\$ -	\$ 0.5700	\$ 2.7500	\$ -	\$ 0.5700	\$ 2.7500
<b>Greene County</b>	\$ 2.0145	\$ -	\$ 2.0145	\$ -	\$ 2.0145	\$ 2.0145	\$ (0.3645)	\$ 1.6500	\$ 1.6500	\$ -	\$ 1.6500	\$ 1.6500	\$ -	\$ 1.6500	\$ 1.6500
Greene County for City Residents	\$ 1.9845	\$ -	\$ 1.9845	\$ -	\$ 1.9845	\$ 4.1620	\$ (0.3445)	\$ 1.6400	\$ 3.3471	\$ -	\$ 1.6400	\$ 3.3471	\$ -	\$ 1.6400	\$ 3.3471
Greenville City	\$ 2.1775	\$ -	\$ 2.1775	\$ -	\$ 2.1775	\$ 4.1620	\$ (0.4704)	\$ 1.7071	\$ 3.3471	\$ -	\$ 1.7071	\$ 3.3471	\$ -	\$ 1.7071	\$ 3.3471
<b>Hawkins County</b>	\$ 2.5323	\$ (0.3646)	\$ 2.1677	\$ 0.1500	\$ 2.3177	\$ 2.3177	\$ 0.0070	\$ 2.3247	\$ 2.3247	\$ 0.2299	\$ 2.5546	\$ 2.5546	\$ -	\$ 2.5546	\$ 2.5546
Rogersville City	\$ 1.6700	\$ (0.1835)	\$ 1.4865	\$ -	\$ 1.4865	\$ 3.8042	\$ -	\$ 1.4865	\$ 3.8112	\$ 0.3500	\$ 1.8365	\$ 4.3911	\$ -	\$ 1.8365	\$ 4.3911
Bulls Gap	\$ 0.7200	\$ (0.0636)	\$ 0.6564	\$ 0.0036	\$ 0.6600	\$ 2.9777	\$ 0.2000	\$ 0.8600	\$ 3.1847	\$ 0.1300	\$ 0.9900	\$ 3.5446	\$ -	\$ 0.9900	\$ 3.5446
Church Hill	\$ 1.1034	\$ (0.1418)	\$ 0.9616	\$ -	\$ 0.9616	\$ 3.2793	\$ -	\$ 0.9616	\$ 3.2863	\$ 0.0484	\$ 1.0100	\$ 3.5646	\$ -	\$ 1.0100	\$ 3.5646
Kingsport	\$ 1.8900	\$ (0.0117)	\$ 1.8783	\$ 0.1200	\$ 1.9983	\$ 4.3160	\$ -	\$ 1.9983	\$ 4.3230	\$ -	\$ 1.9983	\$ 4.5529	\$ -	\$ 1.9983	\$ 4.5529
Mount Carmel	\$ 1.6700	\$ (0.2803)	\$ 1.3897	\$ -	\$ 1.3897	\$ 3.7074	\$ 0.2000	\$ 1.5897	\$ 3.9144	\$ -	\$ 1.5897	\$ 4.1443	\$ -	\$ 1.5897	\$ 4.1443
Surgoinsville	\$ 1.2000	\$ (0.2370)	\$ 0.9630	\$ 0.0033	\$ 0.9663	\$ 3.2840	\$ -	\$ 0.9663	\$ 3.2910	\$ 0.1337	\$ 1.1000	\$ 3.6546	\$ -	\$ 1.1000	\$ 3.6546

JOHNSON CITY SCHOOLS					
Statement of Revenues, Expenditures, and Changes in Fund Balance					
For the Period Ended February 28, 2026					
					66.67%
		<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
		<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
	<b>Revenues</b>				
40110	Current Property Tax - Washington Co.	\$ 12,390,307	8,072,634	\$ 4,317,673	65.15%
40110	Current Property Tax - Sullivan Co.	\$ 240,892	117,740	\$ 123,152	48.88%
40110	Current Property Tax - Carter Co.	\$ 106,941	97,812	\$ 9,129	91.46%
40120	Trustee's Collections - Prior Year	\$ 280,555	195,491	\$ 85,064	69.68%
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000	55,270	\$ 44,730	55.27%
40140	Interest & Penalty	\$ 135,000	33,567	\$ 101,433	24.86%
40150	Pick-Up Taxes	\$ 5,500	235	\$ 5,265	4.28%
40162	Payments in Lieu of Taxes - Local Utilities	\$ 215,000	195,239	\$ 19,761	90.81%
40163	Payments in Lieu of Taxes - Other	\$ 18,000	12,018	\$ 5,982	66.77%
40210	Local Option Sales Tax - Washington Co.	\$ 20,380,064	14,372,060	\$ 6,008,004	70.52%
40210	Local Option Sales Tax - Sullivan Co.	\$ 180,181	164,088	\$ 16,093	91.07%
40210	Local Option Sales Tax - Carter Co.	\$ 192,054	156,951	\$ 35,103	81.72%
40270	Business Tax	\$ 517,000	181,037	\$ 335,963	35.02%
40275	Mixed Drink Tax	\$ 3,500	94	\$ 3,406	2.69%
40320	Bank Excise Tax	\$ 95,000	-	\$ 95,000	0.00%
	<b>Total County Taxes</b>	<b>\$ 34,859,994</b>	<b>\$ 23,654,236</b>	<b>\$ 11,205,758</b>	<b>67.85%</b>
41110	Marriage Licenses	\$ 1,700	1,115	\$ 585	65.56%
	<b>Total Licenses and Permits</b>	<b>\$ 1,700</b>	<b>\$ 1,115</b>	<b>\$ 585</b>	<b>65.56%</b>
43511	Tuition - Regular Day Students	\$ 250,000	258,791	\$ (8,791)	103.52%
43517	Tuition - Online Learning	\$ 30,000	400	\$ 29,600	1.33%
43581	Tuition - EDUCARE	\$ 1,449,900	940,572.51	\$ 509,327	64.87%
43581	Tuition - ECLC	\$ 247,000	252,270	\$ (5,270)	102.13%
43990	Other Charges for Services - Fingerprints	\$ 21,000	9,948	\$ 11,053	47.37%
43990	Print Shop Enterprise Account	\$ 60,000	31,993	\$ 28,007	53.32%
	<b>Total Charges for Current Services</b>	<b>\$ 2,057,900</b>	<b>\$ 1,493,974</b>	<b>\$ 563,926</b>	<b>72.60%</b>
44120	Leases/Rentals	\$ -	355	\$ (355)	#DIV/0!
44160	Retirees' Insurance Payments	\$ 23,000	16,566	\$ 6,434	72.03%
44170	Miscellaneous Refunds	\$ -	11,063	\$ (11,063)	#DIV/0!
44570	Contributions	\$ -	14,432	\$ (14,432)	#DIV/0!
44570	Contributions - Shoe Fund	\$ 10,000	6,982	\$ 3,018	69.82%
44570	Contributions - Homeless Fund	\$ -	5,797	\$ (5,797)	#DIV/0!
44570	Contributions - Niswonger	\$ -	27,777	\$ (27,777)	#DIV/0!
44570	Contributions - Battelle	\$ -	10,000	\$ (10,000)	#DIV/0!
44990	Other Local Revenue (STEAM 536)	\$ 1,000	-	\$ 1,000	0.00%
44990	Other Local Revenue (Misc)	\$ -	250	\$ (250)	#DIV/0!
	<b>Total Other Local Revenues</b>	<b>\$ 34,000</b>	<b>\$ 93,223</b>	<b>\$ (59,223)</b>	<b>274.18%</b>
46510	Tennessee Investment in Student Achievement (TISA)	\$ 49,124,738	34,387,317	\$ 14,737,421	70.00%
46510	TISA Outcomes	\$ 527,849	941,785	\$ (413,936)	178.42%
46513	TISA On-Behalf Payments	\$ 52,761	-	\$ 52,761	0.00%
46550	Driver Education	\$ 11,000	-	\$ 11,000	0.00%
46590	Other State Educational Funds - Teacher Bonus	\$ 1,390,518	1,341,032	\$ 49,486	96.44%
46590	High Performing LEA Bonus	\$ -	1,214,286	\$ (1,214,286)	#DIV/0!
46610	Career Ladder	\$ 63,500	31,587	\$ 31,913	49.74%
46596	Paid Parental Leave	\$ -	-	\$ -	#DIV/0!
	<b>Total State Education Funds</b>	<b>\$ 51,170,366</b>	<b>\$ 37,916,006</b>	<b>\$ 13,254,360</b>	<b>74.10%</b>
47143	Education of the Handicapped Act - IDEA	\$ -	56,943	\$ (56,943)	#DIV/0!
	<b>Total Federal Through State</b>	<b>\$ -</b>	<b>\$ 56,943</b>	<b>\$ -</b>	<b>#DIV/0!</b>

JOHNSON CITY SCHOOLS					
Statement of Revenues, Expenditures, and Changes in Fund Balance					
For the Period Ended February 28, 2026					
					66.67%
		Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
47640	ROTC Reimbursement	\$ 75,000	46,040	\$ 28,960	61.39%
	<b>Total Direct Federal Government</b>	<b>\$ 75,000</b>	<b>\$ 46,040</b>	<b>\$ 28,960</b>	<b>61.39%</b>
48610	Donations	\$ -	1	\$ (1)	#DIV/0!
49315	SBITA ISSUED	\$ -	-	\$ -	#DIV/0!
49800	Operating Transfers	\$ -	-	\$ -	#DIV/0!
49810	City General Fund Transfer - Operations	\$ 11,626,736	7,751,157	\$ 3,875,579	66.67%
49810	City General Fund Transfer - Transportation	\$ 3,037,269	-	\$ 3,037,269	0.00%
	<b>Total Other Sources</b>	<b>\$ 14,664,005</b>	<b>\$ 7,751,158</b>	<b>\$ 6,912,847</b>	<b>52.86%</b>
	<b>Total Revenues</b>	<b>\$ 102,862,965</b>	<b>\$ 71,012,694</b>	<b>\$ 31,907,214</b>	<b>69.04%</b>
APPROPRIATIONS (Expenditures)					
		Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
<b>INSTRUCTION</b>					
71100	116 Teachers	\$ 34,836,768	21,959,185	\$ 12,877,583	63.03%
71100	116 Safety Net Program (1-031)	\$ 49,000	13,620	\$ 35,380	27.80%
71100	116 RTI (534)	\$ 516,120	428,108	\$ 88,012	82.95%
71100	116 Four-Year Transition Plan (2-301)	\$ 6,120	-	\$ 6,120	0.00%
71100	116 Local Extended Contract (1-578)	\$ 308,270	42,647	\$ 265,623	13.83%
71100	116 Mountain View Orchestra (9-581)	\$ 8,825	-	\$ 8,825	0.00%
71100	116 Curriculum Development (538)	\$ 22,000	3,480	\$ 18,520	15.82%
71100	116 Teacher Stipends for Online Learning (555)	\$ 24,520	-	\$ 24,520	0.00%
71100	117 Career Ladder	\$ 31,000	11,500	\$ 19,500	37.10%
71100	163 Educational Assistants	\$ 1,302,360	795,108	\$ 507,252	61.05%
71100	188 Personal Bonus	\$ 1,562,000	1,568,350	\$ (6,350)	100.41%
71100	189 Other Salaries & Wages	\$ -	26,819	\$ (26,819)	#DIV/0!
71100	195 Substitute Teachers Certified	\$ 150,000	78,759	\$ 71,241	52.51%
71100	198 Substitute Teachers - Non Certified	\$ 530,660	331,240	\$ 199,420	62.42%
71100	201 Social Security	\$ 2,399,808	1,475,277	\$ 924,531	61.47%
71100	204 Retirement	\$ 2,374,874	1,608,047	\$ 766,827	67.71%
71100	206 Life Insurance	\$ 88,534	47,605	\$ 40,929	53.77%
71100	207 Medical Insurance	\$ 4,684,799	3,006,984	\$ 1,677,815	64.19%
71100	208 Dental Insurance	\$ 145,000	80,570	\$ 64,430	55.57%
71100	210 Unemployment	\$ 25,000	14,146	\$ 10,854	56.58%
71100	211 Local Retirement	\$ 82,000	24,367	\$ 57,633	29.72%
71100	212 Medicare	\$ 569,913	347,443	\$ 222,470	60.96%
71100	215 Other Post Employment Benefits (Retiree Insurance)	\$ 714,000	557,104	\$ 156,896	78.03%
71100	217 Retirement-Hybrid Stabilization	\$ 129,565	97,333	\$ 32,232	75.12%
71100	336 Performing Music Maintenance and Repair Equipment	\$ 21,682	9,548	\$ 12,134	44.04%
71110	336 Mntc & Repair Equip - Reserved for Encumb	\$ 1,672	1,672	\$ -	100.00%
71100	399 Other Contracted Services (Site-Based check-copiers)	\$ 86,544	86,544	\$ -	100.00%
71100	399 RTI (1-534)	\$ 25,000	25,000	\$ 0	100.00%
71100	399 Edmentum (Credit Recovery) 1-519	\$ -	-	\$ -	#DIV/0!
71100	399 Public Chapter 426, Public Acts of 2011 (1-532)	\$ 40,000	14,910	\$ 25,090	37.28%
71100	399 Subscription Renewal - Brain Pop (1-536)	\$ 33,000	36,159	\$ (3,159)	109.57%
71100	399 Subscription Renewal - Curipod	\$ 20,000	-	\$ 20,000	0.00%
71100	399 Subscription Renewal - Neptune Navigate	\$ 3,000	2,750	\$ 250	91.67%
71100	399 Subscription Renewal - Canvas	\$ 61,000	-	\$ 61,000	0.00%
71100	399 Subscription - Generation Genius	\$ 9,000	8,955	\$ 45	99.50%
71100	399 Subscription Renewal - Mystery Science	\$ 12,000	13,560	\$ (1,560)	113.00%
71100	399 Subscription Renewal - Explore Learning	\$ 33,000	34,524	\$ (1,524)	104.62%
71100	399 Subscription Renewal - Study Island	\$ 16,000	15,625	\$ 375	97.66%
71100	399 Subscription Renewal - Age of Learning	\$ 60,000	54,000	\$ 6,000	90.00%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
71100	399	Subscription - Quizz	\$ 20,000	20,000	\$ -	100.00%
71100	399	Subscription - Vocabulary.com	\$ 9,300	-	\$ 9,300	0.00%
71100	399	Subscription -- Flocabulary	\$ 20,000	17,181	\$ 2,819	85.91%
71100	399	Subscription - Magic School	\$ -	18,752	\$ (18,752)	#DIV/0!
71100	399	Virtual Program Instruction	\$ 260,000	273,474	\$ (13,474)	105.18%
71100	399	Other Contracted Services	\$ -	3,997	\$ (3,997)	#DIV/0!
71100	429	Instructional Supplies and Materials	\$ 223,185	233,455	\$ (10,270)	104.60%
71100	429	Forward Funding	\$ 54,224	54,224	\$ -	100.00%
71100	429	Summer School Supplies (1-033)	\$ 5,000	-	\$ 5,000	0.00%
71100	429	AP - Instructional Supplies (2-583)	\$ 7,500	3,610	\$ 3,890	48.13%
71100	429	RTI - (1-534)	\$ 12,000	3,891	\$ 8,109	32.43%
71100	429	Instructional Supplies - Science Materials	\$ 19,269	19,269	\$ -	100.00%
71100	429	Instructional Supplies - STEAM (536) +1K Donation	\$ 15,000	6,699	\$ 8,301	44.66%
71100	429	Instructional Supplies - Rsrv for Encumb	\$ 41,325	27,093	\$ 14,232	65.56%
71100	429	Instructional Supplies - Special Budget Request	\$ 75,000	50,921	\$ 24,079	67.89%
71100	429	Instructional Supplies - Battelle Grant	\$ -	-	\$ -	#DIV/0!
71100	429	Instructional Supplies - TVA Grant	\$ -	2,903	\$ (2,903)	#DIV/0!
71100	449	Textbooks	\$ 768,700	73,646	\$ 695,054	9.58%
71100	449	Textbooks - Reserved for Encumbrances	\$ 867,727	867,727	\$ -	100.00%
71100	471	Software Maintenance - IXL	\$ -	43,220	\$ (43,220)	#DIV/0!
71100	471	Software Maintenance - Curipod	\$ -	19,999	\$ (19,999)	#DIV/0!
71100	535	Fee Waiver Student Fees	\$ 126,419	126,419	\$ -	100.00%
71100	535	Fee Waiver Student Performing Music	\$ 10,555	10,555	\$ -	100.00%
71100	599	Other Supplies and Materials	\$ -	200	\$ (200)	#DIV/0!
71100	595	TISA - On-Behalf Payments	\$ -	-	\$ -	#DIV/0!
71100	614	Principal on SBITA	\$ 101,000	100,834	\$ 166	99.84%
71100	615	Interest on SBITA	\$ 12,896	10,860	\$ 2,036	84.21%
71100	722	Regular Instruction Equipment	\$ 92,271	30,215	\$ 62,056	32.75%
71100	722	Performing Music Equipment	\$ 46,186	23,963	\$ 22,223	51.88%
71100	722	Technology -BOE Tech Plan (568)	\$ 800,000	10,368	\$ 789,632	1.30%
71100	722	Instruction Equipment - Special Budget Request	\$ 91,500	17,467	\$ 74,033	19.09%
71100	722	Reserved for Encumbrances	\$ 3,544	504	\$ 3,040	14.21%
		<b>Total Instruction</b>	<b>\$ 54,665,635</b>	<b>\$ 34,892,385</b>	<b>\$ 19,773,250</b>	<b>63.83%</b>
		<b>Alternative Instruction Program</b>				
71150	116	Teachers	\$ 1,043,460	708,482	\$ 334,978	67.90%
71150	163	Educational Assistants	\$ 161,160	98,097	\$ 63,063	60.87%
71150	188	Bonus	\$ 38,000	-	\$ 38,000	0.00%
71150	201	Social Security	\$ 75,800	47,482	\$ 28,318	62.64%
71150	204	Retirement	\$ 98,994	61,613	\$ 37,381	62.24%
71150	206	Life Insurance	\$ 2,891	1,793	\$ 1,098	62.03%
71150	207	Medical Insurance	\$ 159,629	105,037	\$ 54,593	65.80%
71150	208	Dental Insurance	\$ 5,500	3,323	\$ 2,177	60.42%
71150	211	Local Retirement	\$ -	1,691	\$ (1,691)	#DIV/0!
71150	212	Medicare	\$ 18,018	11,105	\$ 6,913	61.63%
71150	217	Retirement-Hybrid Stabilization	\$ 2,917	1,666	\$ 1,251	57.10%
71150	399	Other Contracted Services	\$ 5,236	5,236	\$ -	100.00%
71150	429	Instructional Supplies and Materials	\$ 15,432	15,432	\$ -	100.00%
71150	499	Other Supplies and Materials	\$ 3,309	3,309	\$ -	100.00%
71150	790	Other Equipment	\$ 12,140	2,947	\$ 9,193	24.27%
		<b>Total Alternative Instruction</b>	<b>\$ 1,642,486</b>	<b>\$ 1,067,213</b>	<b>\$ 575,273</b>	<b>64.98%</b>
		<b>SPECIAL EDUCATION</b>				
71200	116	Teachers	\$ 2,875,871	2,027,215	\$ 848,656	70.49%
71200	117	Career Ladder	\$ 7,000	2,500	\$ 4,500	35.71%
71200	163	Educational Assistants	\$ 885,100	515,984	\$ 369,116	58.30%
71200	171	Speech Pathologist	\$ 479,400	297,661	\$ 181,739	62.09%

JOHNSON CITY SCHOOLS						
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For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
71200	189	Other Salaries & Wages - Sign Language Interpreters	\$ 90,270	10,707	\$ 79,563	11.86%
71200	201	Social Security	\$ 264,596	164,850	\$ 99,746	62.30%
71200	204	Retirement	\$ 312,400	201,933	\$ 110,467	64.64%
71200	206	Life Insurance	\$ 10,410	5,461	\$ 4,949	52.46%
71200	207	Medical Insurance	\$ 717,939	427,336	\$ 290,603	59.52%
71200	208	Dental Insurance	\$ 16,000	11,614	\$ 4,386	72.59%
71200	211	Local Retirement	\$ 2,397	5,699	\$ (3,302)	237.74%
71200	212	Medicare	\$ 62,896	38,744	\$ 24,152	61.60%
71200	217	Retirement-Hybrid Stabilization	\$ 25,375	17,125	\$ 8,250	67.49%
71200	336	Equipment Repairs and Maintenance	\$ 500	-	\$ 500	0.00%
71200	429	Instructional Supplies and Materials	\$ 15,000	11,106	\$ 3,894	74.04%
71200	499	Other Supplies and Materials	\$ 4,000	2,211	\$ 1,789	55.27%
71200	725	Special Education Instruction Equipment	\$ 14,000	3,554	\$ 10,446	25.39%
		<b>Total Special Education</b>	<b>\$ 5,783,154</b>	<b>\$ 3,743,700</b>	<b>\$ 2,039,454</b>	<b>64.73%</b>
		<b>VOCATIONAL INSTRUCTION</b>				
71300	116	Teachers	\$ 1,955,260	1,305,604	\$ 649,656	66.77%
71300	117	Career Ladder	\$ 4,000	2,000	\$ 2,000	50.00%
71300	163	Educational Assistants	\$ 85,680	54,661	\$ 31,019	63.80%
71300	188	Personal Bonus	\$ 56,000	-	\$ 56,000	0.00%
71300	201	Social Security	\$ 128,157	79,951	\$ 48,206	62.38%
71300	204	Retirement	\$ 149,237	90,565	\$ 58,672	60.69%
71300	206	Life Insurance	\$ 19,908	2,640	\$ 17,268	13.26%
71300	207	Medical Insurance	\$ 249,981	164,250	\$ 85,731	65.71%
71300	208	Dental Insurance	\$ 6,624	4,513	\$ 2,111	68.13%
71300	212	Medicare	\$ 30,464	18,698	\$ 11,766	61.38%
71300	217	Retirement-Hybrid Stabilization	\$ 54,316	4,709	\$ 49,607	8.67%
71300	399	Other Contracted Services	\$ 1,612	1,612	\$ -	100.00%
71300	429	Instructional Supplies and Materials	\$ 39,210	27,253	\$ 11,957	69.50%
71300	429	Forward Funding	\$ 1,612	1,612	\$ -	100.00%
71300	730	Vocational Equipment	\$ 4,375	4,600	\$ (225)	105.14%
		<b>Total Vocational Instruction</b>	<b>\$ 2,786,436</b>	<b>\$ 1,762,666</b>	<b>\$ 1,023,770</b>	<b>63.26%</b>
		<b>ATTENDANCE</b>				
72110	188	Personal Bonus	\$ 18,000	2,000	\$ 16,000	11.11%
72110	189	Other Salaries and Wages	\$ 240,720	146,626	\$ 94,094	60.91%
72110	201	Social Security	\$ 15,782	8,813	\$ 6,969	55.84%
72110	204	State Retirement	\$ 19,843	11,063	\$ 8,780	55.75%
72110	206	Life Insurance	\$ 578	347	\$ 231	60.00%
72110	207	Medical Insurance	\$ 33,653	15,006	\$ 18,647	44.59%
72110	208	Dental Insurance	\$ 1,200	658	\$ 542	54.84%
72110	211	Local Retirement	\$ -	1,501	\$ (1,501)	#DIV/0!
72110	212	Medicare	\$ 3,751	2,061	\$ 1,690	54.94%
72110	217	Retirement - Hybrid Stabilization	\$ 3,442	1,397	\$ 2,045	40.59%
72110	471	Software Maintenance	\$ 143,000	142,942	\$ 58	99.96%
		<b>Total Attendance</b>	<b>\$ 479,969</b>	<b>\$ 332,415</b>	<b>\$ 147,554</b>	<b>69.26%</b>
		<b>HEALTH SERVICES</b>				
72120	131	Medical Personnel	\$ 762,960	537,298	\$ 225,662	70.42%
72120	188	Bonus	\$ 30,000	30,000	\$ -	100.00%
72120	201	Social Security	\$ 48,371	32,850	\$ 15,521	67.91%
72120	204	Retirement	\$ 65,740	45,033	\$ 20,707	68.50%
72120	206	Life Insurance	\$ 1,831	1,076	\$ 755	58.79%
72120	207	Medical Insurance	\$ 124,390	83,052	\$ 41,338	66.77%
72120	208	Dental Insurance	\$ 3,000	2,673	\$ 327	89.10%
72120	212	Medicare	\$ 11,498	7,683	\$ 3,815	66.82%

JOHNSON CITY SCHOOLS						
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For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
72120	217	Retirement-Hybrid Stabilization	\$ 8,011	5,912	\$ 2,099	73.80%
72120	355	Travel - Coordinated School Health	\$ 400	258	\$ 142	64.52%
72120	355	Travel	\$ 700	582	\$ 118	83.17%
72120	399	Other Contracted Services	\$ 4,920	4,758	\$ 162	96.71%
72120	399	Other Contracted Services - Coordinated School Health	\$ 25,000	830	\$ 24,170	3.32%
72120	413	Drugs & Medical Supplies	\$ 5,000	1,139	\$ 3,861	22.78%
72120	499	Other Supplies & Materials	\$ 17,380	12,035	\$ 5,345	69.24%
72120	499	Other Supplies & Materials - Coordinated School Health	\$ 25,000	7,733	\$ 17,267	30.93%
72120	524	Staff Development	\$ 500	435	\$ 65	87.00%
72120	524	Staff Development - Coordinated School Health	\$ 9,600	1,721	\$ 7,879	17.93%
72120	599	Other Charges - Coordinated School Health	\$ -	-	\$ -	#DIV/0!
72120	735	Health Equipment - Coordinated School Health	\$ 2,400	1,206	\$ 1,194	50.25%
		<b>Total Health Services</b>	<b>\$ 1,146,701</b>	<b>\$ 776,274</b>	<b>\$ 370,428</b>	<b>67.70%</b>
		<b>STUDENT SUPPORT</b>				
72130	117	Career Ladder	\$ 2,000	1,000	\$ 1,000	50.00%
72130	123	Guidance Personnel	\$ 1,754,400	1,141,157	\$ 613,243	65.05%
72130	161	Secretary	\$ 41,820	29,455	\$ 12,365	70.43%
72130	188	Bonus	\$ 92,000	96,000	\$ (4,000)	104.35%
72130	189	Other Salaries & Benefits	\$ 913,737	590,445	\$ 323,292	64.62%
72130	201	Social Security	\$ 171,046	107,211	\$ 63,835	62.68%
72130	204	Retirement	\$ 202,142	132,631	\$ 69,511	65.61%
72130	206	Life Insurance	\$ 6,717	3,338	\$ 3,379	49.70%
72130	207	Medical Insurance	\$ 394,419	248,710	\$ 145,709	63.06%
72130	208	Dental Insurance	\$ 11,071	6,541	\$ 4,530	59.08%
72130	211	Local Retirement	\$ 3,000	1,618	\$ 1,382	53.92%
72130	212	Medicare	\$ 40,658	25,409	\$ 15,249	62.49%
72130	217	Retirement-Hybrid Stabilization	\$ 18,860	13,700	\$ 5,160	72.64%
72130	322	AP Testing (2-583)	\$ 135,000	-	\$ 135,000	0.00%
72130	355	Travel - Safe Schools	\$ -	76	\$ (76)	#DIV/0!
72130	499	Other Supplies & Materials - Safe Schools	\$ 5,167	3,541	\$ 1,626	68.54%
72130	524	Inservice/Staff Development - Safe Schools	\$ 3,000	-	\$ 3,000	0.00%
72130	790	Other Equipment (1-529)	\$ 2,500	-	\$ 2,500	0.00%
		<b>Total Student Support</b>	<b>\$ 3,797,537</b>	<b>\$ 2,400,831</b>	<b>\$ 1,396,706</b>	<b>63.22%</b>
		<b>INSTRUCTION SUPPORT</b>				
72210	105	Administration	\$ 744,278	501,829	\$ 242,449	67.42%
72210	117	Career Ladder	\$ 6,000	2,500	\$ 3,500	41.67%
72210	129	Librarians	\$ 875,670	558,093	\$ 317,577	63.73%
72210	137	Educational Media Personnel	\$ 343,640	223,404	\$ 120,236	65.01%
72210	161	Secretary	\$ 138,720	96,973	\$ 41,747	69.91%
72210	172	Instructional Coaches	\$ 1,549,167	420,072	\$ 1,129,095	27.12%
72210	188	Bonus	\$ 124,000	169,400	\$ (45,400)	136.61%
72210	189	Other Salaries and Wages	\$ 175,097	543,548	\$ (368,451)	310.43%
72210	189	Other Salaries and Wages - Tech Teacher Leader	\$ 30,500	-	\$ 30,500	0.00%
72210	201	Social Security	\$ 243,272	147,902	\$ 95,370	60.80%
72210	204	Retirement	\$ 266,293	168,239	\$ 98,054	63.18%
72210	206	Life Insurance	\$ 10,069	4,373	\$ 5,696	43.43%
72210	207	Medical Insurance	\$ 440,391	263,022	\$ 177,369	59.72%
72210	208	Dental Insurance	\$ 12,039	7,203	\$ 4,836	59.83%
72210	211	Local Retirement	\$ 4,636	2,683	\$ 1,953	57.87%
72210	212	Medicare	\$ 57,812	34,655	\$ 23,157	59.94%
72210	217	Retirement-Hybrid Stabilization	\$ 6,594	5,763	\$ 831	87.40%
72210	355	Travel	\$ 11,500	4,010	\$ 7,490	34.87%
72210	355	Travel - Safe Schools	\$ 500	615	\$ (115)	123.07%
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-57)	\$ 15,000	3,800	\$ 11,200	25.33%
72210	355	Travel - Choir, Orchestra & Drama	\$ 10,000	1,260	\$ 8,740	12.60%
72210	399	Niswonger Class Fees (555)	\$ 5,000	4,975	\$ 25	99.50%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
72210	399	Contracted Services Niswonger Consortium Fee (555)	\$ 15,200	15,428	\$ (228)	101.50%
72210	399	Other Contracted Services (5\$ Transact)	\$ 9,000		\$ 9,000	0.00%
72210	399	Other Contracted Services - Frontline	\$ 31,000	32,407	\$ (1,407)	104.54%
72210	399	Other Contracted Services - Robotics Team (16-572)	\$ 1,000		\$ 1,000	0.00%
72210	399	Other Contracted Services - Parent Square	\$ 31,500	31,200	\$ 300	99.05%
72210	399	Other Contracted Services - 504 Online System	\$ 5,000		\$ 5,000	0.00%
72210	399	Other Contracted Services - Major Clarity	\$ 7,000		\$ 7,000	0.00%
72210	399	Other Contracted Services - Print Shop	\$ 41,000	24,477	\$ 16,523	59.70%
72210	399	Random Drug Testing (DOT Physicals)	\$ 16,000	6,841	\$ 9,159	42.76%
72210	399	Contracted Services - RC (1-030)	\$ 2,400		\$ 2,400	0.00%
72210	399	Internal Assessment Platform - Illuminate	\$ 55,000		\$ 55,000	0.00%
72210	399	Other Contracted Services -Safe Schools	\$ 39,000	6,100	\$ 32,900	15.64%
72210	399	Other Contracted Services (Misc)	\$ 20,000	27,738	\$ (7,738)	138.69%
72210	432	Library Books Media	\$ 36,730	36,730	\$ -	100.00%
72210	471	Software Maintenance - Hapara	\$ 65,640	62,855	\$ 2,785	95.76%
72210	471	Software Maintenance - Library Software	\$ 22,000	23,261	\$ (1,261)	105.73%
72210	471	Software Maintenance - Renaissance Learning	\$ -	40,404	\$ (40,404)	#DIV/0!
72210	471	Software Maintenance - Educlimber	\$ 50,000	49,998	\$ 2	100.00%
72210	499	Other Supplies & Materials	\$ 10,000	11,990	\$ (1,990)	119.90%
72210	499	Mclass Amplify Program (1-524)	\$ 24,000	17,880	\$ 6,120	74.50%
72210	499	Other Supplies & Materials-RC (1-030)	\$ 7,700		\$ 7,700	0.00%
72210	499	Other Supplies and Materials - Robotics Team (16-572)	\$ 5,000		\$ 5,000	0.00%
72210	499	Shoe Fund (1-520)	\$ 15,915	6,982	\$ 8,933	43.87%
72210	499	Centegix Supplies (964)	\$ 2,400	2,649	\$ (249)	110.36%
72210	499	Homeless Donations (701)	\$ -	(74)	\$ 74	#DIV/0!
72210	499	Other Supplies & Materials - Safe Schools	\$ 2,000	1,826	\$ 174	91.29%
72210	499	Other Supplies & Materials - Print Shop	\$ 110,000	76,142	\$ 33,858	69.22%
72210	524	Teacher Leadership Academy (537)	\$ 44,500	21,750	\$ 22,750	48.88%
72210	524	In-service Staff Dev. System Wide/School Based	\$ 148,314	71,510	\$ 76,804	48.22%
72210	524	Staff Development - Safe Schools	\$ 55,000	19,749	\$ 35,251	35.91%
72210	524	Staff Development - Coordinated School Health	\$ -	2,144	\$ (2,144)	#DIV/0!
72210	524	AP Staff Development (2-583)	\$ 10,000	-	\$ 10,000	0.00%
72210	599	Non Revenue Producing Sports \$30K (25/5)	\$ 40,000	46,678	\$ (6,678)	116.70%
72210	599	Other Charges - MS Competition Fees	\$ 3,000	-	\$ 3,000	0.00%
72210	599	Other Charges - Homeless Program	\$ -	5,034	\$ (5,034)	#DIV/0!
72210	599	Other Charges	\$ 4,000	-	\$ 4,000	0.00%
72210	790	Non Revenue Producing Sports - Arts \$20K (15/5)	\$ 25,000	3,173	\$ 21,827	12.69%
72210	790	Other Equipment - Safe Schools	\$ 21,200	18,385	\$ 2,815	86.72%
72210	790	Safety - Radios (1-964) - Elementary	\$ 5,000	-	\$ 5,000	0.00%
72210	790	Other Equipment	\$ 5,000	1,953	\$ 3,047	39.06%
		<b>Total Instruction Support</b>	<b>\$ 6,055,677</b>	<b>\$ 3,829,532</b>	<b>\$ 2,226,145</b>	<b>63.24%</b>
		<b>ALTERNATIVE INSTRUCTIONAL SUPPORT</b>				
72215	161	Secretaries	\$ 40,800	26,713	\$ 14,087	65.47%
72215	188	Personal Bonus	\$ 2,000	-	\$ 2,000	0.00%
72215	189	Other Salaries & Wages	\$ -	7,345	\$ (7,345)	#DIV/0!
72215	201	Social Security	\$ 2,611	1,841	\$ 770	70.49%
72215	204	Retirement	\$ 3,240	2,030	\$ 1,210	62.66%
72215	206	Life Insurance	\$ 98	58	\$ 40	59.29%
72215	207	Medical Insurance	\$ 16,888	11,120	\$ 5,768	65.85%
72215	208	Dental Insurance	\$ 450	325	\$ 125	72.14%
72215	212	Medicare	\$ 621	430	\$ 191	69.32%
72215	217	Retirement - Hybrid Stabilization	\$ 583	390	\$ 193	66.84%
72215	435	Office Supplies	\$ 2,368	2,368	\$ -	100.00%
72215	524	In-Service/Staff Development	\$ 2,000	1,719	\$ 281	85.93%
		<b>Total Alternative Instruction Support</b>	<b>\$ 71,659</b>	<b>\$ 54,338</b>	<b>\$ 17,321</b>	<b>75.83%</b>
		<b>SPECIAL EDUCATION SUPPORT</b>				

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
72220	105	Administration	\$ 123,227	82,151	\$ 41,076	66.67%
72220	124	Psychological Personnel	\$ 82,304	52,397	\$ 29,907	63.66%
72220	131	Physical Therapist	\$ 290,333	185,588	\$ 104,745	63.92%
72220	135	Diagnosticians	\$ 384,273	244,569	\$ 139,704	63.64%
72220	161	Secretary	\$ 114,240	103,659	\$ 10,581	90.74%
72220	189	Other Salaries & Wages	\$ 183,630	52,310	\$ 131,320	28.49%
72220	201	Social Security	\$ 71,858	42,385	\$ 29,473	58.98%
72220	204	Retirement	\$ 93,705	54,091	\$ 39,614	57.72%
72220	206	Life Insurance	\$ 2,827	1,500	\$ 1,327	53.08%
72220	207	Medical Insurance	\$ 126,684	113,109	\$ 13,575	89.28%
72220	208	Dental Insurance	\$ 2,924	2,632	\$ 292	90.00%
72220	212	Medicare	\$ 17,081	9,912	\$ 7,169	58.03%
72220	217	Retirement-Hybrid Stabilization	\$ 5,427	2,985	\$ 2,442	55.00%
72220	312	Contracts with Private Agencies	\$ 20,819	92,654	\$ (71,835)	445.04%
72220	322	Testing Materials	\$ 5,000	3,528	\$ 1,472	70.56%
72220	336	Maintenance & Repair Services - Equipment	\$ 1,600	1,170	\$ 430	73.13%
72220	355	Travel	\$ 7,500	4,890	\$ 2,611	65.19%
72220	499	Other Supplies & Materials	\$ 3,000	2,184	\$ 816	72.79%
72220	524	In Service/Staff Development	\$ 4,000	4,302	\$ (302)	107.54%
72220	790	Other Equipment	\$ 3,500	65	3435.04	1.86%
		<b>Total Special Education Support</b>	<b>\$ 1,543,932</b>	<b>\$ 1,056,081</b>	<b>\$ 487,851</b>	<b>68.40%</b>
		<b>VOCATIONAL INSTRUCTION SUPPORT</b>				
72230	105	Administration	\$ 132,911	86,930	\$ 45,981	65.40%
72230	117	Career Ladder	\$ 3,000	1,500	\$ 1,500	50.00%
72230	161	Secretary	\$ 39,780	24,998	\$ 14,782	62.84%
72230	188	Personal Bonus	\$ 4,000	-	\$ 4,000	0.00%
72230	201	Social Security	\$ 10,961	6,669	\$ 4,292	60.84%
72230	204	Retirement	\$ 11,148	7,002	\$ 4,146	62.81%
72230	206	Life Insurance	\$ 422	242	\$ 180	57.24%
72230	207	Medical Insurance	\$ 22,189	14,818	\$ 7,371	66.78%
72230	208	Dental Insurance	\$ 558	363	\$ 195	65.12%
72230	212	Medicare	\$ 2,606	1,560	\$ 1,046	59.86%
72230	217	Retirement - Hybrid Stabilization	\$ 569	365	\$ 204	64.21%
72230	355	Travel	\$ 154	354	\$ (200)	229.95%
72230	399	Other Contracted Services	\$ -	-	\$ -	#DIV/0!
72230	435	Office Supplies	\$ 154	154	\$ -	100.00%
72230	524	In-Service/Staff Development	\$ -	392	\$ (392)	#DIV/0!
		<b>Total Vocational Instruction Support</b>	<b>\$ 228,452</b>	<b>\$ 145,348</b>	<b>\$ 37,123</b>	<b>63.62%</b>
		<b>TECHNOLOGY</b>				
72250	105	Administration	\$ 108,001	67,489	\$ 40,512	62.49%
72250	121	Technicians	\$ 1,118,635	751,248	\$ 367,387	67.16%
72250	188	Bonus	\$ 42,000	44,000	\$ (2,000)	104.76%
72250	201	Social Security	\$ 77,387	49,778	\$ 27,609	64.32%
72250	204	Retirement	\$ 171,872	106,496	\$ 65,376	61.96%
72250	206	Life Insurance	\$ 2,944	1,553	\$ 1,391	52.76%
72250	207	Medical Insurance	\$ 196,136	124,392	\$ 71,744	63.42%
72250	208	Dental Insurance	\$ 5,809	3,703	\$ 2,106	63.75%
72250	211	Local Retirement	\$ -	5,172	\$ (5,172)	#DIV/0!
72250	212	Medicare	\$ 18,395	11,655	\$ 6,740	63.36%
72250	217	Retirement - Hybrid Stabilization	\$ 9,026	5,670	\$ 3,356	62.81%
72250	307	Technology Communications	\$ 6,300	2,929	\$ 3,371	46.49%
72250	320	Dues and Memberships	\$ 900	-	\$ 900	0.00%
72250	350	Other Charges-Internet/ENA	\$ 185,000	66,702	\$ 118,298	36.05%
72250	355	Travel Technology	\$ 3,000	553	\$ 2,447	18.44%
72250	399	Contracted Services	\$ 20,000	61,687	\$ (41,687)	308.43%
72250	399	Contracted Services - Reserved Encumbrances	\$ 3,880	3,880	\$ -	100.00%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
72250	411	Data Processing Supplies	\$ 11,500	401	\$ 11,099	3.49%
72250	435	Office Supplies Technology	\$ 1,700	124	\$ 1,576	7.27%
72250	471	Software Maintenance - Content Filter	\$ 26,000	24,003	\$ 1,997	92.32%
72250	471	Software Maintenance - Endpoint Protection - Trend	\$ 62,000		\$ 62,000	0.00%
72250	471	Software Maintenance - Jatheon/Email Archive	\$ 5,000		\$ 5,000	0.00%
72250	471	Software Maintenance - KnowBe4	\$ 25,000		\$ 25,000	0.00%
72250	471	Software Maintenance - TeamViewer	\$ 11,000		\$ 11,000	0.00%
72250	471	Software Maintenance - VXRail	\$ 26,000		\$ 26,000	0.00%
72250	471	Software Maintenance - Microsoft EES - OS and Office L	\$ 45,000	43,833	\$ 1,167	97.41%
72250	471	Software Maintenance - Cisco Smartnet	\$ 20,000	7,675	\$ 12,325	38.37%
72250	471	Software Maintenance - Veeam	\$ 6,400		\$ 6,400	0.00%
72250	471	Software Maintenance - Help Desk	\$ 28,000	27,916	\$ 84	99.70%
72250	471	Software Maintenance - VMWare	\$ 12,000		\$ 12,000	0.00%
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$ 15,000		\$ 15,000	0.00%
72250	471	Software Maintenance - SonicWall - Firewall	\$ 10,000		\$ 10,000	0.00%
72250	471	Software Maintenance - KACE	\$ 1,500		\$ 1,500	0.00%
72250	471	Software Maintenance - Identity Automation Rapid	\$ 58,000		\$ 58,000	0.00%
72250	471	Software Maintenance - Tipping Point	\$ 95,000		\$ 95,000	0.00%
72250	471	Software Hosting Services	\$ 21,000	19,345	\$ 1,655	92.12%
72250	471	Software Maintenance - Aruba Clearpass	\$ 15,000	5,226	\$ 9,774	34.84%
72250	471	Software Maintenance - Badgepass	\$ 10,000		\$ 10,000	0.00%
72250	471	Software Maintenance - Wasabi Cloud Storage	\$ 2,200		\$ 2,200	0.00%
72250	471	Software Maintenance - Document Cloud Storage	\$ 18,000		\$ 18,000	0.00%
72250	471	Software Maintenance - Other	\$ 5,000	13,481	\$ (8,481)	269.63%
72250	471	Software Maintenance - Scribbles	\$ 16,896	16,896	\$ -	100.00%
72250	499	Other Supplies & Materials Technology	\$ 10,500	4,033	\$ 6,467	38.41%
72250	524	In-service Staff Development - Technology	\$ 10,000	2,357	\$ 7,643	23.57%
72250	709	Data Processing Equipment Technology	\$ 10,000	1,772	\$ 8,228	17.72%
		<b>Total Technology</b>	<b>\$ 2,546,981</b>	<b>\$ 1,473,970</b>	<b>\$ 1,073,011</b>	<b>57.87%</b>
		<b>BOARD OF EDUCATION</b>				
72310	206	Life Insurance	\$ 420	234	\$ 186	55.71%
72310	207	Medical Insurance	\$ 30,172	19,339	\$ 10,833	64.10%
72310	208	Dental Insurance	\$ 1,100	314	\$ 786	28.57%
72310	305	Audit Service	\$ 22,000	22,000	\$ -	100.00%
72310	320	Dues and Memberships	\$ 12,000	8,276	\$ 3,724	68.97%
72310	331	Legal Services	\$ 15,000	20,171	\$ (5,171)	134.47%
72310	355	Travel	\$ 500	-	\$ 500	0.00%
72310	399	Other Contracted Services	\$ 10,000	7,250	\$ 2,750	72.50%
72310	499	Other Supplies & Materials	\$ 2,000	958	\$ 1,042	47.92%
72310	506	Liability Insurance	\$ 89,036	-	\$ 89,036	0.00%
72310	506	*Athletic Liability Insurance	\$ 41,000	39,412	\$ 1,588	96.13%
72310	508	Corporate Surety Bonds	\$ 150	144	\$ 6	96.00%
72310	510	Trustee's Commission	\$ 500,000	322,331	\$ 177,669	64.47%
72310	513	Workman's Compensation Insurance	\$ 450,633	-	\$ 450,633	0.00%
72310	524	In-service Staff Development	\$ 26,000	16,411	\$ 9,589	63.12%
72310	599	Other Charges	\$ 30,000	5,516	\$ 24,484	18.39%
72310	599	Athletics/Band Travel	\$ 80,676	33,711	\$ 46,965	41.79%
		<b>Total Board of Education</b>	<b>\$ 1,310,687</b>	<b>\$ 496,067</b>	<b>\$ 814,620</b>	<b>37.85%</b>
		<b>Superintendent</b>				
72320	101	Superintendent	\$ 198,800	127,261	\$ 71,539	64.01%
72320	117	Career Ladder	\$ -	-	\$ -	#DIV/0!
72320	161	Secretary	\$ 56,100	37,595	\$ 18,505	67.01%
72320	188	Bonus	\$ 2,000	2,000	\$ -	100.00%
72320	189	Other Salaries	\$ -	1,000	\$ (1,000)	#DIV/0!

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
72320	201	Social Security	\$ 15,671	10,402	\$ 5,269	66.38%
72320	204	Retirement	\$ 20,231	13,653	\$ 6,578	67.49%
72320	206	Life Insurance	\$ 617	210	\$ 407	34.05%
72320	207	Medical Insurance	\$ 33,000	23,122	\$ 9,878	70.07%
72320	208	Dental Insurance	\$ 820	517	\$ 303	63.06%
72320	212	Medicare	\$ 3,725	2,433	\$ 1,292	65.31%
72320	217	Retirement - Hybrid Stabilization	\$ 2,890	1,894	\$ 996	65.54%
72320	299	Other Fringe Benefits	\$ 1,200	5,000	\$ (3,800)	416.67%
72320	307	Communications	\$ 60,000	33,039	\$ 26,961	55.07%
72320	320	Dues & Memberships	\$ 12,000	4,377	\$ 7,623	36.48%
72320	348	Postal Charges	\$ 10,000	5,019	\$ 4,981	50.19%
72320	355	Travel	\$ 1,000	487	\$ 513	48.69%
72320	399	Other Contracted Services	\$ 11,000	8,440	\$ 2,560	76.73%
72320	435	Office Supplies	\$ 7,000	3,561	\$ 3,439	50.88%
72320	499	Other Supplies and Materials	\$ -	11,314	\$ (11,314)	#DIV/0!
72320	524	Staff Development - Leadership Program	\$ 11,000	5,562	\$ 5,438	50.56%
72320	599	Other Charges	\$ 13,000	162	\$ 12,838	1.25%
72320	701	Administrative Equipment	\$ 2,000	1,309	\$ 691	65.46%
		<b>Total Director of Schools</b>	<b>\$ 462,054</b>	<b>\$ 298,358</b>	<b>\$ 163,696</b>	<b>64.57%</b>
		<b>OFFICE OF THE PRINCIPAL</b>				
72410	104	Principals	\$ 1,386,819	927,929	\$ 458,890	66.91%
72410	117	Career Ladder	\$ 2,000	500	\$ 1,500	25.00%
72410	119	Bookkeepers	\$ 497,760	313,897	\$ 183,863	63.06%
72410	139	Assistant Principals	\$ 2,226,223	1,454,451	\$ 771,772	65.33%
72410	161	Secretary	\$ 1,141,300	709,900	\$ 431,400	62.20%
72410	188	Bonus	\$ 140,000	164,000	\$ (24,000)	117.14%
72410	189	Data Processing Personnel	\$ 75,422	50,281	\$ 25,141	66.67%
72410	201	Social Security	\$ 327,439	213,552	\$ 113,887	65.22%
72410	204	Retirement	\$ 401,541	249,377	\$ 152,164	62.11%
72410	206	Life Insurance	\$ 12,883	7,089	\$ 5,794	55.03%
72410	207	Medical Insurance	\$ 610,972	380,235	\$ 230,737	62.23%
72410	208	Dental Insurance	\$ 16,515	10,564	\$ 5,951	63.96%
72410	211	Local Retirement	\$ -	6,771	\$ (6,771)	#DIV/0!
72410	212	Medicare	\$ 77,834	49,976	\$ 27,858	64.21%
72410	217	Retirement - Hybrid Stabilization	\$ 22,692	13,935	\$ 8,757	61.41%
72410	307	Communication	\$ 80,000	48,044	\$ 31,956	60.05%
72410	320	Dues & Memberships	\$ 2,000	2,000	\$ -	100.00%
72410	348	Postal Charges	\$ 8,173	9,210	\$ (1,037)	112.69%
72410	355	Travel	\$ 1,684	1,684	\$ -	100.00%
72410	435	Office Supplies	\$ 5,475	7,212	\$ (1,737)	131.73%
72410	499	Other Supplies & Materials	\$ -	438	\$ (438)	#DIV/0!
72410	524	In-service/Staff Development	\$ 912	-	\$ 912	0.00%
72410	701	Administrative Equipment	\$ 1,540	1,450	\$ 90	94.15%
		<b>Total Office of the Principal</b>	<b>\$ 7,039,184</b>	<b>\$ 4,622,496</b>	<b>\$ 2,416,688</b>	<b>65.67%</b>
		<b>FISCAL SERVICES</b>				
72510	105	Administration	\$ 121,634	81,083	\$ 40,551	66.66%
72510	119	Bookkeepers	\$ 323,619	205,529	\$ 118,090	63.51%
72510	188	Bonus	\$ 12,000	12,000	\$ -	100.00%
72510	201	Social Security	\$ 27,892	17,408	\$ 10,484	62.41%
72510	204	Retirement	\$ 54,422	35,666	\$ 18,756	65.54%
72510	206	Life Insurance	\$ 1,069	583	\$ 486	54.53%
72510	207	Medical Insurance	\$ 43,210	34,536	\$ 8,674	79.93%
72510	208	Dental Insurance	\$ 1,250	1,058	\$ 192	84.62%
72510	211	Local Retirement	\$ 4,610	2,692	\$ 1,918	58.41%
72510	212	Medicare	\$ 6,630	4,071	\$ 2,559	61.40%
72510	217	Retirement - Hybrid Stabilization	\$ 2,895	2,023	\$ 872	69.88%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended February 28, 2026							
						66.67%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
72510	306	Bank Charges	\$	5,000	-	\$ 5,000	0.00%
72510	320	Dues & Memberships	\$	1,000	120	\$ 880	12.00%
72510	355	Travel	\$	100	62	\$ 38	61.88%
72510	399	Other Contracted Services	\$	50,500	59,186	\$ (8,686)	117.20%
72510	411	Data Processing Supplies	\$	4,500	3,517	\$ 983	78.16%
72510	435	Office Supplies	\$	4,000	2,132	\$ 1,868	53.30%
72510	499	Other Supplies and Materials	\$	1,000	1,571	\$ (571)	157.07%
72510	524	Staff Development	\$	5,000	2,891	\$ 2,109	57.82%
72510	599	Other Charges	\$	250	-	\$ 250	0.00%
72510	701	Administrative Equipment	\$	3,000	5,192	\$ (2,192)	173.06%
<b>Total Fiscal Services</b>			\$	<b>673,581</b>	<b>471,319</b>	<b>202,262</b>	<b>69.97%</b>
<b>HUMAN RESOURCES</b>							
72520	105	Supervisor/Director	\$	93,791	62,527	\$ 31,264	66.67%
72520	161	Secretary	\$	148,596	100,026	\$ 48,570	67.31%
72520	188	Personal Bonus	\$	8,000	8,000	\$ -	100.00%
72520	201	Social Security	\$	15,274	9,985	\$ 5,289	65.37%
72520	204	State Retirement	\$	28,185	18,970	\$ 9,215	67.30%
72520	206	Life Insurance	\$	582	292	\$ 290	50.12%
72520	207	Medical Insurance	\$	34,096	20,793	\$ 13,303	60.98%
72520	208	Dental Insurance	\$	1,000	573	\$ 427	57.30%
72520	212	Medicare	\$	3,631	2,335	\$ 1,296	64.31%
72520	217	Retirement - Hybrid Stabilization	\$	2,479	1,753	\$ 726	70.70%
72520	320	Dues and Memberships	\$	250	50	\$ 200	20.00%
72520	355	Travel	\$	250	53	\$ 197	21.28%
72520	399	Other Contracted Services	\$	3,000	6,703	\$ (3,703)	223.45%
72520	435	Office Supplies	\$	2,000	797	\$ 1,203	39.86%
72520	499	Other Supplies	\$	-	200	\$ (200)	#DIV/0!
72520	524	Staff Development	\$	4,000	5,423	\$ (1,423)	135.57%
72520	701	Administrative Equipment	\$	1,000	-	\$ 1,000	0.00%
<b>Total Human Resources</b>			\$	<b>346,134</b>	<b>238,480</b>	<b>107,654</b>	<b>68.90%</b>
<b>OPERATION OF PLANT</b>							
72610	160	Guards	\$	220,320	109,782	\$ 110,538	49.83%
72610	166	Custodial Personnel	\$	2,066,520	1,270,128	\$ 796,392	61.46%
72610	166	Summer Worker (510)	\$	16,320	6,532	\$ 9,788	40.03%
72610	166	Custodian Overtime	\$	7,000	16,899	\$ (9,899)	241.41%
72610	188	Bonus	\$	111,050	106,700	\$ 4,350	96.08%
72610	201	Social Security	\$	147,694	86,453	\$ 61,241	58.54%
72610	204	Retirement	\$	232,968	153,241	\$ 79,727	65.78%
72610	206	Life Insurance	\$	5,544	2,473	\$ 3,071	44.60%
72610	207	Medical Insurance	\$	324,154	228,414	\$ 95,740	70.46%
72610	208	Dental Insurance	\$	8,500	5,988	\$ 2,512	70.45%
72610	211	Local Retirement	\$	18,000	9,638	\$ 8,362	53.55%
72610	212	Medicare	\$	35,108	20,461	\$ 14,647	58.28%
72610	217	Retirement - Hybrid Stabilization	\$	21,551	11,477	\$ 10,074	53.26%
72610	359	Disposal Fees	\$	130,000	92,611	\$ 37,389	71.24%
72610	399	Other Contracted Services	\$	-	79,717	\$ (79,717)	#DIV/0!
72610	410	Custodial Supplies	\$	160,000	123,172	\$ 36,828	76.98%
72610	415	Electricity	\$	1,950,000	1,221,360	\$ 728,640	62.63%
72610	434	Natural Gas	\$	265,000	198,390	\$ 66,610	74.86%
72610	454	Water & Sewer	\$	320,000	169,688	\$ 150,312	53.03%
72610	471	Trane Cloud System	\$	25,000	-	\$ 25,000	0.00%
72610	499	Other Supplies & Materials	\$	5,000	3,082	\$ 1,918	61.64%
72610	599	Other Charges	\$	-	-	\$ -	#DIV/0!

JOHNSON CITY SCHOOLS									
Statement of Revenues, Expenditures, and Changes in Fund Balance									
For the Period Ended February 28, 2026									
						66.67%			
				Amended	Actual	Budget Amount	Percentage		
				Budget	Amounts	Remaining	of Budget to Date		
72610	720	Plant Operating Equipment	\$	5,000	-	\$	5,000	0.00%	
<b>Total Operation of Plant</b>			<b>\$</b>	<b>6,074,729</b>	<b>\$</b>	<b>3,916,207</b>	<b>\$</b>	<b>2,158,522</b>	<b>64.47%</b>
<b>MAINTENANCE OF PLANT</b>									
72620	105	Administration	\$	93,898	62,584	\$	31,314	66.65%	
72620	161	Secretary	\$	47,430	30,576	\$	16,854	64.47%	
72620	167	Maintenance Personnel	\$	1,201,918	697,637	\$	504,281	58.04%	
72620	188	Bonus	\$	46,000	44,000	\$	2,000	95.65%	
72620	201	Social Security	\$	84,744	47,272	\$	37,472	55.78%	
72620	204	Retirement	\$	200,001	119,120	\$	80,881	59.56%	
72620	206	Life Insurance	\$	3,224	1,635	\$	1,589	50.70%	
72620	207	Medical Insurance	\$	237,169	147,655	\$	89,515	62.26%	
72620	208	Dental Insurance	\$	6,393	3,598	\$	2,795	56.28%	
72620	211	Local Retirement	\$	7,500	3,025	\$	4,475	40.34%	
72620	212	Medicare	\$	20,144	11,056	\$	9,088	54.88%	
72620	217	Retirement - Hybrid Stabilization	\$	8,121	4,715	\$	3,406	58.06%	
72620	307	Communications	\$	12,000	2,857	\$	9,143	23.81%	
72620	336	Maint & Repair Service - Equipment	\$	7,500	11,555	\$	(4,055)	154.06%	
72620	399	Other Contracted Services	\$	130,000	63,812	\$	66,188	49.09%	
72620	399	ESG M& V Services	\$	17,000	-	\$	17,000	0.00%	
72620	399	Other Contracted Svcs - Rsvrd for Encmbrnc	\$	20,869	20,869	\$	(0)	100.00%	
72620	499	Other Supplies & Materials	\$	255,000	206,652	\$	48,349	81.04%	
72620	599	Other Charges	\$	3,000	-	\$	3,000	0.00%	
<b>Total Maintenance of Plant</b>			<b>\$</b>	<b>2,401,911</b>	<b>\$</b>	<b>1,478,617</b>	<b>\$</b>	<b>923,294</b>	<b>61.56%</b>
<b>TRANSPORTATION</b>									
72710	164	Attendants	\$	-	2,326	\$	(2,326)	#DIV/0!	
72710	189	Other Salaries & Wages - Bus Assistants	\$	38,600	12,378	\$	26,222	32.07%	
72710	201	Social Security	\$	2,393	872	\$	1,521	36.46%	
72710	204	Retirement	\$	4,170	924	\$	3,246	22.16%	
72710	211	Local Retirement	\$	300	98	\$	202	32.58%	
72710	212	Medicare	\$	560	204	\$	356	36.44%	
72710	217	Retirement - Hybrid Stabilization	\$	100	124	\$	(24)	123.68%	
72710	312	Special Education Transportation	\$	3,000	240	\$	2,760	8.00%	
72710	314	Contracts w/Public Carrier	\$	3,037,269	-	\$	3,037,269	0.00%	
72710	338	Maint & Repair Service	\$	15,000	9,305	\$	5,695	62.03%	
72710	425	Gasoline	\$	50,000	24,446	\$	25,554	48.89%	
72710	450	Tires & Tubes	\$	5,000	1,677	\$	3,323	33.53%	
72710	453	Vehicle Parts	\$	9,000	3,134	\$	5,866	34.83%	
72710	499	Other Supplies & Materials	\$	-	325	\$	(325)	#DIV/0!	
72710	729	Transportation Equipment	\$	334,000	-	\$	334,000	0.00%	
<b>Total Transportation</b>			<b>\$</b>	<b>3,499,392</b>	<b>\$</b>	<b>56,052</b>	<b>\$</b>	<b>3,443,340</b>	<b>1.60%</b>
<b>PUBLIC RELATIONS</b>									
72810	188	Bonus	\$	4,000	4,000	\$	-	100.00%	
72810	189	Other Salaries and Wages	\$	115,310	81,592	\$	33,718	70.76%	
72810	201	Social Security	\$	7,278	4,840	\$	2,438	66.50%	
72810	204	Retirement	\$	8,729	6,505	\$	2,225	74.52%	
72810	206	Life Insurance	\$	286	127	\$	159	44.47%	
72810	207	Medical Insurance	\$	16,888	14,604	\$	2,284	86.48%	
72810	208	Dental Insurance	\$	410	350	\$	60	85.43%	
72810	212	Medicare	\$	1,730	1,132	\$	598	65.42%	
72810	217	Retirement - Hybrid Stabilization	\$	1,649	1,177	\$	472	71.38%	
72810	355	Travel Public Relations	\$	1,000	-	\$	1,000	0.00%	
72810	399	Contracted Services Public Relations	\$	16,000	11,259	\$	4,741	70.37%	

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
72810	435	Office Supplies Public Relations	\$ 1,500	-	\$ 1,500	0.00%
72810	499	Other Supplies & Materials-Public Relations	\$ 4,200	1,631	\$ 2,569	38.84%
72810	524	In-service Staff Development - Public Relations	\$ 4,200	5,495	\$ (1,295)	130.84%
72810	599	Other Charges Public Relations	\$ 2,000	223	\$ 1,777	11.16%
72810	709	Data Processing Equipment Public Relations	\$ 3,000	-	\$ 3,000	0.00%
		<b>Total Public Relations</b>	<b>\$ 188,180</b>	<b>\$ 132,935</b>	<b>\$ 55,245</b>	<b>70.64%</b>
		<b>COMMUNITY SERVICE</b>				
73300	105	Supervisor/Director	\$ 376,912	213,505	\$ 163,407	56.65%
73300	131	Medical Personnel	\$ -	8	\$ (8)	#DIV/0!
73300	188	Bonus	\$ 42,000	18,350	\$ 23,650	43.69%
73300	189	Other Salaries and Wages	\$ 906,250	513,150	\$ 393,100	56.62%
73300	201	Social Security	\$ 81,388	43,976	\$ 37,412	54.03%
73300	204	Retirement	\$ 13,988	13,448	\$ 540	96.14%
73300	206	Life Insurance	\$ 321	285	\$ 36	88.74%
73300	207	Medical Insurance	\$ 32,250	22,139	\$ 10,111	68.65%
73300	208	Dental Insurance	\$ 1,200	702	\$ 498	58.48%
73300	211	Local Retirement	\$ 200	14	\$ 186	7.15%
73300	212	Medicare	\$ 23,857	10,662	\$ 13,195	44.69%
73300	217	Hybrid Stabilization	\$ -	2,368	\$ (2,368)	#DIV/0!
73300	307	Communications	\$ 1,553	501	\$ 1,052	32.26%
73300	355	Travel	\$ 3,700	-	\$ 3,700	0.00%
73300	399	Other Contracted Services	\$ 8,300	3,050	\$ 5,250	36.74%
73300	422	Food Supplies	\$ 44,539	11,562	\$ 32,977	25.96%
73300	499	Other Supplies	\$ 61,479	20,860	\$ 40,619	33.93%
73300	509	Refunds	\$ 2,915	256	\$ 2,659	8.78%
73300	524	Staff Development	\$ 5,762	920	\$ 4,842	15.97%
73300	599	Other Charges	\$ 19,400	1,534	\$ 17,866	7.91%
73300	790	Other Equipment	\$ 6,000	-	\$ 6,000	0.00%
		<b>Total Community Services</b>	<b>\$ 1,632,014</b>	<b>\$ 877,288</b>	<b>\$ 754,726</b>	<b>53.75%</b>
		<b>EARLY CHILDHOOD EDUCATION</b>				
73400	105	Supervisor/Director	\$ 60,000	14,585	\$ 45,415	24.31%
73400	116	Teachers	\$ 136,847	86,315	\$ 50,532	63.07%
73400	163	Educational Assistants	\$ 40,290	16,518	\$ 23,772	41.00%
73400	188	Bonus	\$ 10,000	8,000	\$ 2,000	80.00%
73400	189	Other Salaries & Wages	\$ 110,000	128,593	\$ (18,593)	116.90%
73400	201	Social Security	\$ 21,996	15,534	\$ 6,462	70.62%
73400	204	Retirement	\$ 10,879	6,896	\$ 3,983	63.39%
73400	206	Life Insurance	\$ 328	152	\$ 176	46.35%
73400	207	Medical Insurance	\$ 27,454	7,925	\$ 19,529	28.87%
73400	208	Dental Insurance	\$ 410	485	\$ (75)	118.24%
73400	211	Local Retirement	\$ -	-	\$ -	#DIV/0!
73400	212	Medicare	\$ 5,178	3,633	\$ 1,545	70.16%
73400	217	Retirement - Hybrid Stabilization	\$ 1,437	908	\$ 529	63.22%
73400	307	Communications	\$ 50	28	\$ 22	56.00%
73400	399	Other Contracted Services	\$ 1,000	-	\$ 1,000	0.00%
73400	422	Food Supplies	\$ -	1,868	\$ (1,868)	#DIV/0!
73400	429	Instructional Supplies	\$ -	-	\$ -	#DIV/0!
73400	499	Other Supplies & Materials	\$ 18,000	1,319	\$ 16,681	7.33%
73400	509	Refunds	\$ 500	70	\$ 430	14.00%
73400	524	Staff Development	\$ 2,000	-	\$ 2,000	0.00%
73400	599	Other Charges	\$ 2,000	-	\$ 2,000	0.00%
73400	790	Other Equipment	\$ 10,000	-	\$ 10,000	0.00%
		<b>Total Early Childhood Education</b>	<b>\$ 458,369</b>	<b>\$ 292,828</b>	<b>\$ 165,541</b>	<b>63.88%</b>

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended February 28, 2026						
						66.67%
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	<b>Percentage</b>
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	<b>of Budget to Date</b>
		<b>CAPITAL OUTLAY</b>				
76100	707	Building Improvements	\$ 225,000	29,101	\$ 195,899	12.93%
76100	707	Building Improvements - Special Budget Requests	\$ 672,500	139,780	\$ 532,720	20.79%
76100	707	Reserved for Encumbrances	\$ 91,315	45,733	\$ 45,582	50.08%
76100	799	Other Capital Outlay - Reserved for Encumbrances	\$ 103,113	-	\$ 103,113	0.00%
76100	799	Other Capital Outlay - Playgrounds	\$ 50,000	-	\$ 50,000	0.00%
76100	799	Other Capital Outlay - Coordinated School Health	\$ 40,000	-	\$ 40,000	0.00%
76100	799	TVA Grant	\$ -	17,489	\$ (17,489)	#DIV/0!
76100	799	Other Capital Outlay - Special Budget Requests	\$ 72,000	44,538	\$ 27,462	61.86%
		<b>Total Capital Outlay</b>	<b>\$ 1,253,928</b>	<b>\$ 276,641</b>	<b>\$ 977,287</b>	<b>22.06%</b>
		<b>DEBT SERVICE</b>				
82130	601	Sales Tax Trust Fund	\$ 1,837,155	1,422,834	\$ 414,321	77.45%
82130	601	ESG Bond Principal Payments 2017 Issue	\$ 430,000	-	\$ 430,000	0.00%
82230	603	ESG Bond Interest Payments - 2017 Issue	\$ 118,900	59,450	\$ 59,450	50.00%
82230	699	ESG Bond Other Services/Fees Payments	\$ -	-	\$ -	#DIV/0!
		<b>Total Debt Service</b>	<b>\$ 2,386,055</b>	<b>\$ 1,482,284</b>	<b>\$ 903,771</b>	<b>62.12%</b>
		<b>TRANSFERS</b>				
99100	590	Operating Transfers (PREK)	\$ 52,739	629	\$ 52,110	1.19%
99100	590	Operating Transfer - SRO Overtime	\$ 10,000	-	\$ 10,000	0.00%
		<b>Total Transfers</b>	<b>\$ 62,739</b>	<b>\$ 629</b>	<b>\$ 62,110</b>	<b>1.00%</b>
		<b>TOTAL EXPENDITURES</b>	<b>\$ 108,537,576</b>	<b>\$ 66,174,955</b>	<b>\$ 42,169,087</b>	<b>60.97%</b>
		<b>NET CHANGE IN FUND BALANCE</b>	<b>\$ (5,674,611)</b>	<b>\$ 4,837,739</b>	<b>\$ (10,261,873)</b>	
		<b>NET CHANGE IN FUND BALANCE BREAKDOWN</b>				
		<b>UNDESIGNATED</b>				
		Textbooks	\$ 768,700	\$ 73,646	\$ 695,054	
		One-Time Bonus	\$ 1,320,500	\$ 1,100,606	\$ 219,894	
		Special Budget Requests	\$ 1,100,000	\$ 252,706	\$ 847,294	
		Capital	\$ 223,552	\$ 29,101	\$ 194,451	
		Encumbrances	\$ 1,156,040	\$ 937,778	\$ 218,262	
		Local Extended Contracts	\$ 146,280	\$ -	\$ 146,280	
		Local Donations	\$ 5,915	\$ -	\$ 5,915	
		Chromebooks	\$ 800,000	\$ -	\$ 800,000	
		<b>Total Undesignated Fund Balance</b>	<b>\$ 5,520,987</b>	<b>\$ 2,393,837</b>	<b>\$ 3,127,150</b>	
		<b>EDUCARE</b>	<b>\$ 153,624</b>	<b>\$ (102,179)</b>	<b>\$ 255,803</b>	
		<b>Total Net Change in Fund Balance</b>	<b>\$ 5,674,611</b>	<b>\$ 2,291,658</b>	<b>\$ 3,382,953</b>	

Acct	Acct	AMOUNT
A	Asset	
11130	CASH IN BANK	20,054,680.65
11131	FOOD SERVICE CASH	-139.40
11133	RETAINAGE ESCROW ACCOUNT	0.00
11200	INVENTORIES	56,957.73
11300	INVESTMENTS	1,575,988.27
11410	ACCOUNTS RECEIVABLE	-50,403.64
11420	DUE FROM WASHINGTON CO GASB 33	20,072,876.00
11430	DUE FROM OTHER GOVERNMENTS	5,749,443.74
11440	DUE FROM OTHER FUNDS	51,569.35
11460	DUE FROM CITY GENERAL FUND	0.00
48610	DONATIONS	0.00
71100	REGULAR INSTRUCTION PROGRAM	0.00
72410	OFFICE OF THE PRINCIPAL	0.00
-----	Asset	47,510,972.70
		=====
L	Liability	
21100	ACCOUNTS PAYABLE	-55,146.78
21200	ACCRUED PAYROLL	-2,937,186.49
21310	INCOME TAX WITHHELD AND UNPAID	0.00
21311	STATE INCOME TAX	0.00
21320	SOCIAL SECURITY TAX	-182,105.49
21325	EMPLOYEE MEDICARE DEDUCTION	-42,589.33
21330	RETIREMENT CONTRIBUTIONS	-202,700.16
21331	THE TRUST COMPANY	-1,710.14
21332	GREAT WEST DC PLAN	320.15
21340	FAMILY HEALTH INSURANCE	0.00
21341	MEDICAL INSURANCE	20,759.88
21342	SECTION 125	-92,518.45
21344	PAYROLL DEDUCTIONS	-40,437.34
21345	JCEA	0.00
21346	NTA	0.00
21347	NAS INC	-766.03
21348	DENTAL INSURANCE	43,997.47
21350	TAX SHELTER ANNUITIES	0.00
21351	HEALTH SAVINGS ACCOUNT	0.00
21360	GARNISHMENTS AND LEVIES	-1,221.02
21370	EXTENSION SERVICE PAYROLL DEDU	0.00
21390	OTHER PAYROLL DEDUCTIONS	-28.00
21410	CONSTRUCTION RETAINAGE PAYABLE	0.00
21500	DUE TO OTHER FUNDS	-2,600.00
21518	DEFERRED REVENUE	-20,074,379.00
21520	DUE TO FOOD SERVICE	125.00
21521	REVTRAK CLEARING ACCOUNT	-597.06
21540	DUE TO DEBT SERVICE FUND 1/4 C	-527,033.10
21555	DUE TO OTHER GOVERNMENTS	0.00
-----	Liability	-24,095,815.89
		=====

Acct	Acct	AMOUNT
Q	Equity	
34110	RESERVED FOR ENCUMBRANCES - CU	-1,156,814.21
34130	RESERVED FOR CHROMEBOOKS	-84,322.72
34141	RESERVED FOR SITE-BASED	0.00
34142	RESERVED FOR THE ARTS	0.00
34143	RESERVED FOR ADULT EDUCATION	0.00
34144	LOCAL EXTENDED CONTRACT	0.00
34145	RESERVED FOR BOILER - MAINTENA	0.00
34147	RESERVED FOR MAINTENANCE EQUIP	0.00
34150	RESERVED FOR INVENTORY	-72,121.76
34170	RESERVED FOR PROJECT SMILE	0.00
34179	LOCAL EXTENDED CONTRACTS	-146,280.00
34180	RESERVED FOR SUMMER SCHOOL	0.00
34181	RESERVED FOR LOCAL DONATIONS	-5,914.95
34379	RESERVED FOR EXTENDED CONTRACT	0.00
34380	RESERVED FOR CAREER LADDER PRO	2,063.58
34381	RESERVED FOR BEP CLASSROOM	0.00
34383	RESERVED FOR TECHNOLOGY	0.00
34384	RESERVED FOR TEXTBOOKS	0.00
34385	RESERVED FOR STAFF DEVELOPMENT	0.00
34390	OTHER STATE EDUCATION RESERVES	0.00
34391	RESERVED FOR SUMMER YOUTH	0.00
34392	RESERVED FOR TECH CENTER AUCTI	0.00
34393	RESERVED FOR CAPITAL OUTLAY	0.00
34394	RESERVE FOR HVAC	0.00
34395	RESERVE FOR SPECIAL BUDGET REQ	-583,000.00
34400	RESERVED FOR COMPENSATED ABSEN	-4,208,177.34
34450	RESERVED FOR GOLLONG	0.00
35110	DESIGNATED FOR 0.03 FUND BALAN	-3,049,135.41
35120	DESIGNATED FOR STIMULUS RECOVE	0.00
39000	UNDESIGNATED FUND BALANCE	-14,111,454.00
-----	Equity	-23,415,156.81
		=====
-----		0.00
	Grand Asset Totals	47,510,972.70
	Grand Liability Totals	-24,095,815.89
	Grand Equity Totals	-23,415,156.81
	Grand Totals	0.00

Number of Accounts: 457

\*\*\*\*\* End of report \*\*\*\*\*

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED	
40000							
141	40110	CURRENT PROPERTY TAX	12,738,140.00	1,207,694.98	8,288,185.85	4,449,954.15	65.07%
141	40120	TRUSTEE'S COLLECTIONS - PRIOR	280,555.00	25,414.62	195,491.28	85,063.72	69.68%
141	40130	CIRCUIT CLERK/CLERK & MASTER C	100,000.00	1,349.23	55,270.15	44,729.85	55.27%
141	40140	INTEREST AND PENALTY	135,000.00	4,721.91	33,567.04	101,432.96	24.86%
141	40150	PICK-UP TAXES	5,500.00	115.68	235.23	5,264.77	4.28%
141	40162	PAYMENTS IN LIEU OF TAXES - LO	215,000.00	0.00	195,238.97	19,761.03	90.81%
141	40163	PAYMENTS IN LIEU OF TAXES - OT	18,000.00	0.00	12,017.96	5,982.04	66.77%
141	40210	LOCAL OPTION SALES TAX	20,752,299.00	1,841,370.60	14,693,098.74	6,059,200.26	70.80%
141	40270	BUSINESS TAX	517,000.00	31,548.78	181,036.66	335,963.34	35.02%
141	40275	MIXED DRINK TAX	3,500.00	1.93	94.03	3,405.97	2.69%
141	40320	BANK EXCISE TAX	95,000.00	0.00	0.00	95,000.00	0.00%
141	40350	INTERSTATE TELECOMMUNICATIONS	0.00	0.00	0.00	0.00	0.00%
141	40390	OTHER STATUTORY LOCAL TAXES	0.00	0.00	0.00	0.00	0.00%
141	40---		34,859,994.00	3,112,217.73	23,654,235.91	11,205,758.09	67.85%
41000							
141	41110	MARRIAGE LICENSE	1,700.00	100.38	1,114.52	585.48	65.56%
141	41---		1,700.00	100.38	1,114.52	585.48	65.56%
43000							
141	43511	TUITION - REGULAR DAY STUDENTS	250,000.00	38,639.72	258,790.91	-8,790.91	103.52%
141	43512	TUITION - ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00%
141	43513	TUITION - SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00%
141	43517	TUITION - ONLINE LEARNING	30,000.00	750.00	400.00	29,600.00	1.33%
141	43542	CNTRCT FOR INSTR SVCS W/LEA'S	0.00	0.00	0.00	0.00	0.00%
141	43581	COMMUNITY SERVICE FEES-CHILDRE	1,696,900.00	162,719.29	1,192,842.46	504,057.54	70.30%
141	43990	OTHER CHARGES FOR SERVICES	81,000.00	3,544.76	41,940.56	39,059.44	51.78%
141	43---		2,057,900.00	205,653.77	1,493,973.93	563,926.07	72.60%
44000							
141	44110	INTEREST EARNED	0.00	0.00	0.00	0.00	0.00%
141	44120	LEASE / RENTALS	0.00	0.00	354.80	-354.80	0.00%
141	44146	E-RATE FUNDING	0.00	0.00	0.00	0.00	0.00%
141	44160	RETIRES' INSURANCE PAYMENTS	23,000.00	1,610.62	16,566.40	6,433.60	72.03%
141	44170	MISCELLANEOUS REFUNDS	0.00	392.00	11,963.32	-11,963.32	0.00%
141	44530	SALE OF EQUIPMENT	0.00	0.00	0.00	0.00	0.00%
141	44570	CONTRIBUTIONS	11,000.00	30,429.88	64,088.02	-53,088.02	582.62%
141	44990	OTHER LOCAL REVENUES	0.00	32.03	250.11	-250.11	0.00%
141	44---		34,000.00	32,464.53	93,222.65	-59,222.65	274.18%

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED	
46000							
141	46510	TISA	49,705,348.00	4,912,473.80	35,329,101.11	14,376,246.89	71.08%
141	46511	BASIC EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00%
141	46512	BEP ARRA	0.00	0.00	0.00	0.00	0.00%
141	46513	TISA ON-BEHALF PAYMENTS	0.00	0.00	0.00	0.00	0.00%
141	46530	ENGERY EFFICIENT SCHOOLS	0.00	0.00	0.00	0.00	0.00%
141	46550	DRIVER EDUCATION	11,000.00	0.00	0.00	11,000.00	0.00%
141	46590	OTHER STATE EDUCATION FUNDS	1,390,518.00	1,214,285.71	2,555,317.91	-1,164,799.91	183.77%
141	46592	INTERNET CONNECTIVITY	0.00	0.00	0.00	0.00	0.00%
141	46596	PAID PARENTAL LEAVE	0.00	0.00	0.00	0.00	0.00%
141	46610	CAREER LADDER PROGRAM	63,500.00	0.00	31,587.14	31,912.86	49.74%
141	46612	EXTENDED CONTRACT	0.00	0.00	0.00	0.00	0.00%
141	46615	EXTENDED CONTRACT ARRA	0.00	0.00	0.00	0.00	0.00%
141	46690	TEST FEE	0.00	0.00	0.00	0.00	0.00%
141	46850	MIXED DRINK TAX	0.00	0.00	0.00	0.00	0.00%
141	46980	OTHER STATE GRANTS	0.00	0.00	0.00	0.00	0.00%
141	46990	OTHER STATE REVENUES	0.00	0.00	0.00	0.00	0.00%
141	46---		51,170,366.00	6,126,759.51	37,916,006.16	13,254,359.84	74.10%
47000							
141	47143	EDUCATION OF THE HANDICAPPED A	0.00	56,942.84	56,942.84	-56,942.84	0.00%
141	47304	REMOTE TECHNOLOGY GRANT	0.00	0.00	0.00	0.00	0.00%
141	47590	OTHER FEDERAL THROUGH STATE	0.00	0.00	0.00	0.00	0.00%
141	47640	ROTC REIMBURSEMENT	75,000.00	7,011.20	46,040.20	28,959.80	61.39%
141	47---		75,000.00	63,954.04	102,983.04	-27,983.04	137.31%
48000							
141	48610	DONATIONS	0.00	0.00	0.79	-0.79	0.00%
141	48---		0.00	0.00	0.79	-0.79	0.00%
49000							
141	49315	SBITA ISSUED	0.00	0.00	0.00	0.00	0.00%
141	49316	SBITA ISSUED	0.00	0.00	0.00	0.00	0.00%
141	49800	OPERATING TRANSFERS	0.00	0.00	0.00	0.00	0.00%
141	49810	CITY GENERAL FUND TRANSFER	14,664,005.00	968,984.67	7,751,157.32	6,912,847.68	52.86%
141	49---		14,664,005.00	968,984.67	7,751,157.32	6,912,847.68	52.86%
Grand Revenue Totals			102,862,965.00	10,510,134.63	71,012,694.32	31,850,270.68	69.04%

Number of Accounts: 189

Fnd	Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE	YEAR-TO-DATE	OUTSTANDING	2025-26 FYTD	Percent of
			AMOUNT	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	Unencumbered Bal	Budget Remaining
141	70106	CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00
141	71100	REGULAR INSTRUCTION PROGRAM	54,665,635.25	4,314,970.75	34,892,385.33	909,839.06	18,863,410.86	34.51
141	71150	ALTERNATIVE INSTRUCTION PROGRA	1,642,486.00	147,166.91	1,067,212.72	0.00	575,273.28	35.02
141	71200	SPECIAL EDUCATION PROGRAM	5,783,154.00	529,938.79	3,743,700.29	3,055.31	2,036,398.40	35.21
141	71300	VOCATION EDUCATION PROGRAM	2,786,436.00	245,180.66	1,762,666.25	1,093.33	1,022,676.42	36.70
141	71600	ADULT EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
141	72110	ATTENDANCE	479,969.00	78,483.84	332,414.72	0.00	147,554.28	30.74
141	72120	HEALTH SERVICES	1,146,701.00	102,765.06	776,274.17	0.00	370,426.83	32.30
141	72130	OTHER STUDENT SUPPORT	3,797,537.00	325,264.83	2,400,831.30	0.00	1,396,705.70	36.78
141	72210	REGULAR INSTRUCTION PROGRAM	6,055,676.72	421,003.66	3,853,534.89	46,199.08	2,155,942.75	35.60
141	72215	ALTERNATIVE INSTRUCTION PROGRA	71,659.00	9,143.16	54,337.74	0.00	17,321.26	24.17
141	72220	SPECIAL EDUCATION PROGRAM	1,543,932.00	141,796.02	1,056,080.64	1,248.90	486,602.46	31.52
141	72230	VOCATION EDUCATION PROGRAM	228,452.00	18,473.99	145,347.80	0.00	83,104.20	36.38
141	72250	TECHNOLOGY	2,546,981.00	156,535.65	1,449,967.02	16,659.79	1,080,354.19	42.42
141	72260	ADULT PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00
141	72310	BOARD OF EDUCATION	1,310,687.00	56,304.07	496,066.86	13,353.76	801,266.38	61.13
141	72320	OFFICE OF THE SUPERINTENDENT	462,054.00	35,824.05	298,358.37	1,239.10	162,456.53	35.16
141	72410	OFFICE OF THE PRINCIPAL	7,039,183.97	575,958.70	4,622,495.52	0.00	2,416,688.45	34.33
141	72510	FISCAL SERVICES	673,581.00	48,667.50	471,319.30	1,661.06	200,600.64	29.78
141	72520	HUMAN RESOURCES	346,134.00	29,309.60	238,479.67	20,537.00	87,117.33	25.17
141	72610	OPERATION OF PLANT	6,074,729.00	560,742.34	3,916,206.80	0.00	2,158,522.20	35.53
141	72620	MAINTENANCE OF PLANT	2,401,910.63	162,210.81	1,478,617.21	124,472.25	798,821.17	33.26
141	72710	TRANSPORTATION	3,499,392.00	7,834.67	56,052.42	354,636.00	3,088,703.58	88.26
141	72810	CENTRAL AND OTHER	188,180.00	14,764.26	132,934.80	653.35	54,591.85	29.01
141	73300	COMMUNITY SERVICES	1,632,014.37	110,410.03	877,288.29	3,006.10	751,719.98	46.06
141	73400	EARLY CHILDHOOD EDUCATION	458,369.00	40,353.28	292,828.40	260.12	165,280.48	36.06
141	76100	REGULAR CAPITAL OUTLAY	1,253,928.21	166,762.92	276,640.89	239,676.45	737,610.87	58.82
141	82130	PRINCIPAL	2,267,155.00	180,463.72	1,422,833.90	0.00	844,321.10	37.24
141	82230	INTEREST	118,900.00	0.00	59,450.35	0.00	59,449.65	50.00
141	99100	TRANSFERS TO OTHER FUNDS	62,739.00	0.00	629.27	0.00	62,109.73	99.00
Grand Expense Totals			108,537,576.15	8,480,329.27	66,174,954.92	1,737,590.66	40,625,030.57	37.43

Number of Accounts: 6904

\*\*\*\*\* End of report \*\*\*\*\*

**SCHOOL BOARD AGENDA ITEM**  
**April 4, 2026 Meeting**

**TOPIC:** PEP – SALES TAX “Educational Facilities Trust Fund”

**BACKGROUND INFORMATION:**

**PEP – Sales Tax Acct:**

Sales Tax deposits for February consisted of \$352,546 for the City portion (December Sales) and \$180,464 for the School portion (November Sales). Since July, local option sales tax received is 4.0% (\$148,916) above the previous year through February 28, 2025.

Interest earned for the month of February and correction for January totaled \$5,169.

The monthly interest payment for the 2010 Series VII-I-1 was transferred from the account totaling \$52,710.

Included in the report is a summary of the capital projects that are using PEP funds through February 28, 2026. The City’s Finance department is providing JC Schools Finance department with updated figures each month.

As of February 28, 2026, the Educational Facilities bank account had a balance of \$3,856,356.

Please feel free to call me if you have questions (434-5212).

**RESPECTFULLY SUBMITTED:** *Leia Valley*

**PEP Sales Tax Account (Educational Facilities Trust)**  
**February 28, 2026**

	FY26 Budget	February, 2026	January, 2026	2nd Quarter	1st Quarter	Current Year to Date	% of Budget	Previous Year to Date
<b>Beginning Bank Balance</b>		\$ 3,370,886.88	\$ 4,060,213.65	\$ 9,997,688.65	\$ 8,946,140.21	\$ 8,946,140.21		\$ 7,744,987.41
<b>Revenues</b>								
City Sales Tax	\$ 3,392,000.00	\$ 352,545.94	\$ 304,233.56	\$ 905,828.84	\$ 894,955.08	\$ 2,457,563.42	72.45%	\$ 2,375,207.70
School Sales Tax	1,900,000.00	180,463.72	178,915.47	536,421.61	527,033.10	\$ 1,422,833.90	74.89%	\$ 1,356,273.47
ADA Adjustment	-			-	-	\$ -	#DIV/0!	\$ -
Washington County Payment	500,000.00					\$ -		\$ 500,000.00
Interest	38,000.00	5,169.31	625.19	11,819.97	23,480.64	\$ 41,095.11	108.15%	\$ 30,529.71
<b>Total Revenues</b>	5,830,000.00	538,178.97	483,774.22	1,454,070.42	1,445,468.82	3,921,492.43	67.26%	4,262,010.88
<b>Expenditures</b>								
2010 Series VII-I-1 Principal	1,920,000.00			-	-	-	0.00%	-
2010 Series VII-I-1 Interest	595,800.00	52,710.28	40,530.91	181,340.42	150,201.26	424,782.87	71.30%	571,787.26
2010 Series VII-I-1 Fiscal Agent	60,000.00			-	-	-	0.00%	-
2020 GO - Elem Additions Principal	840,000.00		840,000.00	-	-	840,000.00	100.00%	1,615,000.00
2020 GO - Elem Additions Interest	365,800.00		182,900.00	-	180,894.98	363,794.98	99.45%	446,550.00
2022 GO Bond - Principal	70,000.00		70,000.00	-	-	70,000.00	100.00%	65,000.00
2022 GO Bond - Interest	78,000.00		39,000.00	-	39,000.00	78,000.00	100.00%	72,103.10
Columbus Powell HVAC	60,000.00			-	-	-	0.00%	-
ITMS Fence - Track	-			-	23,807.00	23,807.00	#DIV/0!	-
Secure Vestibules/Foyers	-			2,360,209.00	-	2,360,209.00	#DIV/0!	-
South Side HVAC	-			3,990,000.00	-	3,990,000.00	#DIV/0!	-
Towne Acres New School				859,996.00		859,996.00		
Bank Services Charges	12,150.00		670.08	-	17.14	687.22	5.66%	384.80
<b>Total Expenditures</b>	4,001,750.00	52,710.28	1,173,100.99	7,391,545.42	393,920.38	9,011,277.07	225.18%	2,770,825.16
<b>Total Net</b>	\$ 1,828,250.00	\$ 485,468.69	\$ (689,326.77)	\$ (5,937,475.00)	\$ 1,051,548.44	\$ (5,089,784.64)		\$ 1,491,185.72
<b>Ending Balance</b>		\$ 3,856,355.57	\$ 3,370,886.88	\$ 4,060,213.65	\$ 9,997,688.65	\$ 3,856,355.57		\$ 9,236,173.13
<b>Statement Balance</b>		3,856,355.57	\$ 3,370,886.88		\$ 9,997,688.65			
<b>Difference</b>		\$ -	\$ -		\$ -			

## School Capital Projects as of February 28, 2026

Project	South Side HVAC	JC Schools Secure Vestibules	Towne Acres Elementary
<b>Funding</b>			
PEP	\$ 3,990,000.00	\$ 2,360,209.00	\$ 859,996.00
JC Schools		\$ 12,000.00	
Bond Issue			\$ 26,049,081.04
Total Revenues	\$ 3,990,000.00	\$ 2,372,209.00	\$ 26,909,077.04
<b>Expenditures</b>			
ESG Contract	\$ 3,990,000.00		
Bond Issue Expense			\$ 499,079.76
Preliminary Design		\$ 12,000.00	
State Permits			\$ 18,005.49
Architect/Design		\$ 179,742.98	\$ 2,223,405.13
Construction Contract		\$ 1,565,100.08	\$ 1,967,384.00
Total Expenditures	\$ 3,990,000.00	\$ 1,756,843.06	\$ 4,707,874.38
<b>Balance</b>	<b>\$ -</b>	<b>\$ 615,365.94</b>	<b>\$ 22,201,202.66</b>



# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

To: Dr. Erin Slater, Superintendent of Schools  
Johnson City Board of Education  
From: Leia Valley, Supervisor of Finance  
Subject: City of Johnson City Annual Comprehensive Financial Report  
(2024-2025 Audit Report)  
Date: March 23, 2026

## 2024-2025 City of Johnson City Audit

The school system, as a part of the City of Johnson City, has undergone an annual audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. There were no findings related to the School Funds.

Johnson City Schools audited fund balance (all reserves and fund balances) for the General Purpose School Fund as of June 30, 2025, was \$18,577,416, an increase of \$448,577 from June 30, 2024.

Included are pages from the audit that pertain to Schools. The complete can be found on the City of Johnson City's website, [johnsoncitytn.org](http://johnsoncitytn.org). If you would like a copy of the complete report, please let me know.



## BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary  
Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.



**CITY OF JOHNSON CITY, TENNESSEE**  
**BALANCE SHEET**  
**GOVERNMENTAL FUNDS**  
**June 30, 2025**

	General Fund	General Purpose School Fund	Debt Service Fund	Educational Facilities Service Fund	Capital Project Fund	Nonmajor Governmental Funds	Total Governmental Funds
<b>ASSETS</b>							
Cash and Cash Equivalents	\$ 70,157	16,530,803	-	8,946,123	(656,592)	6,555,060	31,445,551
Investments	29,112,195	-	-	-	-	-	29,112,195
Accounts Receivable	2,261,519	49,337	-	-	209	47,375	2,358,440
Lease Receivable	660,725	-	-	-	-	-	660,725
Notes Receivable	-	-	-	-	-	3,260	3,260
Due from Other Funds	76,107	40,870	959	527,033	6,350,000	50	6,995,019
Taxes Receivable	46,776,726	-	-	-	-	-	46,776,726
Less: Estimated Uncollectible	(819,192)	-	-	-	-	-	(819,192)
Due from Federal Government	-	-	-	-	-	530,690	530,690
Due from State of Tennessee	2,483,023	7,244,458	-	-	458,085	2,103,373	12,288,939
Due from Washington County	5,382,857	20,072,876	-	589,598	-	-	26,045,331
Due from Local Governments	-	-	-	-	-	5,156	5,156
Deposits	5,050	-	-	-	-	-	5,050
Inventories	226,965	72,122	-	-	-	157,243	456,330
Other Assets	-	-	-	-	-	5,727	5,727
Restricted Cash and Cash Equivalents	-	-	-	70,861	-	-	70,861
Restricted Investments	5,407,702	1,575,988	-	-	9,617,166	26,598	16,627,454
<b>Total Assets</b>	<b>\$ 91,643,834</b>	<b>45,586,454</b>	<b>959</b>	<b>10,133,615</b>	<b>15,768,868</b>	<b>9,434,532</b>	<b>172,568,262</b>

**CITY OF JOHNSON CITY, TENNESSEE**  
**BALANCE SHEET**  
**GOVERNMENTAL FUNDS**  
**June 30, 2025**

	General Fund	General Purpose School Fund	Debt Service Fund	Educational Facilities Debt Service Fund	Capital Project Fund	Nonmajor Governmental Funds	Total Governmental Funds
<b>LIABILITIES</b>							
Accounts Payable	\$ 8,401,124	990,819	-	-	2,147,470	577,449	12,116,862
Accrued Payroll Expenditures	1,529,008	5,334,972	-	-	-	821,252	7,685,232
Compensated Absences Payable	795,457	-	-	-	-	6,555	802,012
Accrued Expenditures	5,495	-	-	-	-	-	5,495
Due to Other Funds	1,344	608,868	959	6,374,016	-	13,932	6,999,119
Retainages Payable	-	-	-	-	1,766,726	-	1,766,726
Unearned Revenue	-	-	-	-	-	295,606	295,606
Contractor Deposits	286,200	-	-	-	-	-	286,200
<b>Total Liabilities</b>	<b>11,018,628</b>	<b>6,934,659</b>	<b>959</b>	<b>6,374,016</b>	<b>3,914,196</b>	<b>1,714,794</b>	<b>29,957,252</b>
<b>DEFERRED INFLOWS OF RESOURCES</b>							
Deferred - Current Property Taxes	44,882,152	20,074,379	-	-	-	-	64,956,531
Deferred - American Rescue Plan	2,806,080	-	-	-	-	-	2,806,080
Deferred Revenue - Other	40,614	-	-	-	-	-	40,614
Lease Related	618,464	-	-	-	-	-	618,464
Unavailable Revenue - Property Taxes	911,215	-	-	-	-	-	911,215
<b>Total Deferred Inflows of Resources</b>	<b>49,258,525</b>	<b>20,074,379</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>69,332,904</b>
<b>FUND BALANCES</b>							
Nonspendable	226,965	72,122	-	-	-	157,243	456,330
Restricted	874,056	1,575,988	-	-	-	7,313,361	9,763,405
Committed	23,797,747	735,195	-	3,759,599	11,854,672	-	40,147,213
Assigned	6,467,913	16,194,111	-	-	-	249,134	22,911,158
<b>Total Fund Balances</b>	<b>31,366,681</b>	<b>18,577,416</b>	<b>-</b>	<b>3,759,599</b>	<b>11,854,672</b>	<b>7,719,738</b>	<b>73,278,106</b>
<b>Total Liabilities, Deferred Inflows of Resources, and Fund Balances</b>	<b>\$ 91,643,834</b>	<b>45,586,454</b>	<b>959</b>	<b>10,133,615</b>	<b>15,768,868</b>	<b>9,434,532</b>	<b>172,568,262</b>

The notes to the financial statements are an integral part of this statement.

**CITY OF JOHNSON CITY, TENNESSEE**  
**RECONCILIATION OF THE BALANCE SHEET OF GOVERNMENTAL FUNDS**  
**TO THE STATEMENT OF NET POSITION**  
**June 30, 2025**

Amounts reported for governmental activities in the Statement of Net Position are different because:

Total Fund Balances of Governmental Funds	\$ 73,278,106
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the funds.	324,893,461
Prepays are expensed when disbursed and are not recognized based upon economic benefit or recorded as assets in the governmental funds.	481,148
Property tax assessments are reported as revenue in the government-wide statements in the period in which an enforceable legal claim arises against property owners. In governmental funds, these assessments are not available to finance current period expenditures and are reported as unavailable revenue at the fund level.	911,215
Other post-employment benefits represent liabilities of the City that are not recorded at the fund level. This amount is the OPEB liability, net of deferred outflows and deferred inflows related to OPEB.	(37,294,964)
Long-term compensated absences and termination benefits are not considered due and payable in governmental funds. Therefore, these amounts, excluding the portion related to the internal service funds, are presented as assigned fund balance in the governmental funds.	(9,704,376)
Accrued interest on the notes and bonds payable represents a liability of the City that is generally not recorded at the fund level.	(990,234)
Long-term liabilities, including bonds and leases payable, are not due and payable in the current period and, therefore, are not reported in the governmental funds.	(126,481,797)
Long-term pension plan retirement payments are not due and payable in the current period and, therefore, are not reported as liabilities in the governmental funds. This amount is the net pension liability (asset), net of deferred outflows and deferred inflows related to pensions.	31,617,697
Internal service funds are used by management to charge the costs of fleet maintenance and employee insurance to individual funds. The assets, deferred outflows of resources, liabilities, and deferred inflows of resources of the internal service funds are included in governmental activities in the Statement of Net Position.	2,552,123
Net Position of Governmental Activities	\$ 259,262,379

The notes to the financial statements are an integral part of this statement.

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES**  
**GOVERNMENTAL FUNDS**  
**For the Fiscal Year Ended June 30, 2025**

	General Fund	General Purpose School Fund	Debt Service Fund	Educational Facilities Debt Service Fund	Capital Project Fund	Nonmajor Governmental Funds	Total Governmental Funds
<b>Revenues</b>							
Taxes	\$ 94,429,675	35,656,177	-	3,516,598	-	-	133,602,450
Licenses and Permits	1,594,718	1,474	-	-	-	-	1,596,192
Intergovernmental Revenues	15,614,547	47,888,305	133,922	500,000	4,229,195	12,824,725	81,190,694
Charges for Services	2,407,113	2,052,615	-	-	-	462,475	4,922,203
Fines and Forfeitures	484,357	-	-	-	-	205,189	689,546
Revenue from Use of Property	2,922,007	2,533	-	-	-	1,231,430	4,155,970
Investment Earnings	548,096	132,560	65,311	51,806	1,703,656	4,001	2,505,430
Miscellaneous	2,207,657	734,697	-	-	1,027,070	3,031,359	7,000,783
<b>Total Revenues</b>	<b>120,208,170</b>	<b>86,468,361</b>	<b>199,233</b>	<b>4,068,404</b>	<b>6,959,921</b>	<b>17,759,179</b>	<b>235,663,268</b>
<b>Expenditures</b>							
<b>Current</b>							
General Government	25,570,317	-	-	-	-	-	25,570,317
Public Safety	37,072,831	-	-	-	-	925,925	37,998,756
Public Works	19,081,929	-	-	-	-	-	19,081,929
Parks, Recreation, Culture and Leisure	10,019,907	-	-	-	-	2,168,114	12,188,021
City Services	-	-	-	-	-	1,206,568	1,206,568
Education	-	91,551,952	-	-	-	13,219,870	104,771,822
Capital Outlay	-	3,630,297	-	-	23,858,765	848,408	28,337,470
Debt Service	-	-	-	-	-	-	-
Principal Retirement	377,162	535,835	6,724,997	3,535,000	331,889	346,664	11,851,547
Interest and Fiscal Charges	90,802	10,664	3,929,501	1,329,132	67,419	4,083	5,431,601
Other Fees	-	-	35,604	54,452	-	-	90,056
<b>Total Expenditures</b>	<b>92,212,948</b>	<b>95,728,748</b>	<b>10,690,102</b>	<b>4,918,584</b>	<b>24,258,073</b>	<b>18,719,632</b>	<b>246,528,087</b>

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES**  
**GOVERNMENTAL FUNDS**  
**For the Fiscal Year Ended June 30, 2025**

	General Fund	General Purpose School Fund	Debt Service Fund	Educational Facilities Debt Service Fund	Capital Project Fund	Nonmajor Governmental Funds	Total Governmental Funds
Excess (Deficiency) of Revenues Over (Under) Expenditures	27,995,222	(9,260,387)	(10,490,869)	(850,180)	(17,298,152)	(960,453)	(10,864,819)
Other Financing Sources (Uses)							
Transfers from Other Funds	3,003,768	11,650,543	10,414,323	2,074,015	11,829,466	940,836	39,912,951
Transfers to Other Funds	(28,846,049)	(2,894,020)	-	(6,374,016)	-	(85,540)	(38,199,625)
Proceeds from Sale of Real Estate and Equipment	1,816,621	20	-	-	-	-	1,816,641
Subscription Issuance	-	952,421	-	-	-	-	952,421
Total Other Financing Sources (Uses)	(24,025,660)	9,708,964	10,414,323	(4,300,001)	11,829,466	855,296	4,482,388
Extraordinary Item - Legal Settlement	(27,000,000)	-	-	-	-	-	(27,000,000)
Net Change in Fund Balances	(23,030,438)	448,577	(76,546)	(5,150,181)	(5,468,686)	(105,157)	(33,382,431)
Fund Balances, July 1, 2024	54,862,838	18,128,839	76,546	8,909,780	17,323,358	7,874,080	107,175,441
Prior Period Restatements	(465,719)	-	-	-	-	(49,185)	(514,904)
Fund Balances, July 1, 2024 Restated	54,397,119	18,128,839	76,546	8,909,780	17,323,358	7,824,895	106,660,537
Fund Balances, June 30, 2025	\$ 31,366,681	18,577,416	-	3,759,599	11,854,672	7,719,738	73,278,106

The notes to the financial statements are an integral part of this statement.

**CITY OF JOHNSON CITY, TENNESSEE**  
**RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES,**  
**AND CHANGES IN FUND BALANCES OF GOVERNMENTAL FUNDS**  
**TO THE STATEMENT OF ACTIVITIES**  
**For the Fiscal Year Ended June 30, 2025**

Amounts reported for governmental activities in the Statement of Activities are different because:

Net Change in Fund Balances of Governmental Funds	\$ (33,382,431)
Governmental funds report capital outlays as expenditures. However, in the Statement of Activities, the cost of those assets is allocated over their estimated useful lives and reported as depreciation expense. In the Statement of Activities, only the gain on the sale of capital assets is reported. However, in the governmental funds, the proceeds from the sale increase financial resources. This is the amount by which capital outlay exceeds depreciation of general capital assets and other capital related expenses in the current period.	6,922,200
The issuance of long-term debt (e.g., bonds) provides current financial resources to governmental funds, while the repayment of the principal of long-term debt consumes financial resources of governmental funds. Neither transaction, however, has any effect on net position. Also, governmental funds report the effect of premiums, discounts, and similar items when debt is first issued, whereas these amounts are deferred and amortized in the Statement of Activities. This amount is the net effect of these differences in the treatment of long-term debt and related items.	11,687,046
Inventories for certain nonmajor funds are accounted for using the purchase method. Inventories are reported using the consumption method in the government-wide financial statements. This is the amount by which expenses were adjusted to convert from purchase method to consumption method.	(49,185)
Revenues in the Statement of Activities that do not provide current financial resources are not reported as revenues in the funds.	209,813
Other post-employment benefits expenses reported in the Statement of Activities do not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental funds.	780,637
Premiums paid for insurance from the governmental funds are expensed as paid. A portion of the payments are prepaid insurance.	74,569
Expenses for accrued interest payable on long-term debt does not require the use of current financial resources and therefore, are not reported as expenditures in the governmental funds.	(27,601)
Expenses for compensated absences and termination benefits do not require the use of current financial resources and therefore, are not reported as expenditures in the governmental funds.	(4,507,728)
Some pension expenses reported in the Statement of Activities do not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental funds.	2,516,531
Internal service funds are used by management to charge the costs of fleet maintenance and employee insurance to individual funds. The net revenue of certain activities of internal service funds is reported with governmental activities.	19,998
Change in Net Position of Governmental Activities	\$ (15,756,151)

The notes to the financial statements are an integral part of this statement.

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**GENERAL PURPOSE SCHOOL FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Revenues				
Taxes				
Local Sales Tax	\$ 19,548,822	20,285,391	21,445,654	1,160,263
Local Liquor Tax	3,500	3,500	3,989	489
County Property Tax	12,967,650	12,967,650	13,445,167	477,517
Interest and Penalty	135,000	135,000	48,904	(86,096)
Business Tax	517,000	517,000	483,223	(33,777)
In Lieu - Local Utilities	238,500	238,500	229,240	(9,260)
Total Taxes	<u>33,410,472</u>	<u>34,147,041</u>	<u>35,656,177</u>	<u>1,509,136</u>
Licenses and Permits				
Marriage Licenses	1,700	1,700	1,474	(226)
Intergovernmental Revenues				
State of Tennessee				
Tennessee Investment in Student Achievement	45,754,386	47,489,448	47,356,761	(132,687)
Career Ladder Program	70,686	70,686	65,824	(4,862)
Bank Excise Tax	95,000	95,000	67,267	(27,733)
Other State of Tennessee Funds	11,000	54,484	323,922	269,438
Total State of Tennessee	<u>45,931,072</u>	<u>47,709,618</u>	<u>47,813,774</u>	<u>104,156</u>
Federal				
ROTC Reimbursement	75,000	75,000	74,531	(469)
Total Intergovernmental Revenues	<u>46,006,072</u>	<u>47,784,618</u>	<u>47,888,305</u>	<u>103,687</u>
Charges for Services				
School Tuition	255,500	255,500	353,146	97,646
Educare Revenue	1,473,679	1,588,279	1,699,469	111,190
Total Charges for Services	<u>1,729,179</u>	<u>1,843,779</u>	<u>2,052,615</u>	<u>208,836</u>
Investment Earnings				
Investment Income (Loss)	-	-	132,560	132,560
Revenue From Use of Property				
Rents from Buildings and Equipment	-	-	2,533	2,533
Miscellaneous				
Refunds and Reimbursements	18,000	18,000	60,264	42,264
Other Local Revenue	72,000	844,367	674,433	(169,934)
Total Miscellaneous	<u>90,000</u>	<u>862,367</u>	<u>734,697</u>	<u>(127,670)</u>
Total Revenues	<u>81,237,423</u>	<u>84,639,505</u>	<u>86,468,361</u>	<u>1,828,856</u>

(Continued)

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**GENERAL PURPOSE SCHOOL FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
<b>Expenditures</b>				
<b>Instruction</b>				
Regular Education				
Capital Outlay	146,097	980,895	977,325	3,570
Other	149,827	260,181	376,918	(116,737)
Personnel Services	46,378,977	47,356,534	47,046,856	309,678
Purchased Services	583,044	710,044	671,280	38,764
Supplies	1,118,003	1,414,612	477,883	936,729
Total Regular Education	<u>48,375,948</u>	<u>50,722,266</u>	<u>49,550,262</u>	<u>1,172,004</u>
Special Education				
Capital Outlay	2,000	14,000	12,960	1,040
Other	-	59,000	156,426	(97,426)
Personnel Services	5,605,607	5,458,153	5,427,995	30,158
Purchased Services	500	500	196	304
Supplies	28,150	17,150	16,792	358
Total Special Education	<u>5,636,257</u>	<u>5,548,803</u>	<u>5,614,369</u>	<u>(65,566)</u>
Vocational Education				
Capital Outlay	4,603	4,603	4,129	474
Other	-	500	230	270
Personnel Services	2,361,837	2,494,853	2,457,933	36,920
Purchased Services	1,696	1,696	1,696	-
Supplies	41,386	40,886	40,140	746
Total Vocational Education	<u>2,409,522</u>	<u>2,542,538</u>	<u>2,504,128</u>	<u>38,410</u>
Alternative Education				
Capital Outlay	12,446	12,446	12,371	75
Personnel Services	1,471,281	1,483,260	1,450,852	32,408
Purchased Services	5,362	5,362	5,362	-
Supplies	19,006	19,006	19,006	-
Total Alternative Education	<u>1,508,095</u>	<u>1,520,074</u>	<u>1,487,591</u>	<u>32,483</u>
<b>Total Instruction</b>	<u>57,929,822</u>	<u>60,333,681</u>	<u>59,156,350</u>	<u>1,177,331</u>
<b>Support Services</b>				
Health Services				
Capital Outlay	500	10,000	8,862	1,138
Other	101,800	1,000	5,701	(4,701)
Personnel Services	1,014,610	1,017,966	987,103	30,863
Purchased Services	8,320	34,000	26,270	7,730
Supplies	19,280	37,500	36,747	753
Total Health Services	<u>1,144,510</u>	<u>1,100,466</u>	<u>1,064,683</u>	<u>35,783</u>

(Continued)

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**GENERAL PURPOSE SCHOOL FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Expenditures (Continued)				
Support Services (Continued)				
Student Support				
Capital Outlay	2,500	-	-	-
Other	-	2,000	1,959	41
Purchased Services	143,000	140,000	132,356	7,644
Personnel Services	3,353,080	3,485,890	3,388,783	97,107
Supplies	-	5,239	3,015	2,224
Total Student Support	<u>3,498,580</u>	<u>3,633,129</u>	<u>3,526,113</u>	<u>107,016</u>
Regular Education				
Capital Outlay	35,000	39,730	37,366	2,364
Other	266,208	351,254	312,129	39,125
Personnel Services	4,405,501	4,664,140	4,642,830	21,310
Purchased Services	237,100	402,003	400,570	1,433
Supplies	99,388	127,882	122,027	5,855
Total Regular Education	<u>5,043,197</u>	<u>5,585,009</u>	<u>5,514,922</u>	<u>70,087</u>
Alternative Education				
Other	2,000	4,000	368	3,632
Personnel Services	61,828	87,562	83,428	4,134
Supplies	2,431	2,431	2,431	-
Total Alternative Education	<u>66,259</u>	<u>93,993</u>	<u>86,227</u>	<u>7,766</u>
Special Education				
Capital Outlay	-	4,100	-	4,100
Other	29,969	16,850	20,083	(3,233)
Personnel Services	1,154,296	1,323,829	1,315,498	8,331
Purchased Services	16,300	107,969	101,137	6,832
Supplies	2,000	4,600	4,189	411
Total Special Education	<u>1,202,565</u>	<u>1,457,348</u>	<u>1,440,907</u>	<u>16,441</u>
Vocational Education				
Personnel Services	218,672	219,997	214,261	5,736
Purchased Services	41,000	33,400	34,186	(786)
Supplies	110,162	120,162	119,956	206
Other	162	1,562	553	1,009
Total Vocational Education	<u>369,996</u>	<u>375,121</u>	<u>368,956</u>	<u>6,165</u>
Board of Education				
Fixed Charges	678,749	679,749	679,685	64
Other	637,500	712,000	598,388	113,612
Personnel Services	28,420	29,820	29,260	560
Purchased Services	54,000	116,800	102,098	14,702
Supplies	2,000	2,000	1,501	499
Total Board of Education	<u>1,400,669</u>	<u>1,540,369</u>	<u>1,410,932</u>	<u>129,437</u>

(Continued)

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**GENERAL PURPOSE SCHOOL FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Expenditures (Continued)				
Support Services (Continued)				
Office of Director of Schools				
Capital Outlay	2,000	2,500	1,908	592
Other	25,000	24,500	8,458	16,042
Personnel Services	325,669	325,761	321,061	4,700
Purchased Services	108,200	99,800	85,573	14,227
Supplies	7,000	6,000	4,733	1,267
Total Office of Director of Schools	<u>467,869</u>	<u>458,561</u>	<u>421,733</u>	<u>36,828</u>
Office of Principal				
Capital Outlay	-	18,000	17,782	218
Other	135,294	3,594	2,977	617
Personnel Services	6,611,576	6,470,314	6,408,187	62,127
Purchased Services	87,664	105,264	96,578	8,686
Supplies	6,537	6,537	6,537	-
Total Office of Principal	<u>6,841,071</u>	<u>6,603,709</u>	<u>6,532,061</u>	<u>71,648</u>
Fiscal Services				
Capital Outlay	3,000	3,000	-	3,000
Other	5,350	6,550	5,650	900
Personnel Services	613,342	592,738	587,792	4,946
Purchased Services	51,500	62,500	9,852	52,648
Supplies	9,500	12,200	9,648	2,552
Total Fiscal Services	<u>682,692</u>	<u>676,988</u>	<u>612,942</u>	<u>64,046</u>
Operation of Plant				
Capital Outlay	5,000	10,000	-	10,000
Other	-	-	2,060	(2,060)
Personnel Services	2,990,001	2,870,658	2,744,438	126,220
Purchased Services	2,605,000	2,852,400	2,825,159	27,241
Supplies	155,000	232,100	219,653	12,447
Total Operation of Plant	<u>5,755,001</u>	<u>5,965,158</u>	<u>5,791,310</u>	<u>173,848</u>
Maintenance of Plant				
Other	3,000	1,500	-	1,500
Personnel Services	1,816,829	1,714,730	1,699,367	15,363
Purchased Services	151,500	179,970	135,883	44,087
Supplies	245,000	372,513	372,177	336
Total Maintenance Of Plant	<u>2,216,329</u>	<u>2,268,713</u>	<u>2,207,427</u>	<u>61,286</u>
Preschool				
Capital Outlay	2,000	2,000	-	2,000
Other	3,700	3,600	1,562	2,038
Personnel Services	534,068	495,291	475,345	19,946
Purchased Services	2,000	2,000	1,848	152
Supplies	10,000	11,500	7,115	4,385
Total Preschool	<u>551,768</u>	<u>514,391</u>	<u>485,870</u>	<u>28,521</u>

(Continued)

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**GENERAL PURPOSE SCHOOL FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Expenditures (Continued)				
Support Services (Continued)				
Transportation				
Personnel	46,123	34,123	27,889	6,234
Purchased Services	3,061,431	3,088,031	29,808	3,058,223
Supplies	64,000	69,800	73,513	(3,713)
Total Transportation	<u>3,171,554</u>	<u>3,191,954</u>	<u>131,210</u>	<u>3,060,744</u>
Other Support				
Capital Outlay	3,000	5,500	5,299	201
Other	8,200	7,600	7,440	160
Personnel Services	102,422	120,058	118,610	1,448
Purchased Services	11,000	15,000	15,097	(97)
Supplies	5,700	5,500	5,425	75
Total Other Support	<u>130,322</u>	<u>153,658</u>	<u>151,871</u>	<u>1,787</u>
Community Services				
Capital Outlay	5,000	4,000	2,402	1,598
Other	28,100	15,800	14,648	1,152
Personnel Services	1,226,483	1,364,183	1,352,059	12,124
Purchased Services	8,250	13,950	12,055	1,895
Supplies	93,900	83,299	66,868	16,431
Total Community Services	<u>1,361,733</u>	<u>1,481,232</u>	<u>1,448,032</u>	<u>33,200</u>
Technology				
Capital Outlay	10,000	92,717	83,554	9,163
Other	3,000	3,000	38,931	(35,931)
Personnel Services	1,640,590	1,675,418	1,628,769	46,649
Purchased Services	262,200	159,173	(70,284)	229,457
Supplies	509,400	496,845	8,212	488,633
Total Technology	<u>2,425,190</u>	<u>2,427,153</u>	<u>1,689,182</u>	<u>737,971</u>
Other Capital Outlay				
Capital Outlay	515,959	2,860,161	2,465,819	394,342
Other	70,000	-	-	-
Total Other Capital Outlay	<u>585,959</u>	<u>2,860,161</u>	<u>2,465,819</u>	<u>394,342</u>

(Continued)

**CITY OF JOHNSON CITY, TENNESSEE**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**GENERAL PURPOSE SCHOOL FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Expenditures (Continued)				
Support Services (Continued)				
Human Resources				
Capital Outlay	1,250	750	520	230
Other	2,250	5,900	5,645	255
Personnel Services	304,670	308,760	304,866	3,894
Purchased Services	900	11,500	11,080	420
Supplies	1,000	3,700	3,247	453
Total Human Resources	<u>310,070</u>	<u>330,610</u>	<u>325,358</u>	<u>5,252</u>
Attendance				
Personnel Services	337,948	309,996	295,764	14,232
Purchased Services	48,500	55,000	54,580	420
Total Attendance	<u>386,448</u>	<u>364,996</u>	<u>350,344</u>	<u>14,652</u>
Total Support Services	<u>37,611,782</u>	<u>41,082,719</u>	<u>36,025,899</u>	<u>5,056,820</u>
Debt Service				
Principal Retirement	-	150,632	535,835	(385,203)
Interest and Fiscal Charges	-	2,000	10,664	(8,664)
Other Fees	-	2,200	-	2,200
Total Debt Service	<u>-</u>	<u>154,832</u>	<u>546,499</u>	<u>(391,667)</u>
Total Expenditures	<u>95,541,604</u>	<u>101,571,232</u>	<u>95,728,748</u>	<u>5,842,484</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>(14,304,181)</u>	<u>(16,931,727)</u>	<u>(9,260,387)</u>	<u>7,671,340</u>
Other Financing Sources (Uses)				
Transfer from General Fund	14,670,167	14,670,167	11,650,543	(3,019,624)
Transfer to General Fund	-	-	(10,740)	(10,740)
Transfer to School Special Project Fund	(62,739)	(202,739)	(257,863)	(55,124)
Transfer to Debt Service Funds	(2,273,910)	(2,691,010)	(2,625,417)	65,593
Subscription Issuance	-	-	952,421	952,421
Sale of Real Estate and Other Equipment	-	-	20	20
Total Other Financing Sources (Uses)	<u>12,333,518</u>	<u>11,776,418</u>	<u>9,708,964</u>	<u>(2,067,454)</u>
Net Change in Fund Balance	(1,970,663)	(5,155,309)	448,577	5,603,886
Fund Balance, July 1, 2024	<u>18,128,839</u>	<u>18,128,839</u>	<u>18,128,839</u>	-
Fund Balance, June 30, 2025	<u>\$ 16,158,176</u>	<u>12,973,530</u>	<u>18,577,416</u>	<u>5,603,886</u>

The notes to the financial statements are an integral part of this statement.

CITY OF JOHNSON CITY, TENNESSEE  
 REQUIRED SUPPLEMENTARY INFORMATION  
 SCHEDULE OF JOHNSON CITY SCHOOLS' PROPORTIONATE SHARE OF THE NET PENSION LIABILITY (ASSET)  
 TEACHER LEGACY PENSION PLAN OF TCRS  
 Last Fiscal Year Ended June 30

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Proportion of the Net Pension Liability (Asset)	0.854321%	0.885149%	0.910234%	0.903097%	0.951120%	0.957665%	0.984528%	0.991035%	1.063206%	1.067731%
Proportionate Share of the Net Pension Liability (Asset)	\$ 349,959	5,531,694	(297,812)	(3,177,921)	(9,779,223)	(7,302,904)	(42,465,052)	(12,154,108)	(12,534,926)	(18,395,520)
Covered Payroll	\$ 31,981,537	31,952,106	32,175,829	31,623,553	31,892,411	31,873,560	33,031,524	33,179,974	34,501,580	35,361,609
Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Payroll	1.09%	17.31%	(0.93)%	(10.05)%	(30.66)%	(22.91)%	(131.40)%	-36.63%	-36.33%	-52.02%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability	99.81%	97.14%	100.14%	101.49%	104.28%	103.09%	116.13%	104.42%	104.11%	105.76%

See Independent Auditors' Report.

CITY OF JOHNSON CITY, TENNESSEE  
 REQUIRED SUPPLEMENTARY INFORMATION  
 SCHEDULE OF JOHNSON CITY SCHOOLS' CONTRIBUTIONS  
 TEACHER LEGACY PENSION PLAN OF TCRS  
 Last Fiscal Year Ended June 30

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Contractually Required Contribution	\$ 2,888,471	2,908,739	2,871,415	3,335,946	3,387,769	3,318,636	3,359,278	2,998,185	2,407,768	2,264,939
Contributions in relation to the										
Contractually Required Contribution	2,888,471	2,908,739	2,871,415	3,335,946	3,387,769	3,318,636	3,359,278	2,998,185	2,407,768	2,264,939
Contribution Deficiency (Excess)	\$ -	-	-	-	-	-	-	-	-	-
Covered Payroll	\$ 31,952,106	32,175,829	31,623,553	31,892,411	31,873,560	33,031,524	33,179,974	34,501,580	35,361,609	35,612,196
Contributions as a Percentage of										
Covered Payroll	9.04%	9.04%	9.08%	10.46%	10.63%	10.05%	10.12%	8.69%	6.81%	6.36%

*Changes of assumptions:* In 2021, the following assumptions were changed: decreased inflation rate from 2.50 percent to 2.25 percent; decreased the investment rate of return from 7.25 percent to 6.75 percent; decreased the cost-of-living adjustment from 2.25 percent to 2.125 percent; and modified mortality assumptions. In 2017, the following assumptions were changed: decreased inflation rate from 3.00 percent to 2.50 percent; decreased the investment rate of return from 7.50 percent to 7.25 percent; decreased the cost-of-living adjustment from 2.50 percent to 2.25 percent; decreased salary growth graded ranges from an average of 4.25 percent to an average of 4.00 percent; and modified mortality assumptions.

See Independent Auditors' Report.

CITY OF JOHNSON CITY, TENNESSEE  
 REQUIRED SUPPLEMENTARY INFORMATION  
 SCHEDULE OF JOHNSON CITY SCHOOLS' PROPORTIONATE  
 SHARE OF THE NET PENSION LIABILITY (ASSET)  
 TEACHER RETIREMENT PLAN OF TCRS  
 Last Fiscal Year Ended June 30

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Proportion of the Net Pension Liability (Asset)	0.452832%	0.577005%	0.607724%	0.623820%	0.616697%	0.581549%	0.592153%	0.591041%	0.635859%	0.652896%
Proportionate Share of the Net Pension Liability (Asset)	\$ (18,217)	\$ (60,068)	\$ (160,341)	\$ (282,920)	\$ (348,117)	\$ (330,693)	\$ (641,427)	\$ (179,041)	\$ (269,626)	\$ (465,259)
Covered Payroll	\$ 940,871	\$ 2,538,856	\$ 3,989,233	\$ 5,451,440	\$ 6,525,893	\$ 7,338,673	\$ 8,410,610	\$ 10,093,347	\$ 12,647,503	\$ 15,337,482
Proportionate Share of the Net Pension Liability (Asset) as a Percentage of its Covered Payroll	-1.94%	-2.37%	-4.02%	-5.19%	-5.33%	-4.51%	-7.63%	-1.77%	-2.13%	-3.03%
Plan Fiduciary Net Position as a Percentage of the Total Pension Liability (Asset)	127.46%	121.88%	126.81%	126.97%	123.07%	116.52%	121.53%	104.55%	104.97%	106.49%

See Independent Auditors' Report.

CITY OF JOHNSON CITY, TENNESSEE  
 REQUIRED SUPPLEMENTARY INFORMATION  
 SCHEDULE OF JOHNSON CITY SCHOOLS' CONTRIBUTIONS  
 TEACHER RETIREMENT PLAN OF TCRS  
 Last Fiscal Year Ended June 30

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Contractually Required Contribution	\$ 101,556	159,549	88,899	126,603	146,998	172,631	202,874	362,984	452,457	477,414
Contributions in relation to the										
Contractually Required Contribution	101,556	159,549	218,057	126,603	146,998	172,631	202,874	362,984	452,457	477,414
Contribution Deficiency (Excess)	\$ -	-	(129,158)	-	-	-	-	-	-	-
Covered Payroll	\$ 2,538,856	3,989,233	5,451,440	6,525,893	7,338,673	8,410,610	10,093,347	12,647,503	15,337,482	15,959,244
Contributions as a Percentage of										
Covered Payroll	4.00%	4.00%	4.00%	1.94%	2.00%	2.05%	2.01%	2.87%	2.95%	2.99%

*Changes of assumptions:* In 2021, the following assumptions were changed: decreased inflation rate from 2.50 percent to 2.25 percent; decreased the investment rate of return from 7.25 percent to 6.75 percent; decreased the cost-of-living adjustment from 2.25 percent to 2.125 percent; and modified mortality assumptions. In 2017, the following assumptions were changed: decreased inflation rate from 3.00 percent to 2.50 percent; decreased the investment rate of return from 7.50 percent to 7.25 percent; decreased the cost-of-living adjustment from 2.50 percent to 2.25 percent; decreased salary growth graded ranges from an average of 4.25 percent to an average of 4.00 percent; and modified mortality assumptions.

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE  
REQUIRED SUPPLEMENTARY INFORMATION  
SCHEDULE OF JOHNSON CITY SCHOOLS' CONTRIBUTIONS  
TEACHER RETIREMENT PLAN OF TCRS - STABILIZATION TRUST  
Last Fiscal Year Ended June 30**

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
Contractually Required Contribution	\$ 126,567	137,686	162,724	178,568	129,884	247,517	266,840
Contributions in relation to the							
Contractually Required Contribution	<u>126,567</u>	<u>137,686</u>	<u>162,724</u>	<u>178,568</u>	<u>129,884</u>	<u>247,517</u>	<u>266,840</u>
Contribution Deficiency (Excess)	<u>\$ -</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Covered Payroll	\$ 6,525,893	7,338,773	8,546,043	10,093,347	12,647,503	23,511,273	25,522,231
Contributions as a Percentage of							
Covered Payroll	1.94%	1.88%	1.90%	1.77%	1.03%	1.05%	1.05%

GASB 68 requires a 10-year schedule for this data to be presented starting with the implementation of GASB 68. The information in this schedule is not required to be presented retroactively prior to the implementation date. Please refer to previously supplied data from TCRS GASB website for prior years' data, if needed.

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF CHANGES IN JOHNSON CITY SCHOOLS PROPORTIONATE SHARE OF**  
**COLLECTIVE OPEB LIABILITY AND RELATED RATIOS - TEACHER GROUP OPEB PLAN**  
**Last Fiscal Year Ended June 30**

	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>Total OPEB Liability</b>			
Service Cost	\$ 457	1,085,040	949,447
Interest	159	838,887	808,131
Difference between Expected and Actual Experience	-	(4,000,143)	2,723,935
Change in benefit terms	23,175,873	-	-
Changes in Assumptions	-	1,683,572	349,852
Benefit Payments	-	(1,152,153)	(903,011)
<b>Net Change in Total OPEB Liability</b>	<u>23,176,489</u>	<u>(1,544,797)</u>	<u>3,928,354</u>
<b>Total OPEB Liability - Beginning</b>	<u>6,899</u>	<u>23,183,388</u>	<u>21,638,591</u>
<b>Total OPEB Liability - Ending</b>	<u>\$ 23,183,388</u>	<u>21,638,591</u>	<u>25,566,945</u>
Nonemployer Contributing Entities Proportionate Share of the Collective Total OPEB Liability	\$ 5,587,822	6,489,152	7,137,165
Employer's Proportionate Share of the Collective Total OPEB Liability	\$ 17,595,566	15,149,439	18,429,780
<b>Covered-Employee Payroll</b>	\$ 55,558,709	62,582,747	64,968,312
<b>Total OPEB Liability as a Percentage of Covered-Employee Payroll</b>	31.67%	24.21%	28.37%

**Notes to Schedule:**

There are no assets accumulating, in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75, related to this OPEB plan.

The amounts reported for each fiscal year were determined as of the prior fiscal year-end.

This schedule is intended to display ten years of information. Additional years will be displayed as they become available.

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**REQUIRED SUPPLEMENTARY INFORMATION**  
**SCHEDULE OF CHANGES IN JOHNSON CITY SCHOOLS PROPORTIONATE SHARE OF**  
**COLLECTIVE OPEB LIABILITY AND RELATED RATIOS - CLOSED TENNESSEE PLAN**  
**Last Fiscal Year Ended June 30**

	<u>2023</u>	<u>2024</u>	<u>2025</u>
<b>Total OPEB Liability</b>			
Service Cost	\$ -	29,182	27,545
Interest	-	35,877	38,640
Difference between Expected and Actual Experience	-	10,852	22,481
Change in benefit terms	990,129	-	-
Changes in Assumptions	-	(16,063)	(48,452)
Benefit Payments	-	(11,779)	(14,360)
<b>Net Change in Total OPEB Liability</b>	<u>990,129</u>	<u>48,069</u>	<u>25,854</u>
<b>Total OPEB Liability - Beginning</b>	-	990,129	1,038,198
<b>Total OPEB Liability - Ending</b>	<u>\$ 990,129</u>	<u>1,038,198</u>	<u>1,064,052</u>
Nonemployer Contributing Entities Proportionate Share of the Collective Total OPEB Liability	\$ 990,129	1,038,198	1,064,052
Employer's Proportionate Share of the Collective Total OPEB Liability	\$ -	-	-
<b>Covered-Employee Payroll</b>	\$ 33,268,083	33,886,483	33,654,477
<b>Total OPEB Liability as a Percentage of Covered-Employee Payroll</b>	0.00%	0.00%	0.00%

**Notes to Schedule:**

There are no assets accumulating, in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75, related to this OPEB plan.

The amounts reported for each fiscal year were determined as of the prior fiscal year-end.

This schedule is intended to display ten years of information. Additional years will be displayed as they become available.

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**EDUCATIONAL FACILITIES DEBT SERVICE FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Revenues				
Taxes	\$ 3,342,000	3,342,000	3,516,598	174,598
Intergovernmental Revenues	-	-	500,000	500,000
Investment Earnings	38,000	38,000	51,806	13,806
<b>Total Revenues</b>	<b>3,380,000</b>	<b>3,380,000</b>	<b>4,068,404</b>	<b>688,404</b>
Expenditures				
Debt Service				
Principal Retirement	3,535,000	3,535,000	3,535,000	-
Interest and Fiscal Charges	1,179,250	1,372,322	1,329,132	43,190
Other Fees	50,000	50,000	54,452	(4,452)
<b>Total Debt Service</b>	<b>4,764,250</b>	<b>4,957,322</b>	<b>4,918,584</b>	<b>38,738</b>
<b>Total Expenditures</b>	<b>4,764,250</b>	<b>4,957,322</b>	<b>4,918,584</b>	<b>38,738</b>
Excess (Deficiency) of Revenues Over (Under) Expenditures	(1,384,250)	(1,577,322)	(850,180)	727,142
Other Financing Sources (Uses)				
Transfer In	1,900,000	1,900,000	2,074,015	174,015
Transfer Out	-	(6,350,209)	(6,374,016)	(23,807)
<b>Total Other Financing Sources (Uses)</b>	<b>1,900,000</b>	<b>(4,450,209)</b>	<b>(4,300,001)</b>	<b>150,208</b>
<b>Net Change in Fund Balance</b>	<b>515,750</b>	<b>(6,027,531)</b>	<b>(5,150,181)</b>	<b>877,350</b>
Fund Balance, July 1, 2024	8,909,780	8,909,780	8,909,780	-
Fund Balance, June 30, 2025	<u>\$ 9,425,530</u>	<u>2,882,249</u>	<u>3,759,599</u>	<u>877,350</u>

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE  
COMBINING BALANCE SHEET  
SPECIAL REVENUE FUNDS  
June 30, 2025**

	Freedom Hall Civic Center Fund	School Funds	Transportation Planning Fund	Drug Fund	Police Grant and Technology Fund	Community Development Fund	Senior Citizens Fund	Employee Scholarship Fund	Total Special Revenue Funds
<b>ASSETS</b>									
Cash and Cash Equivalents	\$ 315,230	4,650,849	(2,296)	992,420	232,101	13,218	327,921	25,617	6,555,060
Accounts Receivable (Net)	7,461	39,304	-	-	610	-	-	-	47,375
Notes Receivable	-	-	-	-	-	3,260	-	-	3,260
Due from Other Funds	-	50	-	-	-	-	-	-	50
Due from Federal Government	-	-	126,460	-	158,391	245,839	-	-	530,690
Due from State of Tennessee	-	2,063,516	-	-	-	39,857	-	-	2,103,373
Due from Local Governments	-	-	-	5,156	-	-	-	-	5,156
Inventories	-	157,243	-	-	-	-	-	-	157,243
Restricted Investments	-	26,598	-	-	-	-	-	-	26,598
Other Assets	-	5,727	-	-	-	-	-	-	5,727
<b>Total Assets</b>	<b>\$ 322,691</b>	<b>6,943,287</b>	<b>124,164</b>	<b>997,576</b>	<b>391,102</b>	<b>302,174</b>	<b>327,921</b>	<b>25,617</b>	<b>9,434,532</b>
<b>LIABILITIES</b>									
Accounts Payable	\$ 92,721	174,464	34,415	10,074	73,200	190,035	440	2,100	577,449
Accrued Payroll Expenditures	24,936	778,603	10,822	-	3,844	3,047	-	-	821,252
Compensated Absences Payable	1,171	-	3,872	-	394	1,118	-	-	6,555
Due to Other Funds	10,039	3,893	-	-	-	-	-	-	13,932
Unearned Revenue	166,719	-	-	125,627	-	3,260	-	-	295,606
<b>Total Liabilities</b>	<b>295,586</b>	<b>956,960</b>	<b>49,109</b>	<b>135,701</b>	<b>77,438</b>	<b>197,460</b>	<b>440</b>	<b>2,100</b>	<b>1,714,794</b>
<b>FUND BALANCES</b>									
Nonspendable	-	157,245	-	-	-	-	-	-	157,245
Restricted	-	5,695,355	-	861,875	306,881	98,250	327,481	23,517	7,313,359
Assigned	27,105	133,727	75,055	-	6,783	6,464	-	-	249,134
<b>Total Fund Balances</b>	<b>27,105</b>	<b>5,986,327</b>	<b>75,055</b>	<b>861,875</b>	<b>313,664</b>	<b>104,714</b>	<b>327,481</b>	<b>23,517</b>	<b>7,719,738</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 322,691</b>	<b>6,943,287</b>	<b>124,164</b>	<b>997,576</b>	<b>391,102</b>	<b>302,174</b>	<b>327,921</b>	<b>25,617</b>	<b>9,434,532</b>

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**COMBINING STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES**  
**SPECIAL REVENUE FUNDS**  
**For the Fiscal Year Ended June 30, 2025**

	Freedom Hall Civic Center Fund	School Funds	Transportation Planning Fund	Drug Fund	Police Grant and Technology Fund	Community Development Fund	Senior Citizens Fund	Employee Scholarship Fund	Total Special Revenue Funds
<b>Revenues</b>									
Federal Government	\$ -	9,278,168	348,552	-	655,234	605,374	-	-	10,887,328
State of Tennessee	-	1,803,022	-	-	-	134,375	-	-	1,937,397
Charges for Services	-	462,475	-	-	-	-	-	-	462,475
Fines and Forfeitures	-	-	-	14,343	190,846	-	-	-	205,189
Revenue from Use of Property	1,231,430	-	-	-	-	-	-	-	1,231,430
Investment Earnings	-	4,001	-	-	-	-	-	-	4,001
Miscellaneous	318,100	2,547,075	-	145,257	(15,899)	32,251	(1,164)	5,739	3,031,359
<b>Total Revenues</b>	<b>1,549,530</b>	<b>14,094,741</b>	<b>348,552</b>	<b>159,600</b>	<b>830,181</b>	<b>772,000</b>	<b>(1,164)</b>	<b>5,739</b>	<b>17,759,179</b>
<b>Expenditures</b>									
<b>Current</b>									
Public Safety	-	-	-	170,852	755,073	-	-	-	925,925
Public Welfare	-	-	-	-	-	773,119	-	-	773,119
Senior Citizens	-	-	-	-	-	-	17,340	-	17,340
Parks, Recreation, Culture and Leisure	2,168,114	-	-	-	-	-	-	-	2,168,114
Highway and Transportation Planning	-	-	414,009	-	-	-	-	-	414,009
Education	-	8,778,504	-	-	-	-	-	-	8,778,504
School Food Service	-	4,441,366	-	-	-	-	-	-	4,441,366
Miscellaneous	-	-	-	-	-	-	-	2,100	2,100
Capital Outlay	-	593,342	-	191,326	63,740	-	-	-	848,408
Debt Service	-	-	-	-	-	-	-	-	-
Principal	-	346,664	-	-	-	-	-	-	346,664
Interest	-	4,083	-	-	-	-	-	-	4,083
<b>Total Expenditures</b>	<b>2,168,114</b>	<b>14,163,959</b>	<b>414,009</b>	<b>362,178</b>	<b>818,813</b>	<b>773,119</b>	<b>17,340</b>	<b>2,100</b>	<b>18,719,632</b>

**CITY OF JOHNSON CITY, TENNESSEE**  
**COMBINING STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES**  
**SPECIAL REVENUE FUNDS**  
**For the Fiscal Year Ended June 30, 2025**

	Freedom Hall Civic Center Fund	School Funds	Transportation Planning Fund	Drug Fund	Police Grant and Technology Fund	Community Development Fund	Senior Citizens Fund	Employee Scholarship Fund	Total Special Revenue Funds
Excess (Deficiency) of Revenues Over (Under) Expenditures	(618,584)	(69,218)	(65,457)	(202,578)	11,368	(1,119)	(18,504)	3,639	(960,453)
Other Financing Sources (Uses)									
Transfers In	609,000	257,863	73,973	-	-	-	-	-	940,836
Transfers Out	-	-	-	-	-	(85,540)	-	-	(85,540)
Total Other Financing Sources (Uses)	609,000	257,863	73,973	-	-	(85,540)	-	-	855,296
Net Change in Fund Balances	(9,584)	188,645	8,516	(202,578)	11,368	(86,659)	(18,504)	3,639	(105,157)
Fund Balances, July 1, 2024	36,689	5,846,867	66,539	1,064,453	302,296	191,373	345,985	19,878	7,874,080
Purchase Method Inventory Adjustment	-	(49,185)	-	-	-	-	-	-	(49,185)
Fund Balances, July 1, 2024 Adjusted	36,689	5,797,682	66,539	1,064,453	302,296	191,373	345,985	19,878	7,824,895
Fund Balances, June 30, 2025	\$ 27,105	5,986,327	75,055	861,875	313,664	104,714	327,481	23,517	7,719,738

**CITY OF JOHNSON CITY, TENNESSEE**  
**COMBINING BALANCE SHEET**  
**SCHOOL FUNDS**  
**June 30, 2025**

	School Federal Projects Fund	Special School Projects Fund	School Food Service Fund	Internal School Fund	Total School Funds
<b>ASSETS</b>					
Cash and Cash Equivalents	\$ 135,412	77	2,946,646	1,568,714	4,650,849
Accounts Receivable	-	-	-	39,304	39,304
Due from Other Funds	-	-	-	50	50
Due from State of Tennessee	411,162	843,186	809,168	-	2,063,516
Inventories	-	-	157,243	-	157,243
Restricted Investments	-	-	26,598	-	26,598
Other Assets	-	-	-	5,727	5,727
<b>Total Assets</b>	<b>\$ 546,574</b>	<b>843,263</b>	<b>3,939,655</b>	<b>1,613,795</b>	<b>6,943,287</b>
<b>LIABILITIES</b>					
Accounts Payable	\$ 18,403	143,665	1,990	10,406	174,464
Accrued Payroll Expenditures	332,237	446,366	-	-	778,603
Due to Other Funds	-	-	3,242	651	3,893
<b>Total Liabilities</b>	<b>350,640</b>	<b>590,031</b>	<b>5,232</b>	<b>11,057</b>	<b>956,960</b>
<b>FUND BALANCES</b>					
Nonspendable	-	-	157,245	-	157,245
Restricted	195,934	253,232	3,643,451	1,602,738	5,695,355
Assigned	-	-	133,727	-	133,727
<b>Total Fund Balances</b>	<b>195,934</b>	<b>253,232</b>	<b>3,934,423</b>	<b>1,602,738</b>	<b>5,986,327</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 546,574</b>	<b>843,263</b>	<b>3,939,655</b>	<b>1,613,795</b>	<b>6,943,287</b>

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**COMBINING STATEMENT OF REVENUES, EXPENDITURES,**  
**AND CHANGES IN FUND BALANCES**  
**SCHOOL FUNDS**  
**For the Fiscal Year Ended June 30, 2025**

	School Federal Projects Fund	Special School Projects Fund	School Food Service Fund	Internal School Fund	Total School Funds
<b>Revenues</b>					
Federal Government	\$ 5,498,099	-	3,780,069	-	9,278,168
State of Tennessee	-	1,773,071	29,951	-	1,803,022
Charges for Services	-	-	462,475	-	462,475
Investment Earnings	-	-	4,001	-	4,001
Miscellaneous	-	-	76,071	2,471,004	2,547,075
<b>Total Revenues</b>	<b>5,498,099</b>	<b>1,773,071</b>	<b>4,352,567</b>	<b>2,471,004</b>	<b>14,094,741</b>
<b>Expenditures</b>					
<b>Current</b>					
Education	5,253,099	1,197,199	-	2,328,206	8,778,504
School Food Service	-	-	4,441,366	-	4,441,366
Capital Outlay	127,740	434,526	31,076	-	593,342
<b>Debt Service</b>					
Principal	165,964	180,700	-	-	346,664
Interest	4,083	-	-	-	4,083
<b>Total Expenditures</b>	<b>5,550,886</b>	<b>1,812,425</b>	<b>4,472,442</b>	<b>2,328,206</b>	<b>14,163,959</b>
<b>Excess (Deficiency) of Revenues Over (Under) Expenditures</b>	<b>(52,787)</b>	<b>(39,354)</b>	<b>(119,875)</b>	<b>142,798</b>	<b>(69,218)</b>
<b>Other Financing Sources (Uses)</b>					
Transfers In	-	257,863	-	-	257,863
<b>Total Other Financing Sources (Uses)</b>	<b>-</b>	<b>257,863</b>	<b>-</b>	<b>-</b>	<b>257,863</b>
<b>Net Change in Fund Balances</b>	<b>(52,787)</b>	<b>218,509</b>	<b>(119,875)</b>	<b>142,798</b>	<b>188,645</b>
Fund Balances, July 1, 2024	248,721	34,723	4,103,483	1,459,940	5,846,867
Purchase Method Inventory Adjustment	-	-	(49,185)	-	(49,185)
Fund Balances, July 1, 2024 Adjusted	248,721	34,723	4,054,298	1,459,940	5,797,682
Fund Balances, June 30, 2025	<b>\$ 195,934</b>	<b>253,232</b>	<b>3,934,423</b>	<b>1,602,738</b>	<b>5,986,327</b>

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**SCHOOL FEDERAL PROJECTS FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
<b>Revenues</b>				
Federal Government	\$ 5,770,767	6,765,504	5,498,099	(1,267,405)
<b>Total Revenues</b>	<b>5,770,767</b>	<b>6,765,504</b>	<b>5,498,099</b>	<b>(1,267,405)</b>
<b>Expenditures</b>				
<b>Education</b>				
Other	173,464	290,592	127,390	163,202
Personnel Services	5,234,521	5,779,583	4,829,430	950,153
Purchased Services	30,332	58,296	38,070	20,226
Supplies	193,039	526,018	258,209	267,809
<b>Total Education</b>	<b>5,631,356</b>	<b>6,654,489</b>	<b>5,253,099</b>	<b>1,401,390</b>
Capital Outlay	146,693	146,202	127,740	18,462
<b>Debt Service</b>				
Principal	-	-	165,964	(165,964)
Interest	-	-	4,083	(4,083)
<b>Total Debt Service</b>	<b>-</b>	<b>-</b>	<b>170,047</b>	<b>(170,047)</b>
<b>Total Expenditures</b>	<b>5,778,049</b>	<b>6,800,691</b>	<b>5,550,886</b>	<b>1,249,805</b>
Excess (Deficiency) of Revenues Over (Under) Expenditures	(7,282)	(35,187)	(52,787)	(17,600)
<b>Other Financing Sources (Uses)</b>				
Transfer In	26,000	58,722	-	(58,722)
Transfer Out	(18,718)	(23,535)	-	23,535
<b>Total Other Financing Sources (Uses)</b>	<b>7,282</b>	<b>35,187</b>	<b>-</b>	<b>(35,187)</b>
<b>Net Change in Fund Balance</b>	<b>-</b>	<b>-</b>	<b>(52,787)</b>	<b>(52,787)</b>
Fund Balance, July 1, 2024	248,721	248,721	248,721	-
Fund Balance, June 30, 2025	<u>\$ 248,721</u>	<u>248,721</u>	<u>195,934</u>	<u>(52,787)</u>

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**SPECIAL SCHOOL PROJECTS FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Revenues				
State of Tennessee	\$ 2,593,083	3,034,236	1,773,071	(1,261,165)
<b>Total Revenues</b>	<b>2,593,083</b>	<b>3,034,236</b>	<b>1,773,071</b>	<b>(1,261,165)</b>
Expenditures				
Education				
Other	-	44,654	26,003	18,651
Personnel Services	1,306,662	1,418,064	995,482	422,582
Purchased Services	79,796	147,622	75,557	72,065
Supplies	487,077	306,923	100,157	206,766
<b>Total Education</b>	<b>1,873,535</b>	<b>1,917,263</b>	<b>1,197,199</b>	<b>720,064</b>
Capital Outlay	739,087	1,014,257	434,526	579,731
Debt Service				
Principal	-	-	180,700	(180,700)
<b>Total Debt Service</b>	<b>-</b>	<b>-</b>	<b>180,700</b>	<b>(180,700)</b>
<b>Total Expenditures</b>	<b>2,612,622</b>	<b>2,931,520</b>	<b>1,812,425</b>	<b>1,119,095</b>
Excess (Deficiency) of Revenues Over (Under) Expenditures	(19,539)	102,716	(39,354)	(142,070)
Other Financing Sources (Uses)				
Transfer In	19,539	77,984	257,863	179,879
<b>Total Other Financing Sources (Uses)</b>	<b>19,539</b>	<b>77,984</b>	<b>257,863</b>	<b>179,879</b>
<b>Net Change in Fund Balance</b>	<b>-</b>	<b>180,700</b>	<b>218,509</b>	<b>37,809</b>
Fund Balance, July 1, 2024	34,723	34,723	34,723	-
<b>Fund Balance, June 30, 2025</b>	<b>\$ 34,723</b>	<b>215,423</b>	<b>253,232</b>	<b>37,809</b>

See Independent Auditors' Report.

**CITY OF JOHNSON CITY, TENNESSEE**  
**SCHEDULE OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE -**  
**BUDGET AND ACTUAL**  
**SCHOOL FOOD SERVICE FUND**  
**For the Fiscal Year Ended June 30, 2025**

	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
	Original	Final		
Revenues				
Federal Government	\$ 3,399,580	3,714,580	3,780,069	65,489
State of Tennessee	30,000	30,000	29,951	(49)
Charges for Services	673,000	460,000	462,475	2,475
Investment Earnings	1,000	1,000	4,001	3,001
Miscellaneous	40,000	40,000	76,071	36,071
<b>Total Revenues</b>	<b>4,143,580</b>	<b>4,245,580</b>	<b>4,352,567</b>	<b>106,987</b>
Expenditures				
School Food Service				
Other	189,000	194,000	72,372	121,628
Personnel Services	1,843,750	1,949,420	1,887,021	62,399
Purchased Services	380,000	485,000	477,736	7,264
Supplies	1,538,580	2,078,580	2,004,237	74,343
<b>Total School Food Service</b>	<b>3,951,330</b>	<b>4,707,000</b>	<b>4,441,366</b>	<b>265,634</b>
Capital Outlay	192,250	92,250	31,076	61,174
<b>Total Expenditures</b>	<b>4,143,580</b>	<b>4,799,250</b>	<b>4,472,442</b>	<b>326,808</b>
<b>Net Change in Fund Balance</b>	<b>-</b>	<b>(553,670)</b>	<b>(119,875)</b>	<b>433,795</b>
Fund Balance, July 1, 2024	4,103,483	4,103,483	4,103,483	-
Purchase Method Inventory Adjustment	-	-	(49,185)	(49,185)
<b>Fund Balance, July 1, 2024 Adjusted</b>	<b>4,103,483</b>	<b>4,103,483</b>	<b>4,054,298</b>	<b>(49,185)</b>
<b>Fund Balance, June 30, 2025</b>	<b>\$ 4,103,483</b>	<b>3,549,813</b>	<b>3,934,423</b>	<b>384,610</b>

See Independent Auditors' Report.

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING  
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL  
STATEMENTS PERFORMED IN ACCORDANCE WITH  
GOVERNMENT AUDITING STANDARDS**

To the Honorable Mayor and Board of Commissioners  
City of Johnson City, Tennessee

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the City of Johnson City, Tennessee (the "City"), as of and for the fiscal year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise the City's basic financial statements and have issued our report thereon dated December 31, 2025. In addition, we have audited the discretely presented component units of the City. This report does not include the results of the testing of internal control over financial reporting or compliance and other matters that are reported in those separately issued audit reports for the Johnson City Public Library, Johnson City Development Authority and Johnson City Energy Authority (dba Brightridge).

Our report includes a reference to other auditors' who audited the financial statements of City of Johnson City, Tennessee's School's Internal School Fund as described in our report on the City's financial statements. This report does not include the results of the other auditors' testing of internal control over financial reporting or compliance and other matters that are reported on separately by those auditors.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the City's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control. Accordingly, we do not express an opinion on the effectiveness of the City's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the City's financial statements will not to be prevented, or detected and corrected, on a timely basis.

City of Johnson City, Tennessee  
Independent Auditors' Report on  
Internal Control over Financial Reporting  
and on Compliance and Other Matters

A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that have not been identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We identified a certain deficiency in internal control, described in the accompanying schedule of findings and questioned costs as item 2025-001 that we consider to be a significant deficiency.

### **Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the City's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that is required to be reported under *Government Auditing Standards*.

### **City of Johnson City, Tennessee's Response to Findings**

*Government Auditing Standards* requires the auditor to perform limited procedures on the City's response to the findings identified in our audit and described in the accompanying schedule of findings and questioned costs. The City's response and management's corrective action plan were not subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on them.

### **Purpose of This Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the City's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the City's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

*Blackburn, Childers + Steagall, PLC*

BLACKBURN, CHILDERS & STEAGALL, PLC  
Johnson City, Tennessee

December 31, 2025

**INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH  
MAJOR PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE  
REQUIRED BY THE UNIFORM GUIDANCE**

To the Honorable Mayor and Board of Commissioners  
City of Johnson City, Tennessee

**Report on Compliance for Each Major Federal Program**

***Opinion on Each Major Federal Program***

We have audited the City of Johnson City, Tennessee's (the "City") compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the City's major federal programs for the fiscal year ended June 30, 2025. The City's major federal programs are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, the City complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the fiscal year ended June 30, 2025.

***Basis for Opinion on Each Major Federal Program***

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the City and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the City's compliance with the compliance requirements referred to above

***Responsibilities of Management for Compliance***

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the City's federal programs.

City of Johnson City, Tennessee  
Independent Auditors' Report on  
Compliance for Each Major Program  
and on Internal Control over Compliance

***Auditors' Responsibilities for the Audit of Compliance***

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the City's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the City's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the City's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the City's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

**Report on Internal Control Over Compliance**

*A deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis.

City of Johnson City, Tennessee  
Independent Auditors' Report on  
Compliance for Each Major Program  
and on Internal Control over Compliance

*A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

*Blackburn, Childers + Steagall, PC*

BLACKBURN, CHILDERS & STEAGALL, PLC  
Johnson City, Tennessee

December 31, 2025

**CITY OF JOHNSON CITY, TENNESSEE**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**  
**For the Fiscal Year Ended June 30, 2025**

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**SECTION I - SUMMARY OF AUDITORS' RESULTS**

1. The auditors' report expresses an unmodified opinion on the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the City of Johnson City, Tennessee (the "City").
2. No material weaknesses are reported. There is one significant deficiency reported relating to the audit of the financial statements.
3. There were no instances of noncompliance material to the financial statements of the City, which are required to be reported in accordance with *Government Auditing Standards*, and disclosed during the audit.
4. No material weaknesses in internal control over major federal award programs are disclosed during the audit of the City.
5. The auditors' report on compliance for the major federal award programs for the City expresses an unmodified opinion on all major federal programs.
6. There are no audit findings relative to the major federal award programs that are required to be disclosed in accordance with Title 2 U.S. CFR section 200.516(a) of the Uniform Guidance.
7. The programs tested as major programs were as follows:

<u>Program</u>	<u>Federal Assistance Number</u>
Title I/Title I-D	84.010
Title II, Part A	84.367A
COVID 19 – Coronavirus State and Local Fiscal Recovery Funds	21.027
Federal Transit Cluster	20.507

8. The threshold for distinguishing Types A and B programs was \$750,000.
9. The City was determined to not be a low-risk auditee.

**CITY OF JOHNSON CITY, TENNESSEE**  
**SCHEDULE OF FINDINGS AND QUESTIONED COSTS**  
**For the Fiscal Year Ended June 30, 2025**

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**SECTION II - FINANCIAL STATEMENT FINDINGS**

**Current Fiscal Year Findings**

***2025-001: Significant Deficiency – Water and Sewer Inventory***

- **Criteria:** All inventory items should be properly reported in both quantity and value in the general ledger and reconciled to the detail inventory ledger at year end. Inventory amounts should be properly supported.
- **Condition:** During the audit, it was noted that the detail inventory report for the Water and Sewer Fund could not be reconciled to the balances reported in the general ledger.
- **Cause:** Changes within the inventory tracking software calculates the items cost incorrectly, which is valuing the items based on historical average cost rather than current cost.
- **Effect:** The supporting inventory detail report was significantly less than the amounts reported in the general ledger.
- **Recommendation:** We recommend that the finance department implement a process to ensure that accurate information is input and exported from the inventory system and the general ledger regarding inventory tracking.
- **City of Johnson City, Tennessee Management's Response:** Management acknowledges the auditor's finding related to the inventory maintained by the water and sewer fund. Management concurs that accurate costing within the City's inventory management system is necessary to ensure proper financial reporting. City staff is currently working with external consultants to reconfigure the ERP inventory module so that inventory item costs are calculated using current cost rather than historical average.

**SECTION III - FEDERAL AWARD FINDINGS AND QUESTIONED COSTS**

None Reported.

**CITY OF JOHNSON CITY, TENNESSEE**  
**SUMMARY SCHEDULE OF PRIOR YEAR FINDINGS**  
**For the Fiscal Year Ended June 30, 2025**

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**Financial Statement Findings**

<b>Original Finding Number</b>	<b>Prior Fiscal Year Finding Number</b>	<b>Finding Title</b>	<b>Status / Current Fiscal Year Finding Number</b>
2024-001	2024-001	Significant Deficiency - Signature Stamps	Corrected

**Federal Award Findings and Questioned Costs**

None Reported.



Finance Department  
City of Johnson City  
601 E. Main St./P.O. Box 2150  
Johnson City, TN 37605-2150  
423.434.6000 | JohnsonCityTN.org

December 31, 2025

Blackburn, Childers & Steagall, PLC  
P. O. Box 3745  
Johnson City, Tennessee 37602

**RE: Management's Corrective Action Plan June 30, 2025**

**Name of Contact Person**

Stephanie Laos, Finance Director

Signature: \_\_\_\_\_

A handwritten signature in black ink that reads 'Stephanie Laos' is written over a horizontal line.

**2025-001: Water and Sewer Inventory**

The City implemented a new accounting software system in 2022 that included an inventory tracking module. Management has identified configuration issues within the module that result in inventory costs being calculated using historical averages rather than current cost. Finance staff is working with external consultants to correct the system setup and improve the accuracy of inventory costing and related reporting.

**Anticipated Completion Date**

February 28, 2026





## **Johnson City Board of Education Regular Meeting**

March 2, 2026

The Johnson City Board of Education met in regular session on March 2, 2026, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:09 PM.

Dr. Ginger Carter: Present  
Mr. Tom Hager: Present  
Mrs. Kathy Hall: Present  
Mr. Jonathan Kinnick: Present  
Mrs. Celia Martin: Present  
Mr. Rick Smith: Present  
Mrs. Paula Treece: Present

Present: 7.

### **1. CALL TO ORDER AND OPENING**

- A. Call to Order and Welcome
- B. Moment of Silence
- C. Pledge of allegiance to the flag
- D. Opening
- E. Artwork on display
- F. Update on Cherokee

- Cherokee Elementary's after-school Boomwhacker Choir, led by music teacher Thomas Richardson, performed "Stand By Me" and a surprise final piece.
- Dr. Yecenia "Jesse" Cigarroa noted that Cherokee was named a Reward School.

### **2. RECOGNITIONS**

- Asiyah Yett, a eighth-grade student at Indian Trail won the JCCPTA Presidents Award for the artwork "I Belong," to be hung in the boardroom.
- Nora King, a second-grade student at South Side won "Future Scientist" in the Wonder Kids contest, selected from 900 students; the prize included WonderWorks passes, nominated by STEM teacher Heather Atkins.
- Teacher, Ryan Glenn at Lake Ridge was selected for the TVA EnergyRight School program cohort; a \$10,000 award planned to support the environmental program and AV team for educational content.
- Four Science Hill students were named National Merit Finalists: Clara Hagemeyer, Saxon Mattison (also a TSSAA wrestling state medalist, placed in 5th), Zoe Norman and Sawyer Ward.

- Wrestling achievements:
  - Sawyer Ward: state champion at 152 lbs.; first-ever four-time TSSAA state medalist at Science Hill since girls wrestling that was sanctioned in 2015; career record 152-10; placements listed for grades 9-12.
  - Chase Smalling: first Science Hill student to become a four-time TSSAA state medalist; placements listed for grades 9-12; record 176-9.

### 3. ADOPTION OF AGENDA

- Motion to adopt the agenda. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES  
 Mr. Tom Hager: YES  
 Mrs. Kathy Hall: YES  
 Mr. Jonathan Kinnick: YES  
 Mrs. Celia Martin: YES  
 Mr. Rick Smith: YES  
 Mrs. Paula Treece: YES

YES: 7, NO: 0

### 4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS

### 5. REPORTS FROM SUPERINTENDENT AND STAFF

#### A. Building Projects Update

- Mr. Joe Barnes spoke on behalf of Mr. Brian Ross:
  - **Towne Acres:** strong progress due to good weather; underground electrical and sewer work advanced; Saturday work occurred.
  - **Vestibules:** nearing completion after team review and walkthrough.
  - **Indian Trail:** doors and related items ordered.
  - **Foundation work:** at Towne Acres utilized a "raft" approach with geotechnic fabric to blend unsuitable/suitable soil; first raft larger (expected), second was smaller.

#### B. Financial Report Ending January 31, 2026

- Motion to approve the Financial Report ending January 31, 2026, as submitted by Ms. Leia Valley. With a motion by Mrs. Kathy Hall and a second by Mrs. Celia Martin, the motion passed.

Dr. Ginger Carter: YES  
 Mr. Tom Hager: YES  
 Mrs. Kathy Hall: YES  
 Mr. Jonathan Kinnick: YES  
 Mrs. Celia Martin: YES  
 Mr. Rick Smith: YES  
 Mrs. Paula Treece: YES

YES: 7, NO: 0

- January revenues: \$12,828,000; includes \$4,493,000 in property tax revenue.
- Local option sales tax: \$1,849,000 for January, 5.6% above the same period last year.
- Expenditures: \$8,500,000; net fund balance increase: \$2,808,000.
- Ms. Leia Valley noted State-funded per-pupil (TISA, excluding outcomes incentives and state grants): \$6,461.

C. Update on Sales Tax - PEP

- January deposits to PEP: \$304,000 (city) and \$179,000 (schools).
- Month-end PEP balance: \$3,371,000.
- Bonds issued for Towne Acres (not full amount); net proceeds after issuance costs: \$25,550,000 in capital projects.

D. JCS Update

- Dr. Erin Slater thanked Board Members for attending the BOE Workshop that was held last Thursday. A major part of the work was refining objectives and strategies for the Five - Year Strategic plan.

1. Strategic Plan Update

- Dr. Allecia Frizzell gave an overview of the planning process of the current plan that was developed and adopted by the Board in 2022 to 2027. Each year that plan is reviewed by Board Members and Supervisors then updated.

2. Medical Billing Reimbursement (Medicaid)

- Dr. Erin Slater noted that the SHAC (School Health Advisory Committee) met on February 19. After additional review, the recommendation is to proceed with Stellar Therapy Services to capture additional Medicaid reimbursements in health services and special education.

**6. UNFINISHED BUSINESS**

**7. CONSENT AGENDA**

- Motion to approve the Consent Agenda. With a motion by Mr. Jonathan Kinnick and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter: YES  
Mr. Tom Hager: YES  
Mrs. Kathy Hall: YES  
Mr. Jonathan Kinnick: YES  
Mrs. Celia Martin: YES  
Mr. Rick Smith: YES  
Mrs. Paula Treece: YES

YES: 7, NO: 0

- Dr. Ginger Carter asked Dr. Erin Slater to elaborate on item #7. H. Closure due to Inclement Weather. Dr. Slater discussed the unusual winter weather that led to back-to-back closures.
- The Board approved the administration's recommendation to pay all employees (classified, certified, hourly, salaried, 10/11/12-month) to avoid harm due to closures within one payroll period.

A. Approval of Minutes

B. Proposed Fundraising Activities

C. Request to write checks over \$5,000

D. Overnight Fieldtrip Requests

E. Request to Transfer Funds

F. Available Spaces for In-Zone Transfers for the 2026-2027 School Year

G. Fee Lists 2026-27SY

H. Closure due to Inclement Weather

## 8. RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION

### A. Recommendation for Science Hill as a Tuition School for 2026-2027 School Year

- Motion to approve the Recommendation for Science Hill as a Tuition School for 2026-2027 School Year. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Celia Martin, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

- Dr. Erin Slater noted the K-8 tuition recommendations to come at the next board meeting. Ms. Leia Valley agreed and noted the Tuition rates are expected to be set in April (budget meeting), with recommendations in May.

### B. Policies for First Reading

- Motion to approve the Policies for First Reading. With a motion by Mrs. Kathy Hall and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

### C. School-Based Telehealth

- Motion to pull and postpone #8.C. School-Based Telehealth from the agenda. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

- Dr. Slater noted that the school-based telehealth services is something that the district is very interested in expanding mental health and physical health services for students. Unfortunately, the intended provider recently determined they could not meet equipment and supply needs within budget. The SHAC Committee will explore other providers and return with a recommendation in the future.

## 9. NEW BUSINESS

### A. Legislative Update

Mrs. Paula Treece discussed the current legislative session for Tennessee:

- Senate Bill 0016, House Bill 0025, was signed into law by Governor Lee last week as enacted it generally provides that a middle school student or a high school student who transfers from one member school to another is immediately eligible to participate in interscholastic athletics at the member school to which the student transfers if certain criteria is met there'll be more out on this law and it'll be discussed at the TSSAA April legislative council meeting,
- Senate Bill 2434, House Bill 2147, as a mandate would create criminal offense for capturing images or videos over school grounds if done with the intention of conducting surveillance. This is on the TSBA legislative agenda. That's being heard on Wednesday in the House Criminal Justice Subcommittee.
- H.J.R. 146, is a constitutional amendment which will allow local boards of education to approve lotteries conducted by non-profit school support organizations. So, this is the "cakewalk law". Because it's a constitutional amendment, this will need to be passed in this year's General Assembly, then passed again in the next General Assembly, which runs for two years, 2027, and then in 2028. Then, if passed in both of those General Assemblies, it will be voted on by the people of Tennessee, in the next gubernatorial election after that, which will be November of 2030. Currently, to have any kind of lottery, it must be approved by the state General Assembly. So, we must wait until 2030 before we can approve "cakewalks" for our SSOs. That's being held on Wednesday in House Finance Ways and Means Subcommittee.
- (The next couple of bills are opposed by the TSBA.) Tomorrow in the House K-12 Education Subcommittee, they're listening to State Bill 0328 and House Bill 0349. As amended, it will require boards of education to allow enrollment of out-of-district students, subject to available space, as well as prohibiting the charge of tuition for these students.
- Senate Bill 2310 and House Bill 2393 is in the House Education Administration Subcommittee tomorrow as introduced, it prohibits LEAs and public charter schools that serve students in any of grades kindergarten through five from allowing students to access digital device at school, allowing employees to use digital devices to provide instruction, and from administering assessments to students in electronic format, except in certain circumstances.
- Senate Bill 2445, House Bill 2226. is going to education administration subcommittee tomorrow. As introduced, it prohibits professional employees and local boards of education from collaborative conferencing. Prohibits a local board of education from allowing a professional employee's organization to use or access facilities when such use or access, is otherwise prohibited by local board policies.

Mr. Jonathan Kinnick gave an update regarding vouchers. The Department of Education released some updated numbers last week. The data was a little convoluted. In addition, the application process changed this year. There's five different priorities and the subtotals add up to over 5,500 more than the grand total. Priority four is public schools and kindergartners. Looking at the math, it's not surprising that the vouchers are going to roughly 82% of students that are already attending private schools.

Mr. Rick Smith thanked Mr. Kinnick and reminded the audience that the Legislative Update is an informational item presented by Mrs. Treece. The Board did pass a resolution last year opposing vouchers. The other house bills don't necessarily reflect the position of this board as a whole, but we all as a community could vote presumably and can voice our opinions to our legislatures.

Mrs. Kathy Hall commented that the Senate Bill 2310, House Bill 2393, prohibits the use of digital devices for students in kindergarten through fifth grade in public charter schools. Mrs. Treece noted that the Senate Bill 2310, House Bill 2393, will be heard in the House Education Administration. On Tuesday, and set for the Senate Education Committee on Wednesday, 3-4 pm. Our state senator, Rusty Crow, also sits on the Senate Education Committee.

B. Current Meeting Communication Follow Up

- Recognitions
- Draft of the 5 yr Strategic Plan

10. **INFORMATION ITEMS**

- A. BOE Calendar of Events
- B. Personnel Items
- C. Donations
- D. Professional Development

11. **COMMITTEE REPORTS**

12. **BOARD UPDATES AND DISCUSSION**

13. **ADJOURNMENT**

6:53 PM

---

Chairman

---

Board Secretary



# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Fellowship of Christian Athletes

Proposed Fundraising Activity: Powder Puff Football

Dates for Proposed Activity: April 19 ; April 26 (if foul weather 4/19)

Proposed Uses of Funds Raised: Expenses for Fields of Faith 2026, t-shirts for active members, leadership camp expenses for student officers

Expected Student Involvement (school-wide or specific school organization):

\* Science Hill students, including the proposed flag football club, will volunteer to play flag football, cheer, or coach.

Method By Which School Will Receive Profit: Gate donations

Requested By: Nancy McDonald, sponsor Date: 2-20-26  
(Name & Title)

Approved By: [Signature] Date: 3-23-26  
Principal

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent\*

Approved By the Board of Education: \_\_\_\_\_  
(Date of Meeting)\*\*

(RECEIVED ON 3/24/2026 - MB)

### BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary

Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

\* Students must have all athletic forms on file with the training room before participation is allowed. (Rank One)





# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## PROPOSED FUNDRAISING ACTIVITY

School: SCIENCE HILL High School

Fund/Club/Class/Account Name: Showstoppers # 70107

Proposed Fundraising Activity: IMPROV TEAM BENEFIT SHOW

Dates for Proposed Activity: 4/17/2026

Proposed Uses of Funds Raised: FRONTIER HEALTH SAFE HOUSE - PROVIDING SAFE CONFIDENTIAL SHELTER TO ANY VICTIM OF DOMESTIC VIOLENCE AS WELL AS THEIR DEPENDENT CHILDREN

Expected Student Involvement (school-wide or specific school organization):  
10 to 12 SHOWSTOPPER IMPROV TEAM MEMBERS

Method By Which School Will Receive Profit: TICKET SALES \$10.00 PER TICKET

Requested By: Hunter Graybeal, Improv Director Date: 3/11/26  
(Name & Title)

Approved By: [Signature] Date: 3/11/26  
Principal

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent\*

Approved By the Board of Education: \_\_\_\_\_  
(Date of Meeting)\*\*

**(RECEIVED ON 3/24/2026 - MB)**

### BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Science Hill Volleyball

Proposed Fundraising Activity: Little Topper Camp

Dates for Proposed Activity: June 8-10, 2026

Proposed Uses of Funds Raised: Purchase gear + equipment  
and help fund team travel

Expected Student Involvement (school-wide or specific school organization):  
VB players + coaches = 50

Method By Which School Will Receive Profit: camper fee

Requested By: Laura Cook - Coach Date: 3/12/26  
(Name & Title)

Approved By: [Signature] Date: 3/12/26  
Principal

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent\*

Approved By the Board of Education: \_\_\_\_\_

(Date of Meeting)\*\*

**(RECEIVED ON 3/24/2026 - MB)**

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Dr. Erin Slater, Superintendent of Schools

## PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Science Hill Volleyball

Proposed Fundraising Activity: Host Volleyball Tournament  
Thrill on the Hill

Dates for Proposed Activity: August 29, 2026

Proposed Uses of Funds Raised: Purchase gear + equipment,  
pay officials, fund team travel

Expected Student Involvement (school-wide or specific school organization):  
VB players and coaches = 50

Method By Which School Will Receive Profit: Team entry fee

Requested By: Lama Cook - Coach Date: 3/12/26  
(Name & Title)

Approved By: [Signature] Date: 3/12/26  
Principal

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent\*

Approved By the Board of Education: \_\_\_\_\_

(Date of Meeting)\*\*

(RECEIVED ON 3/24/2026 - MB)

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Dr. Erin Slater, Superintendent of Schools

## PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Boys Basketball

Proposed Fundraising Activity: Topper Basketball Camp

Dates for Proposed Activity: May 26-28, 2026

Proposed Uses of Funds Raised: purchase gear & equipment - fund team travel

Expected Student Involvement (school-wide or specific school organization):  
Basketball players & coaches = 40

Method By Which School Will Receive Profit: camper fee

Requested By: [Signature] Boys Basketball Coach Date: 3-24-26  
(Name & Title)

Approved By: [Signature] Date: 3/24/26  
Principal

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent\*

Approved By the Board of Education: \_\_\_\_\_  
(Date of Meeting)\*\*

(RECEIVED ON 3/24/2026 - MB)

### BOARD OF EDUCATION

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## PROPOSED FUNDRAISING ACTIVITY

School: SHHS

Fund/Club/Class/Account Name: Girls Basketball

Proposed Fundraising Activity: Basketball Camp (Little Topper)

Dates for Proposed Activity: June 1st-3rd, 2026

Proposed Uses of Funds Raised: Purchase gear + equipment and help fund team travel

Expected Student Involvement (school-wide or specific school organization):  
Girls Basketball player + Coaches = 25

Method By Which School Will Receive Profit: The camper fee  
from each participant

Requested By: Beau Hauldren / Coach Date: 3-24-26  
(Name & Title)

Approved By: [Signature] Date: 3/24/26  
Principal

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent\*

Approved By the Board of Education: \_\_\_\_\_

(Date of Meeting)\*\*

**(RECEIVED ON 3/24/2026 - MB)**

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# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide.

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

### GENERAL INFORMATION:

School: Liberty Bell Teacher: ERVEN  
Grade/Class/Club Participating Boys Soccer Team  
Destination Richard Siegel Soccer Complex - Murfreesboro, TN  
Purpose of Trip Soccer State Championship  
Names of Chaperones Matt Palmative VC, KP Mungler - AC  
Predicted chaperones / student ratio: 1/10

### TRANSPORTATION INFORMATION

Number of students attending 28 Date of Trip 5/12-5/14 Day(s) of Week W+TR  
Cost per child Food Means of Transportation Activity Bus Transit confirmation \_\_\_\_\_  
Expected Time of Departure 12:00 on 5/12 Expected time of return 5/14 TIME TBD

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Athletics- Boys' Soccer
- What are pupils expected to gain from the trip? (Be specific) Teambuilding- Playing in a state tournament.
- What follow up activities will be used to evaluate and supplement the field trip? \_\_\_\_\_

### APPROVAL

Teacher MHS Date 3/5/26 Principal [Signature] Date 03/05/26  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_



### BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary  
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Addendum

### Field Trip Request Form 4.302

(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? *Students are responsible for food only.*

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? *Yes - the team did a calendar fundraiser.*

Number of Eligible Students for Field Trip

*25*

Number of Student Attending the Field Trip

*TBD*

Number of Students Who Cannot Attend Due to Inability to Pay

*NONE. ANY STUDENT WHO QUALIFIES TO GO BUT NEEDS FINANCIAL ASSISTANCE WILL RECEIVE A SPONSOR.*

(Overnight Field Trip Form updated on 12/5/2025)



## BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary  
Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Field Trip Request Form 4.302

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This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

### GENERAL INFORMATION:

School: Liberty Bell MS Teacher: Lance Arnold  
Grade/Class/Club Participating 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> Baseball  
Destination Chattanooga, Cleveland, Ooltewah, TN  
Purpose of Trip TMSAA Baseball State Tournament  
Names of Chaperones Lance Arnold, Kevin Conner  
Predicted chaperones / student ratio: 1 : 7

### TRANSPORTATION INFORMATION

Number of students attending 15 Date of Trip 5/11-5/13 Day(s) of Week Mon-Wed  
Cost per child \$0 Means of Transportation Activity Bus Transit confirmation \_\_\_\_\_  
Expected Time of Departure 5/11 7:30am Expected time of return 5/13 9:00pm

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Athletics - Baseball
- What are pupils expected to gain from the trip? (Be specific) Team-Building, Leadership, Experience
- What follow up activities will be used to evaluate and supplement the field trip? Community Banquet

### APPROVAL

Teacher [Signature] Date 3/11/2026 Principal [Signature] Date 3/12/26  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_

### BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary  
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(RECEIVED ON 3/13/2026 - MB)





# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

**Addendum**  
**Field Trip Request Form 4.302**  
**(Please complete the following on an as needed basis for each request.)**

What percentage of the activity is self-funded from students?

0%

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity?

Number of Eligible Students for Field Trip

21

Number of Student Attending the Field Trip

15

Number of Students Who Cannot Attend Due to Inability to Pay

0

(Overnight Field Trip Form updated on 12/5/2025)



## BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary

Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

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This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

### GENERAL INFORMATION:

School: Liberty Bell Middle Teacher: Track Coaches - William Hunter, Sarah Johnson, Tess Meozek  
 Grade/Class/Club Participating Boys' & Girls' Track  
 Destination University of Tennessee Knoxville - Tom Blake Track  
 Purpose of Trip State Track Meet  
 Names of Chaperones William Hunter, Tess Meozek, Sarah Johnson  
 Predicted chaperones / student ratio: 1/5

### TRANSPORTATION INFORMATION

Number of students attending 25 Date of Trip 5/17-5/18 Day(s) of Week Sunday & Monday  
 Cost per child Food Means of Transportation Activity Bus Transit confirmation \_\_\_\_\_  
 Expected Time of Departure 5/17 - NOON Expected time of return VARIES - depends on duration 5/18 of meet.

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Athletics
- What are pupils expected to gain from the trip? (Be specific) Experience of a state championship
- What follow up activities will be used to evaluate and supplement the field trip? \_\_\_\_\_

### APPROVAL

Teacher Mel S. Date 3/4/26 Principal Kelsey Biddle Date 03/04/2026  
 Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
 Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
 Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent - Date \_\_\_\_\_

### BOARD OF EDUCATION

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(RECEIVED ON 3/5/2025 - MB)



# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## Addendum

### Field Trip Request Form 4.302

(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students?

Food only - Rooms paid for by school.

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? Yes - Trade Fundraiser in April

Number of Eligible Students for Field Trip

N/A - depends on qualification in May

Number of Student Attending the Field Trip

N/A - depends on qualification meets in May

Number of Students Who Cannot Attend Due to Inability to Pay

NONE - students will be provided sponsors if they can't afford to purchase their own food on the trip.

(Overnight Field Trip Form updated on 12/5/2025)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide.

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

### GENERAL INFORMATION:

School: Science Hill High School Teacher: Coach Erin Williams

Grade/Class/Club Participating Girls Tennis

Destination Nashville, TN - Harpeth Hall

Purpose of Trip tennis tournament

Names of Chaperones Kegan Jordan, Ashley Baker, Carrie Fleaor, Megan & Brandon Price  
2 coaches (2)

Predicted chaperones / student ratio: 7:6

### TRANSPORTATION INFORMATION

Number of students attending 6 Date of Trip 04/16-04/18 Day(s) of Week Thursday - Saturday

Cost per child \_\_\_\_\_ Means of Transportation parent vehicles Transit confirmation \_\_\_\_\_

Expected Time of Departure 6pm 04/16 Expected time of return 6pm 04/18

### CURRICULUM

- To what subject area of the curriculum does this trip relate? athletics
- What are pupils expected to gain from the trip? (Be specific) team bonding, competition, time management
- What follow up activities will be used to evaluate and supplement the field trip? practice & more matches

### APPROVAL

Teacher [Signature] Date 03/16/26 Principal \_\_\_\_\_ Date \_\_\_\_\_

Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_

Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_

Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_



### BOARD OF EDUCATION

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Addendum

### Field Trip Request Form 4.302

(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? 0%

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity?

Number of Eligible Students for Field Trip 12

Number of Student Attending the Field Trip 6

Number of Students Who Cannot Attend Due to Inability to Pay 0

*use Challenge ladder - only take starting 6*

(Overnight Field Trip Form updated on 12/5/2025)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide.

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

### GENERAL INFORMATION:

School: Science Hill Teacher: Bradon Lewis  
Grade/Class/Club Participating History Olympiad Team  
Destination Washington D.C.  
Purpose of Trip National Competition  
Names of Chaperones Kami Preston  
Predicted chaperones / student ratio: 1 to 4

### TRANSPORTATION INFORMATION

Number of students attending 4 Date of Trip 04/23-04/24 Day(s) of Week Friday Thursday - Monday  
Cost per child \$500 Means of Transportation Self Transit confirmation \_\_\_\_\_  
Expected Time of Departure Monday Expected time of return Afternoon

### CURRICULUM

- To what subject area of the curriculum does this trip relate? History
- What are pupils expected to gain from the trip? (Be specific) National Competition
- What follow up activities will be used to evaluate and supplement the field trip? \_\_\_\_\_

### APPROVAL

Teacher D. Lewis Date 4-2-2026 Principal [Signature] Date 4-2-2026  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_



BOARD OF EDUCATION (RECEIVED ON 4/2/2026 - MB)

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Addendum

### Field Trip Request Form 4.302

(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? 100%

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity?

Number of Eligible Students for Field Trip

4

Number of Student Attending the Field Trip

4

Number of Students Who Cannot Attend Due to Inability to Pay

0

(Overnight Field Trip Form updated on 12/5/2025)



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# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: \_\_\_\_\_ Cherokee Elementary School \_\_\_\_\_

From: Danielle Bowling Bookkeeper \_\_\_\_\_ Date: 3/25/2026 \_\_\_\_\_

Check Amount: \$5,354.00+ \_\_\_\_\_ Vendor: Johnson City Schools \_\_\_\_\_  
Reason/Purpose: Educare Sweep \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 3/25/2026 - MB)



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# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Cherokee Elementary School \_\_\_\_\_

From: Danielle Bowling-Bookkeeper Date: 2/23/2026 \_\_\_\_\_

Check Amount: \$5641.00 + \_\_\_\_\_ Vendor: Johnson City Schools \_\_\_\_\_  
Reason/Purpose: Educare Sweep \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 2/23/2026 - MB)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Fairmont

From: Beth Baldwin Date: 2-25-26

Check Amount: \$9349.00 Vendor: Johnson City Schools  
Reason/Purpose: February's Educare sweep

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 2/25/2026 - MB)



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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Lake Ridge

From: Donna Lambert Date: 2/25/26

Check Amount: \$49,448.74 Vendor: Johnson City Schools  
Reason/Purpose: Educare/ECLC sweep for February

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 2/25/2026 - MB)



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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: MOUNTAIN VIEW ELEMENTARY

From: DR. CHELSEA LEE *CL* Date: 02/27/2026

Check Amount: \$10,084.80 Vendor: JOHNSON CITY SCHOOLS  
Reason/Purpose: CHECK FOR EDUCARE SWEEP FEBRUARY 2026

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 3/20/2026 - MB)



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# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: North Side Elementary School

From: Madison Olson Date: 2-27-26  
(Book-keeper)

Check Amount: \$7,755.50 Vendor: Barnes & Noble  
Reason/Purpose: We request approval to issue a check to order books for the Books from Birth Program for \$7,755.50.

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 3/10/2026 - MB)



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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: North Side Elementary School

From: Madison Olson (Bookkeeper) Date: 2-27-26

Check Amount: \$5,496.10 Vendor: Johnson City Schools

Reason/Purpose: We request approval to issue a check for the February 2026 Educare Sweep for \$5,496.10

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_

Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_

Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_

Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 2/27/2026 - MB)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: South Side School

From: Leah Knotts Date: February 25, 2026

Check Amount: \$10,617.50 Vendor: Johnson City Schools  
Reason/Purpose: February 2026 Educare sweep for South Side Educare

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 2/25/2026 - MB)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Liberty Bell Middle School

From: Kelsey Walker/Heather Lonon  Date: 2/27/2026

Check Amount: \$5400.50 Vendor: Trills & Thrills Music Festival  
Reason/Purpose: This is the second payment for the band trip to Dollywood on 5-2-26

Check Amount: Vendor:  
Reason/Purpose:

Check Amount: Vendor:  
Reason/Purpose:

Check Amount: Vendor:  
Reason/Purpose:

(RECEIVED ON 3/2/2026 - MB)



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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Liberty Bell Middle School

From: Kelsey Walker/Heather Lonon  Date: 3/19/2026

Check Amount: \$5215.20 Vendor: BSN Sports  
Reason/Purpose: Girl's soccer uniforms

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 3/23/2026 - MB)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Science Hill High School

From: Dorothy Holmer Date: 3-23-26

Check Amount: 10,021.39 Vendor: Liberty Bell Middle School  
Reason/Purpose: Premier Athletics Fundraiser Baseball

Check Amount: 8,100.16 Vendor: Indian Trail Middle School  
Reason/Purpose: Premier Athletics Fundraiser Baseball

Check Amount: 9,931.66 Vendor: Schutt Sports, LLC  
Reason/Purpose: Helmet/Shoulder Pads Recondition Football

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

(RECEIVED ON 3/24/2026 - MB)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## School Request Form Board Approval to issue Checks over \$5,000

School: Woodland Elementary School

From: Brenda Tipton, Date: 03/23/2026

Check Amount: \$13,480.00 Vendor: Johnson City Schools  
Reason/Purpose: LEELC PreK Sweep for February 2026

Check Amount: \$8,335.80 Vendor: Johnson City Schools  
Reason/Purpose: Educare Sweep for February 2026

Check Amount: \$13,739.00 Vendor: Johnson City Schools  
Reason/Purpose: LEELC Infants/Toddlers Sweep February 2026

Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_  
Reason/Purpose: \_\_\_\_\_

**(Received on 3/24/2026 – MB)**



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# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Gifts and Bequests to the School System</b>	Descriptor Code: <b>2.401</b>	Issued Date: <b>04/07/25</b>
		Rescinds: <b>2.401</b>	Issued: <b>04/03/23</b>

1 The Board of Education shall establish and or identify a non-profit corporation to be known as the  
2 Johnson City Schools Foundation, Inc. to receive and administer private grants, gifts, bequests and  
3 endorsements for student aid, scholarships and other purposes.<sup>1</sup>

4 The Board shall request that gifts which are not available for immediate school use be made to the  
5 Johnson City Public Schools Foundation, Inc., which will use them for the designated purpose.

6 The Board shall request that the Johnson City Public Schools Foundation, Inc. manage its funds  
7 actively and responsibly, and that gifts in a form other than cash shall be converted to cash in a  
8 reasonable time and manner, unless it is to be held in kind for a designated period or for a designated  
9 reason.

10 The Board shall request that the Foundation provide a financial report to the Board annually no later  
11 than May 30. The report shall include information on grants awarded and contributions received.

12 Gifts of money, property, or securities immediately usable in the schools which may serve to enhance  
13 and extend the work of the schools may be received by the system.

14 The system shall not be obligated to accept gifts.

15 It shall be the general policy of the system to direct those who desire to make contributions to consider  
16 equipment or services that are not likely to be acquired from public fund expenditures.

17 The following guidelines will apply to gifts to the system:

- 18 1. Equipment contributed to the schools becomes the property of the system and is subject to the  
19 same controls and regulations that govern the use of other school-owned property.  
20
- 21 2. Contributions of equipment or services that may involve major costs for installation or  
22 maintenance, or initial or continuing financial commitments from school funds, shall be  
23 presented by the Superintendent of Schools' office for Board consideration and approval.  
24
- 25 3. The purchases of equipment on a matching fund basis, (part of cost provided by an individual  
26 or organization and part by the Board from public funds) may be allowed.  
27
- 28 4. Individuals or organizations desiring to contribute supplies or equipment will be encouraged to  
29 counsel with school officials regarding the acceptability of such contributions in advance of the  
30 solicitation of funds or the making of budgetary appropriations.  
31

- 1        5. A list of supplies and equipment contributed primarily for school use shall be reported to the
- 2            Board by the Superintendent of Schools' office at least annually.
- 3        6. The Board shall not be obligated to accept property which is subject to any charge or
- 4            encumbrance.

Legal References

- 1. [TCA 49-6-2006\(a\)](#)

Cross References

- Staff Conflicts of Interest 5.601
- Staff Gifts and Solicitations 5.605
- ~~Gifts 6.710~~

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Fraud or Related Dishonest Activity</b>	Descriptor Code: <b>2.601</b>	Issued Date: <b>04/04/22</b>
		Rescinds: <b>2.601</b>	Issued: <b>02/04/08</b>

1 Johnson City Schools will identify and promptly investigate any credible suspicion of fraudulent or  
2 related dishonest activities against the School System.

3 In the event such suspicion is supported by the facts, Johnson City Schools will take appropriate  
4 disciplinary and other action against any employee or other entity believed to have committed fraudulent  
5 or related dishonest activities against the School System. Such action may include suspension of  
6 employment with or without pay, termination of employment, the pursuit of available legal remedies  
7 including restitution, and/or seeking criminal prosecution. **Any suspicion of fraud or dishonest activity**  
8 **that is supported by fact will be reported to the Comptroller's office.**

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Accounting System</b>	Descriptor Code: <b>2.700</b>	Issued Date: <b>04/07/25</b>
		Rescinds: <b>2.700</b>	Issued: <b>05/07/24</b>

## 1 CENTRAL OFFICE

2 The Superintendent of Schools shall maintain a system of accounting, arranged according to the  
3 regulations prescribed by the Commissioner of Education, which provide a detailed and accurate  
4 account of all receipts and disbursements of the schools.<sup>1</sup>

## 5 GENERAL FUNDS

6 Through appropriations by the City of Johnson City Commission, the school system annually receives  
7 budgeted funds for operation purposes. Those funds shall be accounted for in accordance with the City  
8 of Johnson City Finance Department Regulations and in accordance with the State of Tennessee  
9 finance accounting codes. The ~~Annual Public School Financial~~ **Final Expenditure** Report shall be  
10 filed and certified in accordance with Department of Education regulations and submitted to the State.

11 All school accounts shall be audited on an annual basis by an independent auditor selected by the City  
12 of Johnson City. The auditor shall be required to provide to the Board of Education a detailed  
13 breakdown of audit adjustments.

14  
15 When administering the budget, the Superintendent of Schools shall strive to hold expenditures within  
16 the budgeted amounts thus making the actual financial report comply as much as possible with the  
17 budget which was approved by the Johnson City Board of Education. The total budgeted amount shall  
18 not be exceeded without the approval of an amended budget by the Board and the City of Johnson City  
19 Commission. The undesignated fund balance cannot be expended without prior approval of the Board.

## 20 FEDERAL FUNDS

21 Each individual federal fund will have a supervisor appointed by the Superintendent of Schools. That  
22 supervisor will be responsible for assuring that the fund is administered according to the following:

- 23 1. Fund application as approved;  
24 2. Purchasing procedures of the Johnson City School System;  
25 3. Expense accounts not exceeding the federal funds budgeted;  
26 4. The Federal Government Educational Department of General Administrative Regulations; and  
27 5. Year-end completion reports completed accurately and submitted in a timely manner.

## 28 INTERNAL ACTIVITY FUNDS

29 The Board authorizes each respective school under its jurisdiction to receive activity and other internal  
30 funds, such as athletic ticket money, school lunch funds and school class funds.<sup>2</sup>

- 1 The Board shall hold each principal responsible for the management of all internal accounts under his
- 2 jurisdiction in accordance with the *Internal School Funds Manual*.<sup>2</sup>
- 3

---

Legal References

1. [TCA 49-2-301\(b\)\(1\)\(D\); TCA 49-3-316\(a\)\(1\)](#)
2. [TCA 49-2-110\(a\)](#)
3. [TCA 49-2-110\(d\)](#)

Cross References

- Expenditure of Funds 2.800  
Petty Cash Accounts 2.801  
Student Activity Funds Management 2.900

# Johnson City Board of Education

Monitoring:  <b>Review: Annually, in January</b>	Descriptor Term:  <h2 style="text-align: center;">Financial Reports and Records</h2>	Descriptor Code: <h3 style="text-align: center;">2.701</h3>	Issued Date: <h3 style="text-align: center;">05/07/24</h3>
		Rescinds: <h3 style="text-align: center;">2.701</h3>	Issued: <h3 style="text-align: center;">04/06/15</h3>

- 1 The Executive Committee shall submit to the Board of Education at each regular Board meeting a
- 2 report of all business transacted since the last regular meeting.<sup>1</sup>
- 3
- 4 A report indicating all receipts and expenditures of the General Purpose School Fund will be given no
- 5 less often than quarterly to the City Commission.<sup>2</sup> Each report will show the amount of the annual
- 6 appropriation, the amount expended by account to date, the amount encumbered and the free balance
- 7 in each account.
- 8
- 9 The Superintendent of Schools shall submit monthly financial reports to the Board and to state and
- 10 federal agencies as required. The reports shall include current expenditures, encumbrances and
- 11 financial status as related to the approved budget for the year.
- 12
- 13 Each principal shall complete and post at the end of each calendar month the receipts, expenditures and
- 14 cash balance of all accounts under ~~his~~ **their** jurisdiction<sup>3</sup> and make them available to the
- 15 Superintendent of Schools. These reports shall be made available to the Board at its request.

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Legal References

1. [TCA 49-2-206\(b\)\(5\)](#)
2. [TCA 49-2-301\(b\)\(1\)\(Q\)](#)
3. [Internal School Funds Manual, Section 3-5](#)

Cross References

School District Records 1.407

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>Inventories</b>	Descriptor Code: <b>2.702</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>2.702</b>	Issued: <b>04/03/23</b>

1 The Superintendent of Schools shall establish an accurate inventory procedure for all school real and  
2 personal (e.g., material and equipment) property, and this system shall be implemented at each school  
3 facility. Equipment is defined as all tangible personal property (machinery, tools, furniture, vehicles  
4 and other apparatus) with a unit cost of \$500.00 or more and a minimum useful life expectancy of one  
5 year. Administrative personnel shall ensure that a physical count of all such property is taken at the end  
6 of each school year, and this inventory shall be properly entered on the appropriate records for  
7 accounting purposes.<sup>1</sup>

8 Each school shall maintain a complete inventory of text books and library materials and enter into the  
9 school system's inventory management system.

10 The annual inventories will be conducted at the end of each school year in accordance with the  
11 following criteria:

12

## 13 1. EQUIPMENT AND TEXTBOOKS

14 One hundred percent (100%) inventory will be conducted on the following categories:

- 15 a) All capital assets and sensitive minor equipment as established in the Internal School Funds  
16 Manual.  
17 b) ALL textbooks.  
18 c) Other items of lesser value at the principal's discretions.

## 19 2. MEDIA CENTERS

20

21 Media center materials and supplies will have a physical inventory of at least a twenty percent (20%)  
22 inventory annually with a one hundred percent (100%) inventory every FIVE years.

23

## 24 3. FURNITURE

25

26 An inventory of furniture (desks, tables, chairs, etc.) and other fixtures shall be maintained  
27 for insurance purposes. This inventory shall be updated annually by principals/administrators/  
28 designees.

29

1 **EQUIPMENT PROCURED WITH FEDERAL DOLLARS**

- 2 The Superintendent **of Schools** shall establish procedures for administrators to follow which meet all  
3 federal accountability guidelines, including guidelines for the purchasing, inventorying, security and  
4 disposition of all equipment purchased with federal funds.<sup>2</sup>

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Legal References

1. [Internal School Funds Manual, Section 4-21 - Section 4-23](#)
2. [2 CFR § 200.313](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Travel Expenses and Reimbursements</b>	Descriptor Code: <b>2.804</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>2.804</b>	Issued: <b>01/06/14</b>

1 The Superintendent of Schools shall develop appropriate procedures for reimbursement.

## 2 SCHOOL PERSONNEL

3 School personnel who incur expenses in carrying out their authorized duties will be reimbursed upon  
4 submission of an approved request for reimbursement and supporting receipts.

5 Expenses for travel will be reimbursed when the travel has the authorization of the Superintendent of  
6 Schools and/or the appropriate supervisor. The federal programs supervisor must approve expenses  
7 paid under federal programs.

8 Reimbursement for travel paid by grant programs will be reimbursed at the rates required by such grant.  
9 The grant supervisor must approve expenses paid under grant programs.

## 10 BOARD OF EDUCATION MEMBERS

11 The members of the Board shall be paid for transportation, lodging, meals and other pertinent expenses  
12 when traveling on business for the Board. Salary and other benefits shall be determined by the local  
13 funding body.<sup>1</sup> Attendance at conventions or other educational meetings or travel for other school  
14 purposes shall be authorized by the Board.<sup>2</sup> No expenses are paid to attend in-district Board meetings.

15 Expenses shall be submitted to the Superintendent of Schools' office within thirty (30) days of the date  
16 of completion of such travel.

17

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### Legal References

1. [TCA 49-2-202\(d\)](#)
2. [TCA 49-2-2001\(c\)](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>Purchasing</b>	Descriptor Code: <b>2.805</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>2.805</b>	Issued: <b>04/03/23</b>

## 1 *General*

2 The school system will purchase competitively and seek maximum educational value for every dollar  
3 expended. Department heads will serve as purchasing agent for the system-wide purchasing. The  
4 Director of Finance shall coordinate purchasing.<sup>1</sup> Principals shall serve as purchasing agents for  
5 individual schools.

6 Purchases made by anyone not authorized by the appropriate officials shall become the personal  
7 responsibility of the persons making the purchase agreement. The Board of Education will not, under  
8 any circumstances, be responsible for payment for any material or supplies purchased by unauthorized  
9 individuals or in an unprescribed manner.

10 No school shall be obligated to pay for any expenditures made by a student or an employee unless they  
11 first receives a written purchase order from the proper office or unless prior written permission or  
12 arrangements are made with the principal.

13 The Board will purchase locally whenever other conditions are comparable.

## 14 *Individual Schools*

15 The Superintendent of Schools must approve the following purchases:

- 16
- 17 1. a single piece of equipment costing more than five thousand dollars (\$ 5,000.00);
  - 18 2. one that is to be attached to or one that requires alteration of the building; or
  - 19 3. one that will become a permanent fixture.
- 20

## 21 *Central Office*<sup>2</sup>

22

### 23 **ROUTINE PURCHASES**

24

25 Routine purchases shall include expenditures for supplies, salaries, and expenditures required for the  
26 operation of the school system. These expenditures shall be anticipated and provided for in the budget  
27 and will normally be authorized by the Board at the beginning of the fiscal year. The Superintendent  
28 of Schools/ designee may make all routine purchases without further Board authorization; however, the  
29 Board shall be promptly informed if any substantial variation from budgeted estimates becomes  
30 necessary.

31

### 32 **SPECIAL PURCHASES**

33

1 Special purchases are those which are not routine and which may or may not be specifically identified  
2 by line item in the budget. Examples of special purchases are all capital expenditures such as vehicles,  
3 buildings, major contracts, purchases of major equipment, items for long-term use and supplies of an  
4 unusual quantity or nature. All purchases in this category shall require specific prior Board approval  
5 on an item-by-item basis. In its approval, the Board may place constraints on the Superintendent of  
6 Schools requiring Board evaluation and/or approval at various steps in the procurement process. This  
7 will be determined by the Board on an individual basis depending on the nature of the procurement  
8 action.

### 9 **EMERGENCY PURCHASES**

10 Emergency purchases are those which are necessary to avert hazards which threaten health or safety, to  
11 protect property from damage or to avoid major disruption of educational activities. If within  
12 budgetary limits and deemed essential, emergency purchases may be made by the Superintendent of  
13 Schools. However, if the purchase is of such significant magnitude as to impact the integrity of the  
14 budget, the Chair shall call a special or emergency meeting of the Board to deal with the matter. In  
15 any event, the Board shall be advised promptly of all emergency purchases.  
16

### 17 **PURCHASING OF SURPLUS PROPERTY**

18 The Superintendent of Schools and other employees designated by the Board shall be authorized to act  
19 for the Board in acquiring federal surplus property through the Tennessee General Services  
20 Department for surplus property and in entering into agreements, certifications and covenants of  
21 compliance concerning the use of federal surplus property.

22 Further, the Superintendent of Schools is authorized to purchase any needed items through suppliers  
23 approved on the state bid list.

### 24 **COOPERATIVE PURCHASING<sup>3</sup>**

25 The Board, at its option, may join in cooperative purchasing with other school systems to take  
26 advantage of lower prices for bulk purchasing and to reduce the cost involved in bidding whenever  
27 such buying appears to be to the benefit of the system.

### 28 **PROCUREMENT PROCEDURES**

29 All purchases must be made in accordance with the System's Purchasing Guide as required by state  
30 and federal laws.<sup>2</sup>

### 31 **PROCUREMENT CARDS**

32 Small dollar purchases may be made through the use of procurement cards issued by the Sschool  
33 Ssystem under procedures developed by the City of Johnson City.  
34

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Legal References

1. [TCA 49-2-206\(b\)\(3\); TCA 6-36-115](#)
2. [Internal School Funds Manual, Section 4-8](#)

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Cross References

Executive Committee 1.301  
Credit Cards/Credit Lines 2.8051  
Purchase Orders and Contracts 2.808  
Conflict of Interest 5.601

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>Requisitions</b>	Descriptor Code: <b>2.807</b>	Issued Date: <b>04/07/25</b>
		Rescinds: <b>2.807</b>	Issued: <b>04/05/16</b>

1 The ~~Board of Education~~ **Superintendent of Schools** shall designate personnel to be responsible for  
2 making requisitions.

3  
4 All approved requisitions will be submitted to the purchasing agent (Superintendent of Schools,  
5 principals, department heads or federal programs supervisor) on forms provided by the Superintendent  
6 of Schools.

7  
8 The principal or /designee in each school must sign all requisitions for purchases. This applies to all  
9 instructional purchases including physical education, special education, music, all academic subject  
10 areas, and all departments including athletics and vocational.

11  
12 The number of each purchase order shall be recorded on the requisition.

13  
14 After processing, the original copy of the requisition will be filed in the appropriate purchasing office.  
15  
16

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Cross Reference  
Purchase Orders 2.808

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Purchase Orders and Contracts</b>	Descriptor Code: <b>2.808</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>2.808</b>	Issued: <b>04/03/23</b>

## *General*

All purchases made by the school system shall be by purchase order, report of goods or formal contract, and no purchase shall be made nor payment approved unless covered by an approved purchase order. School system credit and procurement cards for specific individuals may be authorized by the Board of Education for limited use.

Purchase orders will include the following essentials:

1. A specification which adequately describes to the supplier the characteristics and the quality standards of the item required;
2. A firm, quoted, net delivered price, whenever possible; and
3. Signature of purchasing agent (Superintendent of Schools, principal, department head or federal programs supervisor).

Contracts shall be made only with responsible suppliers with the following considerations:

1. The supplier has the potential ability to perform successfully under the terms and conditions of a proposed procurement;
2. A system for contract administration shall be maintained to assure supplier conformance with terms, conditions, and specifications of the contract or purchase order, and to assure adequate and timely follow-up of all purchases;
3. Contracts shall contain such provisions or conditions which will allow for administrative, contractual, or legal remedies in instances where suppliers violate or breach contract terms, and provide for such sanctions and penalties as may be appropriate.
4. All contracts, including those of individual schools, will meet all requirements of state and federal laws, rules, and regulations.<sup>1,2</sup>

- 1 5. With the approval of, or ratification by, the Board of Education, contracts may be entered into  
2 by the Superintendent of Schools and/or the appropriate director or supervisor of programs,  
3 including federal programs.<sup>2</sup>  
4

---

Legal References

1. [TCA 49-2-203\(a\)\(3\)](#); *Internal School Funds Manual, Section 5-10*; [TCA 49-2-206\(b\)\(3\)](#)
2. **2 CFR 200 Subpart D**

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Cross References

Purchasing 2.805  
Bids and Quotations 2.806  
Requisitions 2.807

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term: <b>Payment Procedures</b>	Descriptor Code: <b>2.810</b>	Issued Date: <b>04/07/25</b>
		Rescinds: <b>2.810</b>	Issued: <b>02/02/09</b>

1 The purchasing agent (Superintendent of Schools, ~~department head~~ **supervisor**, federal projects  
2 supervisor or principal) shall approve all claims for payment prior to their submission to the Board of  
3 Education.<sup>1</sup>

4  
5 Schools may obligate themselves for the purchase of equipment, supplies, or services, provided  
6 payments are completed by June 30 of the current school year or a plan for future payments has been  
7 made by the principal and approved by the Board

---

#### Legal References

1. [TCA 49-2-206\(b\)\(3\)](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Instructional Goals and Philosophy</b>	Descriptor Code: <b>4.100</b>	Issued Date: <b>09/04/25</b>
		Rescinds: <b>4.100</b>	Issued: <b>01/06/25</b>

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

## 7 GOALS

8 The Board approves the following broad-based instructional goals **as part of their Five-Year**  
9 **Strategic Plan:**

10

- 11 • Advance student achievement, participation, and support in all curricular and extra-curricular  
12 programs
- 13 • Strengthen stakeholder communication and community connections
- 14 • Recruit, support, and retain a high-quality workforce.
- 15 • Create and enhance safe, effective learning environments.
- 16 • Promote physical, social, and mental wellness.

17 The current Five-Year Strategic Plan can be viewed on the school system website.

## 18 VISION STATEMENT

19

20 The Board of Education's vision for Johnson City Schools is to be a progressive school system that is  
21 globally competitive in all areas. All students have equal opportunity to learn and be successful while  
22 meeting high expectations and are provided the resources to be healthy, productive citizens and  
23 lifelong learners.

24

## 25 MISSION STATEMENT

26

27 The mission of Johnson City Schools is to enable all students to achieve excellence in learning, social  
28 responsibility and self worth.

## 29 BELIEFS

30 To be successful, Johnson City Schools must:

- 1 • Provide the highest quality public education to all students
- 2 • Attract, develop, and retain the very best teachers and staff
- 3 • Engage families, business, community, and government
- 4 • Stay on the cutting edge of educational leadership and practice
- 5 • Foster a caring, safe, and inclusive environment

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Legal References

1. [42 USCA § 2000d \*et seq.\*](#)
2. [Public Acts of 2025, Chapter No. 293](#)

Cross References

School Board Goals and Objectives 1.700  
Student Goals 6.100  
Student Concerns 6.305

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Instructional Standards</b>	Descriptor Code: <b>4.101</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.101</b>	Issued: <b>06/04/24</b>

1 The Board of Education is charged with selection of the curriculum. No subjects or topics prohibited  
2 by state or federal law shall be taught.<sup>1</sup> The ~~Director~~ **Superintendent** of Schools shall develop  
3 administrative procedures to implement this policy.

## 4 **STATE STANDARDS<sup>2</sup>**

5 Only Tennessee state standards shall be taught within the school ~~district~~ **system**. The following are  
6 prohibited:

- 7 1. Instructional materials, textbooks, or supplemental materials created to align exclusively with  
8 Common Core; or  
9
- 10 2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise  
11 identified as Common Core textbooks or instructional materials.

12 Any complaints regarding the above shall be submitted per board policy 4.402.

## 13 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

14 All curriculum and instructional programming implemented in the school district shall adhere to state  
15 and federal laws. School system employees shall not include or promote any concepts that would  
16 violate state law when providing instruction, using instructional or supplemental materials, or when  
17 implementing the instructional program and curriculum.<sup>1</sup>

18 The Superintendent of Schools shall develop procedures to ensure that the district's instructional  
19 program complies with state law.

20 Complaints regarding teaching prohibited concepts in violation of state law shall be submitted per the  
21 regulation developed by the Tennessee Department of Education.

---

Legal References

Cross References

1. [TCA 49-6-2202](#); [TCA 49-6-1304](#); [TCA 49-6-2206](#);  
[TCA 49-6-1019](#)
2. [TCA 49-1-302\(a\)\(8\)](#); [TCA 49-1-314](#); [TCA 49-6-2206](#)
3. [TRR/MS 0520-12-04](#)

Reconsideration of Textbooks and Instructional Materials  
4.402  
Controversial Issues 4.800  
Controversial Materials 4.801

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Curriculum Development</b>	Descriptor Code: <b>4.200</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.200</b>	Issued: <b>01/03/22</b>

1 Under the leadership and direction of the Superintendent of Schools and instructional supervisors, a  
2 unified curriculum shall be developed within the framework of the state's standards for the school  
3 system in each subject area, grades PreK-12.<sup>1</sup>

4 ~~A system-wide Collaborative Learning Council shall be established and maintained under the direction~~  
5 ~~of the Superintendent of Schools. The system-wide Collaborative Learning Council will be a vehicle~~  
6 ~~to provide the support and resources required for the system-wide improvement of curricula and~~  
7 ~~instruction.~~

8 The curricula of the school system shall fulfill the goals and requirements of education as established  
9 by the State Department of Education in the Rules, Regulations, and Minimum Standard for  
10 Government of Schools in the State of Tennessee and additions as approved by the Board from time to  
11 time.<sup>2</sup> Reports concerning curriculum development and revision shall be made at regular intervals to  
12 the Board. Such reports shall be made by the Superintendent of Schools/ ~~or their~~ designee.

13 The complete curriculum is available online and all teachers will have access to the curriculum.  
14 Use of newer concepts of curriculum design, scheduling, and instructional techniques is encouraged  
15 but must have prior approval of the principal.

16 A special course (not listed in TRR/MS 0520-1-3-.06) requires the approval of the Superintendent of  
17 Schools, the Board, the State Board of Education and prior approval of the Commissioner of  
18 Education.<sup>1</sup> A course may become a permanent part of the school program after three (3) years of  
19 offering upon approval by the State Board of Education.

20 All State/Federally funded Pre-K programs shall adopt a State approved curriculum.

## 21 **IMPLEMENTATION**

22 The primary responsibility for the effective operation of the curriculum program and activities shall be  
23 delegated to the Superintendent of Schools.

24 Principals shall be responsible for administering the established instructional programs and for the  
25 development and supervision of a coordinated plan for the improvement of instruction in their schools.

---

**Legal References**

1. [TCA 49-1-302\(a\)\(1\)-\(3\), \(8\); TRR/MS 0520-01-03-.03](#)
2. [TCA 49-6-1001, et seq.; TCA 49-6-1201; TCA 49-6-1301, 1302](#)

**Cross References**

Evaluations of Instructional Programs 4.702  
In-Service & Staff Development Opportunities 5.113  
Staff Rights & Responsibilities 5.600  
Staff Time Schedules 5.602

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Special Education</b>	Descriptor Code: <b>4.202</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.202</b>	Issued: <b>06/04/24</b>

1 The Board of Education shall provide access to a free appropriate public education to all IDEA  
2 (Individuals with Disabilities Education Act) Eligible children ages 3-21, inclusive, residing within the  
3 jurisdiction of the school system. The plan for implementation of appropriate instruction and special  
4 education services shall be in accordance with the current Rules, Regulations, and Minimum Standards  
5 of the State Board of Education,<sup>1</sup> and state<sup>2</sup> and federal<sup>3</sup> law.

6 The Board shall develop and periodically update a local plan for providing special education services  
7 for ~~disabled students~~ **students with disabilities** (IDEA and other students with IEPs). Specifically, the  
8 Board shall assure that:

- 9 1. Reasonable effort will be made to identify all children ages three (3) through twenty-two (22)  
10 who reside within the jurisdiction of the school system, including those in private schools, or  
11 are homeless and are suspected of having a disability; and  
12
- 13 2. All ~~disabled students~~ **students with disabilities** living within the school district have available  
14 to them a free, appropriate public education which emphasizes special education and related  
15 services to meet their unique needs; and  
16
- 17 3. Children with disabilities are are given appropriate accommodations and modifications for state  
18 and district-wide assessment programs, are included in the admisitration of thoses assessments  
19 and the reporting of the assessment data; and  
20
- 21 4. The rights of ~~disabled students~~ **students with disabilities** and their parents/guardians are  
22 protected.

23 The plan shall address the following objectives:

- 24 1. To carry out a comprehensive screening and assessment plan emphasizing the early  
25 identification and evaluation of ~~disabled students~~ **students with disabilities**;  
26
- 27 2. To provide each ~~disabled child~~ **eligible student with a disability** with an Individualized  
28 Educational Program (IEP) specifically designed to meet his unique needs;  
29
- 30 3. To use the Individualized Education Program (IEP) for reviewing assessment, formulating  
31 programming, and determining placement for every ~~disabled student~~ **student with a disability**,  
32 including review of proposed suspensions when appropriate, in accordance with the State  
33 Board of Education Rules, Regulations, and Minimum Standards;  
34

- 1 4. To ensure that placements are made which educate ~~disabled children~~ **students with disabilities**  
2 with non-disabled age appropriate peers in the schools these children would normally attend if  
3 not disabled and to the extent appropriate;
- 4
- 5 5. To provide continuing evaluation of each ~~disabled child~~ **student with a disability**'s progress,  
6 including at least annual review of his IEP and re-evaluation at least every three (3) years;
- 7
- 8 6. To ensure that procedural safeguards required by state and federal laws are adhered to; and
- 9
- 10 7. To involve parents of ~~disabled children~~ **students with disabilities** in a meaningful dialogue  
11 with school personnel which will begin with initial referral and continue throughout the  
12 student's educational career;
- 13
- 14 8. To follow all required confidentiality laws and procedures;
- 15
- 16 9. Include goals for the performance of ~~children~~ **students** with disabilities in school improvement  
17 plans;
- 18
- 19 10. To include ~~children~~ **students** with disabilities in required assessments with appropriate  
20 accommodations and modifications and to report assessment data;
- 21
- 22 11. To collaborate with outside agencies as needed to provide supports for students with  
23 disabilities; and
- 24
- 25 12. To budget at least the same total or per-capita amount for special education from the  
26 combination of state and local funds as spent for the same purpose from the prior year  
27 Maintenance of Effort.)

28 Students receiving special education services shall not be restrained except as permitted by law. The  
29 Superintendent **of Schools**/designee will develop procedures for isolation and restraint of students with  
30 disabilities.

---

**Legal References**

1. [TRR/MS 0520-01-09](#)
2. [TCA 49-10-101](#)

**Cross References**

Compulsory Attendance Ages 6.201  
Alternative Education 6.319  
Student Communicable Diseases 6.403

3. [20 USCA §§ 1400-1482](#); [29 USCA § 794](#); [34 CFR § 300.504](#)
4. [TRR/MS 0520-01-09.20](#)

Acquired Immune Deficiency Syndrome 6.404  
Special Education Students 6.500

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Accelerated College Admission</b>	Descriptor Code: <b>4.203</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.203</b>	Issued: <b>12/07/20</b>

1 In keeping with the State Board of Education’s endorsement of the Early Admission Program,<sup>1</sup> a  
2 qualified high school student may complete the twelfth grade at a participating institution of higher  
3 learning. The student will earn a year’s credit in college at the same time that he earns credit for their  
4 senior year in high school.

5

6 To be considered for this program, the student shall:

- 7 1. Earn a cumulative grade point average of at least 3.5 through three (3) years of high school;
- 8
- 9 2. Earn an ACT composite of at least 25 or an equivalent SAT score;
- 10
- 11 3. Submit a written request and agreement to the high school principal at the end of the eleventh  
12 year of school, signed by student and parent(s)/guardian(s);
- 13
- 14 4. Meet with principal, counselor, and parent(s)/guardian(s);for consultation; and
- 15
- 16 5. Secure a written endorsement of the principal, a counselor and the post-secondary institution.

---

#### Cross References

Enrollment in Jump Start Classes 4.2031  
Enrollment in College Level Courses 4.205  
Alternative Credit Options 4.209

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Summer School</b>	Descriptor Code: <b>4.204</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.204</b>	Issued: <b>01/05/24</b>

1 The following programs will be made available to students:<sup>1,2</sup>

- 2 1. Learning Loss Bridge Camp;
- 3
- 4 2. Summer Learning Camp;
- 5
- 6 3. STREAM Camp; and
- 7
- 8 4. Summer/STREAM Hybrid Camp.

9 These programs shall be organized and operated in accordance with state law as well as guidelines  
10 provided by the Tennessee Department of Education. Funding for all programming shall be provided  
11 for in the annual budget and take into account any available grants. The Board of Education may adopt  
12 tuition rates for those students attending a traditional summer school program.<sup>3</sup>

## 13 **SUMMER PROGRAMMING<sup>2</sup>**

14 The Superintendent of Schools shall present a recommended summer programming plan to the Board  
15 each year, no later than the end of the regular school year, outlining the following:

- 16 1. Courses offered;
- 17
- 18 2. Transportation;
- 19
- 20 3. Class size ratios;
- 21
- 22 4. Budget, including staff compensation;
- 23
- 24 5. School nutrition needs;
- 25
- 26 6. Staffing;
- 27
- 28 7. Enrollment criteria; and
- 29
- 30 8. Any additional necessary information.

## 31 **ATTENDANCE REQUIREMENTS<sup>2</sup>**

1 Priority students, as defined by state law, are strongly encouraged, but shall not be required to attend  
2 summer programs.

3 The Superintendent of Schools shall be responsible for developing administrative procedures regarding  
4 the attendance requirements of priority students in each program.

5 **THIRD GRADE PROMOTION/RETENTION LAW & MAKE UP DAYS<sup>4</sup>**

6 Students who are required to attend summer programming in order to be promoted to fourth grade shall  
7 attend with a ninety percent (90%) attendance rate.

8 Parents/**Guardians** shall be provided information on the summer program attendance policy. The  
9 Superintendent of Schools/designee shall develop administrative procedures regarding the  
10 documentation of student attendance including make up days and the administration of the post-test for  
11 students who participate in summer programming.

12 No more than two (2) high school credits shall be earned during any summer school session.

13 The library, laboratories, and other facilities shall be made available to all students enrolled in the  
14 summer school program.

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Legal References

1. [TRR/MS 0520-01-03-.03\(8\); TCA 49-6-1502, 1503](#)
2. [TCA 49-6-1504](#)
3. [TCA 49-6-3003](#)
4. [State Board of Education Policy 3.300](#)

Cross References

- Promotion and Retention 4.603  
Extended Contracts 5.112

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Enrollment in College Level Courses</b>	Descriptor Code: <b>4.205</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.205</b>	Issued: <b>01/03/22</b>

- 1 Qualified high school students who are in good standing may earn high school credit by enrolling in
- 2 college level courses.<sup>1</sup> Written approval by the parent(s)/guardian(s), principal, and institution of higher
- 3 learning shall be required before enrollment.
- 4 Grades earned in such college level courses may be used to determine grade point average.
- 5 The Board of Education shall not be responsible for transportation to and from the college or for payment
- 6 of tuition or related fees.

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#### Legal References

1. [TCA 49-6-1012; State Board of Education Policy 3.301](#)

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#### Cross References

Accelerated College Admission 4.203

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Alternate Instruction Programs</b>	Descriptor Code: <b>4.206</b>	Issued Date: <b>01/09/23</b>
		Rescinds: <b>4.206</b>	Issued: <b>01/03/22</b>

## 1 **REMEDIAL INSTRUCTION**

2 The remedial program will concentrate mainly on improvement of reading and math skills for the most  
3 educationally needy students. Various materials will be used to supplement the work being done in the  
4 classroom.

## 5 **HOMEBOUND INSTRUCTION<sup>1</sup>**

6 The Homebound Instruction Program is for students who, because of health impairments, are unable to  
7 attend the regular instructional program.<sup>1</sup> The program consists of three (3) hours of instruction per  
8 week provided by a certified and properly endorsed teacher. The Superintendent of Schools/designee  
9 may approve additional hours of homebound instruction when necessary.

10 To qualify for the Homebound Program, a student must have a health impairment of sufficient  
11 seriousness to anticipate that the student will be absent for a minimum of ten (10) consecutive school  
12 days. The student must be certified by a physician as being health-impaired and unable to attend the  
13 regular instructional program. The services provided the homebound student should reflect  
14 capabilities and be determined by the homebound instructor, after consultation with the appropriate  
15 professional staff of the student's assigned school.

16 Upon the approval of the Superintendent of Schools, a student with other serious issues that may affect  
17 ~~his~~ their ability to attend the regular instructional program may be provided homebound instruction.  
18 The services provided the homebound student should reflect capabilities and be determined by the  
19 homebound instructor, after consultation with the appropriate professional staff of the student's  
20 assigned school.

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### Legal References

1. TCA 49-10-1101; TRR/MS 0520-01-02-.10

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### Cross References

Alternative Credit Options 4.209  
Virtual Education Program 4.212  
Student Communicable Diseases 6.403  
Acquired Immune Deficiency Syndrome 6.404  
Promotion and Retention

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>English Learners</b>	Descriptor Code: <b>4.207</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.207</b>	Issued: <b>01/03/22</b>

1 If the inability to speak and understand the English language excludes a student from effective  
2 participation in the educational programs offered by the district, the district shall take reasonable actions  
3 to provide the student equal access to its programs. Students who are English learners (“EL”) shall be  
4 identified, assessed, and provided appropriate services. No student shall be admitted to or excluded from  
5 any program or extracurricular activity based on the student’s surname or EL status.<sup>1</sup>

6 The Superintendent of Schools/designee shall evaluate the effectiveness of the district’s language  
7 assistance programs to ensure EL students will acquire English proficiency and the ability to participate  
8 in the standard instructional program within a reasonable period of time.

## 9 ENGLISH LANGUAGE INSTRUCTION PROGRAM

10 The Board of Education directs the administration to develop and implement language instruction  
11 programs that:<sup>2</sup>

- 12 1. Appropriately identify EL students in a timely, valid, and reliable manner;
- 13 2. Determine the appropriate instructional environment for EL students;
- 14 3. Provide EL students with a language assistance program that is educationally sound and proven  
15 successful;
- 16 4. Annually assess the English proficiency of EL students and monitor the progress of students in  
17 order to determine their readiness for standard instructional program; and
- 18 5. Monitor the progress of students that have exited the EL program.

## 19 PARENTAL NOTIFICATION<sup>3</sup>

20 Parents/Guardians of EL students shall be given notice of, and information regarding, the instructional  
21 program within the first thirty (30) days of the school year or within the first two (2) weeks of a student  
22 being placed in a language instruction educational program (LIEP). At a minimum, the notice will  
23 include the following:<sup>3</sup>

- 24 1. The reason for identifying the student as an EL student;
- 25 2. The student’s level of English language proficiency, including how the level was assessed, and  
26 the status of the student’s academic achievement;

- 1 3. Methods of instruction used in the program, methods of instruction in other available programs,  
2 and how they differ;
- 3 4. How the program meets the educational strengths and needs of the student and how the program  
4 will help the student reach English language proficiency and meet academic standards;
- 5 5. Program exit requirements, rate of transition to a standard instructional program classroom, and  
6 expected rate of high school graduation;
- 7 6. How the program meets the goals of an EL student with an IEP; and
- 8 7. Information on the parent/**guardian**'s right to withdraw the student from the program or choose  
9 another program or method of instruction if available.
- 10 Parent/**Guardian** and family engagement will be encouraged, and parents will be regularly apprised of  
11 their child's progress.<sup>4</sup>

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Legal References

1. [Elementary and Secondary Education Act, as amended by ESSA \(Pub. L. 114-95\), § 1112\(e\)\(3\)\(D\); TRR/MS 0520-01-19](#)
2. [Elementary and Secondary Education Act, as amended by ESSA \(Pub. L. 114-95\), § 3113\(b\)\(3\)\(B\); TRR/MS 0520-01-19](#)
3. [Elementary and Secondary Education Act, as amended by ESSA \(Pub. L. 114-95\), § 1112\(e\)\(3\)\(A\); TRR/MS 0520-01-19](#)
4. [Elementary and Secondary Education Act, as amended by ESSA \(Pub. L. 114-95\), § 1112\(e\)\(3\)\(C\); TRR/MS 0520-01-19](#)

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Cross References

Parent and Family Engagement 4.502

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Educational Research</b>	Descriptor Code: <b>4.210</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>4.210</b>	Issued: <b>03/07/11</b>

- 1 The Johnson City School System is supportive of the development of new educational knowledge  
2 through research within the local school community. The Johnson City Schools shall cooperate to the  
3 extent possible with colleges, universities, and other agencies in promoting educational research. The  
4 Superintendent of Schools shall develop administrative procedures for approving requests for  
5 educational research projects.  
6
- 7 Any research project must be well planned and supervised to provide the least interruption possible to  
8 the instructional program.  
9
- 10 The Superintendent of Schools must give final approval prior to the initiation of any research project.  
11
- 12 Any research proposal must meet the following criteria in order to be considered for approval.
- 13 1. The research should be designed so that it can be expected to produce valid and reliable results.
  - 14 2. The research shall be of a nature to expect a result that will be of value to the improvement of  
15 education.
  - 16 3. The research may not materially interrupt or disrupt the work of students, teachers or other  
17 employees.
  - 18 4. The research shall have the approval of the appropriate college, university or agency  
19 supervising the research.
  - 20 5. Prior permission of research subjects is required.
  - 21 6. Detailed proposal must be submitted identifying the nature of the research, the research  
22 subjects (i.e. students or employees), the research method, and use of the results.
  - 23 7. Confidentiality of subjects must be maintained at all times.
  - 24 8. Questionnaires, surveys, and/or interview questions must be submitted for review in advance of  
25 distribution and must not include items which invade the areas of personal rights.
- 26 If it is determined that students are the requested subjects of the educational research, Johnson City  
27 Schools will follow the administrative procedures outlined in Johnson City Board policy 6.4001.
- 28 **This policy is not applicable to research that is conducted as part of the approved curriculum of**  
29 **the school system due to the internal approval processes as approved by the Superintendent of**  
30 **Schools.**

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Credit Recovery</b>	Descriptor Code: <b>4.211</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.211</b>	Issued: <b>01/09/23</b>

1 The Superintendent of Schools/designee shall ensure that credit recovery facilitators receive training  
2 regarding course organization, online instruction management, and related technology. Credit recovery  
3 teachers shall comply with all State Board of Education certification requirements and training  
4 requirements.<sup>1</sup>

## 5 **ADMISSION AND REMOVAL<sup>2</sup>**

6 No student shall be admitted to or otherwise enrolled in credit recovery courses unless:

- 7 1. The student's parent/guardian gives written consent for the student to enroll in the proposed  
8 credit recovery course. Parents/guardians should be informed that not all postsecondary  
9 institutions will accept credit recovery courses for credit and that the NCAA Clearinghouse will  
10 not accept credit recovery courses for credit; and  
11
- 12 2. The student has previously taken an initial, non-credit recovery section of the proposed course  
13 and received a grade of at least fifty percent (50%). Students who receive a grade of below fifty  
14 percent (50%) in the non-credit recovery section of the course must re-take the course.

15 If a student is seeking to recover credit for the first semester of a two-semester course, the student may  
16 not receive the full credit for the course until they have enrolled in and passed the second semester of  
17 the course and taken any applicable End of Course examinations.

18 The ~~Board of Education~~ **school system** shall track students enrolled in credit recovery courses as  
19 directed by the Tennessee Department of Education.

## 20 **INSTRUCTION AND CONTENT<sup>2</sup>**

21 Credit recovery teachers shall work closely with credit recovery facilitators to correlate class content  
22 and instruction.

23 The Superintendent of Schools/designee shall ensure that all credit recovery courses:

- 24
- 25 1. Align with Tennessee's current academic standards for the relevant course content area, as  
26 approved by the State Board of Education; and  
27
- 28 2. Differentiate instruction to address individual student growth needs based on diagnostic  
29 assessment or End of Course data.  
30

1 Students in credit recovery programs shall:

2 1. Complete a course skill-specific diagnostic to determine skill-specific goals;

3

4 2. Meet individual skill-specific goals in a flexible time frame as established by identified student  
5 need; and

6

7 3. Master all individualized skill-specific goals as established by the diagnostic process in order to  
8 earn credit.

## 9 **GRADES<sup>2</sup>**

10 Students passing credit recovery shall receive a grade of sixty percent (60%) under the state uniform  
11 grading system. If the system utilizes a locally-adopted grading scale that differs from the uniform  
12 grading scale, a student passing credit recovery shall receive a D.<sup>3</sup>

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### Legal References

1. [TRR/MS 0520-01-03-.03\(10\); State Board of Education Policy 2.103](#)
2. [State Board of Education Policy 2.103](#)
3. [State Board of Education Policy 3.301](#)

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### Cross References

Virtual Education Program 4.2121  
Grading System 4.600  
Promotion and Retention 4.603

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Family Life Education</b>	Descriptor Code: <b>4.213</b>	Issued Date: <b>08/05/24</b>
		Rescinds:	Issued:

1 *General*

2 A family life education program shall be implemented within the school ~~district~~ **system** in compliance  
3 with state law.<sup>1</sup>

4 Each semester, parents/guardians of students enrolled in a course that includes family life education will  
5 have the opportunity to review a printed copy of the materials at the school. A parent/guardian who  
6 chooses not to have a student participate in the family life education program shall submit such request  
7 in writing to the principal. A student who is excused from the program shall be assigned alternative  
8 health activities and shall not be penalized academically.

9 **FAMILY LIFE INSTRUCTION**

10 The curriculum for the family life education program shall, in a manner that is age-appropriate and  
11 factually and medically accurate, include the following:<sup>2</sup>

- 12 1. Teach the skills needed to make healthy decisions in all aspects of marriage and family life;
- 13
- 14 2. Encourage sexual health by helping students understand how the whole person is affected by  
15 sexual activity as well as other risk behaviors;
- 16
- 17 3. Provide information about human reproduction, including conception, birth, and prenatal care,  
18 as well as the process of adoption and its benefits;
- 19
- 20 4. Provide information on the family unit and the responsibilities and consequences related to sexual  
21 activity, including the challenges of single teen parenting;
- 22
- 23 5. Promote only sexual risk avoidance through abstinence and the positive results of avoiding sexual  
24 activity;
- 25
- 26 6. Provide instruction on the detection, intervention, prevention, and treatment of child sexual  
27 abuse, including such abuse that may occur in the home, human trafficking in which a victim is  
28 the child, and internet crimes against children;
- 29
- 30 7. Provide instruction on the prevention of dating violence;
- 31

- 1 8. Encourage communication between parent(s)/guardian(s) and students;  
2  
3 9. Address the legal aspects of sexual activity with emphasis on the rights of the student; and  
4  
5 10. Include the presentation of a high-quality, computer-generated animation or high-definition  
6 ultrasound of a least three (3) minutes in duration that shows the development of the brain, heart,  
7 and other vital organs in early fetal development per state academic standards.<sup>3</sup>

8 Instruction in topics related to sexual activity are not age-appropriate for students in grades kindergarten  
9 through five (K-5) and shall not be taught as part of the family life curriculum. This does not prohibit  
10 instruction on detection, intervention, prevention, and treatment of child sexual abuse and human  
11 trafficking of children.<sup>4</sup>

12 The family life education program shall be reviewed annually to ensure that the prohibited items of  
13 instruction, as provided for in state law,<sup>5</sup> are not included in the curriculum.

#### 14 **TRAINING ON INSTRUCTION**

15 Personnel providing family life instruction shall receive training prior to presenting such instruction.  
16 Personnel shall conduct such instruction with maturity and discretion.

#### 17 **REPORTING<sup>2</sup>**

18 At the beginning of each school year, the Superintendent of Schools/**designee** shall provide the contact  
19 information to the Department of Children's Services of each employee or trained professional providing  
20 instruction on family life curriculum related to child sex abuse, human trafficking, and internet crimes.  
21 The Superintendent of Schools/**designee** shall also report on the curriculum selected by the Board of  
22 Education.

23

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#### Legal References

1. [TCA 49-6-1302](#)
2. [TCA 49-6-1304; Public Acts of 2024, Chapter No. 571](#)
3. [Public Acts of 2024, Chapter No. 795](#)
4. [Public Acts of 2024, Chapter No. 970](#)
5. [TCA 49-6-1304\(b\)](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Extracurricular Activities</b>	Descriptor Code: <b>4.300</b>	Issued Date <b>01/06/25</b>
		Rescinds: <b>4.300</b>	Issued: <b>08/06/24</b>

1 The following guidelines shall be followed in administering the student extracurricular activities  
2 program:

- 3 1. The Superintendent of Schools/designee shall initially approve each specific extracurricular  
4 activity so that proper support and supervision may be assured;
- 5
- 6 2. The principal, after obtaining the recommendation of the faculty and approval of the  
7 Superintendent of Schools, shall determine which clubs and organizations will be permitted;
- 8
- 9 3. Student activities must be under the guidance and direction of a staff member;
- 10
- 11 4. Student activities occurring before or after regularly scheduled school hours must be under the  
12 supervision of the principal ~~or their~~ /designee;
- 13
- 14 5. Secret organizations shall not be operated in any school;
- 15
- 16 6. A student shall not be required to attend a school-sponsored student activity that is scheduled at  
17 a time which conflicts with their religious practices;<sup>1</sup>
- 18
- 19 7. School-sponsored student activities during vacation periods shall be restricted to regularly  
20 scheduled athletic programs and major events which cannot be scheduled otherwise;
- 21
- 22 8. Student groups shall not participate in state or national activities which are not listed as  
23 approved activities by regional accrediting associations or state and national principals'  
24 associations without the approval of the Superintendent of Schools;
- 25
- 26 9. A student on out-of-school suspension/expulsion or a health-related quarantine shall not be  
27 permitted to participate in school-sponsored activities;
- 28
- 29 10. Activities which restrict participation because of race, creed, color, sex, gender, religion,  
30 national origin, or disabilities are forbidden;<sup>2</sup> and
- 31
- 32 11. Non-school sponsored activities will be approved only if they are coordinated with the school.
- 33 12. Written parental consent shall be required to participate in any extracurricular activity.

## 34 **STUDENT CLUBS & ORGANIZATIONS<sup>3</sup>**

- 1 All students under the age of eighteen (18) shall present a signed and dated statement from their
- 2 parent/guardian before joining any club or organization or participating in activities of a club or
- 3 organization. The Superintendent of Schools shall develop administrative procedures outlining this
- 4 record-keeping process.

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Legal References

1. [TCA 49-6-1002\(c\)](#)
2. [34 CFR § 106.41](#)
3. [TCA 49-6-1031\(b\)](#)

Cross References

Special Use of School Vehicles 3.402  
Interscholastic Athletics 4.301  
Field Trips/Excursions/Competitions 4.302  
Attendance 6.200  
Student Organizations 6.702

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Interscholastic Athletics</b>	Descriptor Code: <b>4.301</b>	Issued Date: <b>09/04/2025</b>
		Rescinds: <b>4.301</b>	Issued: <b>01/06/25</b>

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

10 Interscholastic athletics shall be administered as a part of the regular school program and shall be the  
11 principal's responsibility. Athletic schedules shall be filed in each school principal's office. The  
12 principal/~~employee~~ designee must accompany all athletic teams on out of town trips.

13 The Board of Education approves transportation of teams to athletic events, however such  
14 transportation must comply with the procedures and guidelines in place for all student trips. In  
15 addition, the athletic department must pay its own mileage and other related expenses.

16 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and  
17 control of secondary athletics.<sup>3</sup> The Superintendent of Schools shall develop a code of conduct for all  
18 coaches to follow in order to ensure the health and safety of athletes.<sup>4</sup>

19 Participation in interscholastic athletics or marching band shall not be substituted for the lifetime  
20 wellness graduation requirement.

## 21 **INSURANCE & PHYSICAL EXAMINATIONS**

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

27 Prior to participation in interscholastic athletics, every student shall complete an annual physical  
28 examination.<sup>6</sup> The parent(s)/guardian(s) of each student shall be responsible for covering the cost of  
29 the examination, and the signed parent/guardian permission form and medical release form shall be  
30 kept on file at the school.

## 31 **SCHEDULING**

1 No principal or teacher of any school under the control of the Board shall dismiss their school or any  
2 group of students for the purpose of permitting them to practice for or play interscholastic athletics  
3 within the regular school hours of any school day of the week without written permission from the  
4 Board.<sup>7</sup> This does not prevent the inclusion of regular physical education classes in the daily school  
5 program.

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

10

11 Any changes in the venue for home competitions must have prior approval of the Board. In case of an  
12 emergency situation, the Superintendent of Schools may approve a venue change.

13

#### 14 **SEVERE WEATHER<sup>4</sup>**

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

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

#### 22 **PROHIBITION AGAINST HAZING**

23 Coaches, employees, and volunteers of the school system shall not encourage, permit, condone, or  
24 tolerate hazing activities.<sup>9</sup>

#### 25 **HOME SCHOOL STUDENT PARTICIPATION<sup>10</sup>**

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

#### 30 **VIRTUAL SCHOOL STUDENT PARTICIPATION<sup>11</sup>**

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

## 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. [TCA 49-6-3050\(e\)\(1\)\(B\)](#)
11. [Public Acts of 2025, Chapter No. 173](#)

## Cross References

Special Use of School Vehicles 3.402  
Student Insurance Program 3.601  
Extracurricular Activities 4.300  
Attendance 6.200  
Discrimination/Harassment 6.304  
Disruption of School and Student Activities 6.306

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Field Trips</b>	Descriptor Code: <b>4.302</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.302</b>	Issued: <b>06/04/24</b>

1 Field trips designed to stimulate student interest and inquiry and to provide opportunities for social  
2 growth and development are considered appropriate extensions of the classroom.

3 The **P**principal may grant conditional approval of field trips contingent upon financial provisions being  
4 made for all students. The funds necessary to accommodate all students must be available by a certain  
5 date approved by the **P**principal or the conditional approval will be revoked.

6 Procedures and forms for all school related trips will be developed and distributed by the  
7 Superintendent of Schools/**D**esignee.

8 To be educationally beneficial, a field trip requires thoughtful selection, careful advance preparation of  
9 the class, and opportunities for students to summarize the experience at the conclusion of the trip. To  
10 this end, teachers and principals will be expected to consider the following factors in selecting field  
11 trips:

- 12 1. Value of the activity to the particular class group or groups;
- 13
- 14 2. Relationship of the field trip activity to a particular aspect of classroom instruction;
- 15
- 16 3. Suitability of the activity and distance traveled in terms of the age level;
- 17
- 18 4. Mode and availability of transportation; and
- 19
- 20 5. Cost.

21 The following guidelines shall be followed in planning and conducting field trips:

- 22 1. Any teacher desiring to take a group of students on an educational field trip must obtain  
23 advance approval of the principal and must complete a Field Trip Request Form;
- 24
- 25 2. The trip must have a definite educational purpose and reflect careful planning. Students should  
26 be prepared by general class discussion and/or research. Withholding attendance at field trips  
27 should not be used for discipline;
- 28
- 29 3. Parents may be allowed to transport students on field trips when all of the following conditions  
30 are met:
  - 31 a. Proof of a valid driver's license;

- b. Proof of vehicle liability insurance coverage in the form of an insurance certificate issued to the insured indicating liability limits of at least \$100,000/300,000/50,000 will be necessary;
- c. Prior written approval of the principal;
- d. Prior written permission of the parent(s) of the child(ren) to be transported, which will be specific to the named parent driver; ~~and~~;
- e. Volunteer Personal Vehicle Authorization Use Form; and;
- f. A completed background check.

Students may be transported in employee vehicles when all requirements for such transportation are met. School system employees requesting the use of a Johnson City Transit vehicle will comply with all Johnson City Transit field trip guidelines and procedures;

4. A completed parental Student Field Trip Permission Form must be on file for every student making an off-campus trip. The principal shall ensure that these forms are kept on file for the remainder of the school year. This information is to be completed by the school before the form is signed by the parent;
5. Overnight trips and chaperones must be approved by the Board of Education in advance. These groups must be accompanied by at least one regular staff member and others from the school who are appropriate for adequate supervision and shall be responsible for student conduct while away;
6. Any overnight field trip must be approved by the Board prior to the initiation of fund-raising activities;
7. Students shall not be penalized for participating in approved school-sponsored trips and activities. Teachers shall permit students to make up class assignments missed because of an approved school-sponsored trip or activity;
8. All accidents that occur on a school-sponsored trip must be reported by the teacher to the principal immediately upon returning to school. Serious accidents involving personal injury must be reported immediately to the principal and/or the Superintendent of Schools/designee. An emergency shall be dealt with promptly by the teacher or other members of the school staff by taking appropriate action, including sending the student to the hospital or summoning medical aid or ambulance. In cases where it is necessary to send the student to the hospital, reasonable effort must be made to notify the parents;
9. Any school-sponsored field trip not meeting the "educationally beneficial" criteria as defined in this section must have prior approval of the Superintendent of Schools/designee; and
10. The Board, Superintendent of Schools/designee, or Principal may cancel an approved field trip at any time that the Board feels that the security or safety of students may be in jeopardy.

## NON-SANCTIONED TRIPS

- 1 Non-sanctioned trips organized by employees acting as independent contractors/agents involving
- 2 students on a volunteer, self-supporting basis are not approved by the Board and are not considered a
- 3 part of the curriculum. Total responsibility for privately planned trips or tours rests with the
- 4 individual(s) and agencies sponsoring them. The Board assumes no legal or financial responsibilities
- 5 for non-sanctioned trips.
  
- 6 If an employee organizing a non-sanctioned trip wishes to recruit students through the school(s), the
- 7 request for recruitment shall be made in the same manner as a request from a private citizen.
- 8 Recruitment efforts shall not occur during class time or the employee's work day.

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### Cross References

Special Use of School Vehicles 3.402  
Extracurricular Activities 4.300  
**Background Investigations 5.118**  
Attendance 6.200

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Instructional Resources and Materials</b>	Descriptor Code: <b>4.400</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.400</b>	Issued: <b>04/03/17</b>

1 All classrooms and learning centers shall be equipped with a variety of teaching tools. All instructional  
2 materials should be selected to provide quality learning experiences for students.

3 A list of textbooks and instructional materials used by the schools shall be revised annually by the  
4 principal/ designee under the direction of the Superintendent of Schools/designee and shall be made  
5 available to the Board of Education and professional staff on the ~~district~~ school system and/or individual  
6 school's website as a reference. Upon request, parents/guardians shall have the ability to inspect the  
7 following items: instructional materials, teaching materials, teaching aids, handouts, and tests that are  
8 developed by and graded by their child's teacher.<sup>1</sup> The Superintendent of Schools/designee shall develop  
9 procedures for inspection of materials and distribute these procedures to each principal.

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## Legal References

1. [20 USCA § 1232h\(a\)](#); [TCA 49-6-7003](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Textbooks Selection, Distribution and Care</b>	Descriptor Code: <b>4.401</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.401</b>	Issued: <b>01/03/22</b>

## 1 SELECTION<sup>1</sup>

2 The selection of textbooks shall be completed according to the laws and policies required by the State  
3 of Tennessee and the State Textbook Commission.<sup>2</sup> The responsibility for textbook selection rests with  
4 the local textbook selection committees and is subject to approval by the Board of Education. The  
5 Superintendent of Schools shall establish a procedure for providing the citizens of the community an  
6 opportunity to examine proposed textbooks prior to their final adoption,<sup>3</sup> including public notice of time  
7 and location at which textbooks may be examined.

## 8 DISTRIBUTION

9 The ~~Director of Finance~~ **Superintendent of Schools/designee** shall be designated by the Board to be  
10 responsible for the purchase and distribution of textbooks in each school. The principal shall be  
11 responsible for seeing that each student receives the required textbooks at no cost to the student.

## 12 CARE OF TEXTBOOKS<sup>4</sup>

13 Textbooks are property of the Board and shall be returned at the end of the school year, upon  
14 completion of the course or upon withdrawal from a course or school. Parents shall sign an agreement  
15 accepting responsibility for the textbooks received and used by their children.

16 The following reimbursement schedule shall be used as a guide for collecting fines for lost or  
17 destroyed books:

	<u>Age of Book</u>	<u>Amount Collected</u>
18		
19		
20	1 - 2 years	100% of replacement cost
21	3 - 4 years	75% of replacement cost
22	5 or more years	50% of replacement cost
23		

24 In cases where the book is damaged to the extent it is no longer useable, the amount collected shall  
25 conform to the reimbursement schedule for lost books.

26 If, after hearing the student's explanation and other investigation as necessary, the principal determines  
27 that there has been willful loss or damage of the textbook, they shall assess the appropriate fine and  
28 notify the parents/**guardians** in writing.

1 The principal may include with the notice a provision stating that failure to pay the fine imposed  
2 within a reasonable time may result in the imposition of one or both of the following sanctions:<sup>5</sup>

- 3 1. Refusal to issue any additional textbooks until restitution is made; and
- 4
- 5 2. Withholding of all grade cards, diplomas, certificates of progress, or transcripts until restitution  
6 is made.

7 The Superintendent of Schools/designee may waive the assessment of fines when in their judgment the  
8 student is the victim of uncontrollable circumstances or not responsible for the damages.

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Legal References

1. [TCA 49-6-2207](#); [TCA 49-2-203\(a\)\(3\)](#)
2. [TCA 49-6-2202](#)
3. [TCA 49-6-2207\(c\), \(e\), \(f\)](#); [TCA 49-6-2202](#);  
[TRR/MS 0520-01-18-.02](#)
4. [TCA 49-3-310\(1\)\(B\)](#); [TRR/MS 0520-01-02-.16\(2\)](#)
5. [TCA 49-3-310\(1\)\(B\)\(i\),\(ii\)](#)

Cross Reference

Revenues 2.400  
Surplus Property Sales 2.403  
Reconsideration of Instructional Materials and Textbooks  
4.403  
Controversial Materials 4.801  
Student Fees and Fines 6.709

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Selection of Instructional Materials (Other than Textbooks)</b>	Descriptor Code: <b>4.402</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.402</b>	Issued: <b>01/09/23</b>

1 The ~~Board of Education~~ **school system** will provide a wide range of instructional materials<sup>1</sup>  
2 representing all levels of difficulty, with diversity of appeal and incorporating different points of view.  
3 The Board will provide procedures for review and reconsideration of challenged instructional  
4 materials.

## 5 **OBJECTIVES OF SELECTION**

6 In order to assure that instructional materials are an integral part of the educational program, the  
7 following selection objectives are adopted:

- 8 1. To provide materials that will enrich and support the curriculum and individual needs of the  
9 students, taking into consideration their varied interests, abilities and learning styles;
- 10 2. To provide age-appropriate materials that will stimulate growth in factual knowledge, literary  
11 appreciation, aesthetic values and ethical standards;
- 12 3. To provide a background of information which will enable students to make informed  
13 judgments in their daily lives;
- 14 4. To provide materials on opposing sides of controversial issues so that the students may develop  
15 the practice of critical analysis;
- 16 5. To provide materials which realistically represent our diverse society and reflect the  
17 contributions made by groups and individuals to our heritage;
- 18 6. To place principles above personal opinion and reason above prejudice in the selection of  
19 materials of the highest quality in order to ensure a comprehensive media collection appropriate  
20 for all students.  
21  
22  
23  
24  
25

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Cross References

Controversial Materials 4.801

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Reconsideration of Instructional Materials and Textbooks</b>	Descriptor Code: <b>4.403</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.403</b>	Issued: <b>01/09/23</b>

1 If a complaint is filed by a Johnson City School's parent/guardian, employee, or student regarding  
2 textbooks or instructional materials, this process is to be followed:<sup>1</sup>

- 3 1. Inform the complainant of the selection procedures and make no commitment about the  
4 outcome;
- 5
- 6 2. Request the complainant to submit a Request for Alternative Instructional Materials form;  
7
- 8 3. Inform the principal (and other appropriate personnel) of the complaint;  
9
- 10 4. Keep challenged materials available during the reconsideration process. The materials shall  
11 be removed immediately if they:<sup>2</sup>
  - 12 a. Were created to align exclusively with Common Core; or
  - 13
  - 14 b. Are marketed or otherwise identified as Common Core textbooks or instructional  
15 materials.
  - 16
- 17 5. Upon receipt of the completed Citizen Request for Alternative Instructional Materials  
18 form, the principal shall notify the Superintendent of Schools/designee.
- 19 6. The principal shall request review of the challenged materials by an ad hoc materials review  
20 committee within fifteen (15) working days. The review committee is appointed by the  
21 principal and includes representatives from classroom teachers, one or more parents, and  
22 may include one or more students. The principal will inform the Superintendent of Schools  
23 of the review committee's progress.
- 24
- 25 7. The review committee shall take the following steps after receiving the challenged  
26 materials:
  - 27 a. Read, view or listen to the material in its entirety;
  - 28 b. Check general acceptance of the material by reading recognized and evaluative reviews;
  - 29 c. Determine the extent to which the material supports the curriculum;
  - 30 d. Complete the appropriate "Checklist for Reconsideration of Instructional Materials",  
31 judging the material for its strength and value; and
  - 32 e. Present a recommendation to the principal for further action and to the Superintendent  
33 of Schools for purposes of information.

1  
2  
3

8. If the complainant desires further action after receiving the recommendation of the committee and the decision of the principal, an appeal may be made to the Board.

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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. [Public Acts of 2024, Chapter No. 782; TCA 49-1-302\(a\)\(8\); TCA 49-1-314; TCA 49-6-2206](#)

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Cross References

Instructional Standards 4.101  
Textbooks and Instructional Materials 4.400  
School and System Websites 4.407  
Controversial Materials 4.801

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Use of Copyrighted Materials</b>	Descriptor Code: <b>4.404</b>	Issued Date: <b>04/07/25</b>
		Rescinds:	Issued:

1 To define the fair and reasonable use of copyrighted work for educational purposes without the  
2 permission of the copyright owner and reduce the risk of copyright infringement the following  
3 guidelines are in effect:

- 4 1. All employees shall adhere to the provisions of the United States Code regarding the copying  
5 and/or the use of copyrighted materials;<sup>1</sup>
- 6 2. In the case of computer software, the ethical and practical problems caused by computer  
7 software piracy shall be taught in all computer courses;
- 8 3. The Superintendent of Schools/designee shall establish specific procedures regarding the  
9 copying, distribution, and use of copyrighted materials for instructional purposes;<sup>1</sup> and
- 10 4. The principal of each school shall establish practices which will enforce this policy at the  
11 school level.

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#### Legal References

1. [17 USCA §§ 106, 107, 110](#)

#### Cross References

School and System Websites 4.407  
Use of Multimedia 4.408  
Student Publications 6.704

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Use of the Internet</b>	Descriptor Code: <b>4.406</b>	Issued Date: <b>09/04/25</b>
		Rescinds: <b>4.406</b>	Issued: <b>01/06/25</b>

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

## 4 **Employees**

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

9 The Superintendent of Schools shall develop and implement appropriate procedures to provide  
10 guidance for teacher use of the Internet. Procedures shall address the following:

- 11 1. Development of the Technology Responsible Use Agreement.
- 12 2. General rules and ethics of Internet access.
- 13 3. Guidelines regarding appropriate instruction and oversight of student Internet use.
- 14 4. A uniform signature block for use by all system employees
- 15 5. Prohibited and illegal activities, including but not limited to the following:<sup>1</sup>
  - 16 • Sending or displaying offensive messages or pictures
  - 17 • Using obscene language
  - 18 • Harassing, insulting, bullying or attacking others
  - 19 • Damaging devices owned by the school system or network access
  - 20 • Hacking or attempting unauthorized access to any computer
  - 21 • Violation of copyright laws
  - 22 • Trespassing in another's folders, work or files
  - 23 • Intentional misuse of resources
  - 24 • Using another's password or other identifier (impersonation)
  - 25 • Use of the school system's network for commercial purposes
  - 26 • Revealing the personal address, phone number, or any personally identifiable  
27 information (PII) of another person
  - 28 • **Creating a false identity**

## 29 **Students**

30 The Superintendent of Schools shall develop and implement procedures for appropriate Internet use by  
31 students.

1 Procedures shall address the following:

- 2 1. General rules and ethics of Internet use.
- 3 2. Prohibited or illegal activities, including, but not limited to:<sup>1</sup>
  - 4 • Sending or displaying offensive messages or pictures
  - 5 • Using obscene language
  - 6 • Harassing, insulting, bullying or attacking others
  - 7 • Damaging devices owned by the school system or network access
  - 8 • Hacking or attempting unauthorized access
  - 9 • Violation of copyright laws
  - 10 • Trespassing in another's folders, work or files
  - 11 • Intentional misuse of resources
  - 12 • Using another's password or other identifier (impersonation)
  - 13 • Use of the network for commercial purposes
  - 14 • Buying or selling on the Internet
  - 15 • Revealing the personal address, phone number, or any personally identifiable
  - 16 information (PII) of another person
  - 17 • **Creating a false identity**

## 18 **INTERNET SAFETY MEASURES<sup>2</sup>**

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

- 20 • Controlling access by students to inappropriate matter on the Internet and World Wide Web
- 21 • Educating students about appropriate online behavior, such as interacting with other
- 22 individuals on social networking websites and in chatrooms and cyberbullying awareness and
- 23 response
- 24 • Safety and security of students when they are using electronic mail, chat rooms, and other
- 25 forms of direct electronic communications
- 26 • Preventing unauthorized access, including "hacking" and other unlawful activities by students
- 27 on-line
- 28 • Unauthorized disclosure, use and dissemination of personal information regarding students
- 29 • Restricting students' access to materials harmful to them

30 The Superintendent of Schools/designee shall establish a process to ensure the-school system's  
31 technological resources are not used for purposes prohibited by law or for accessing sexually explicit  
32 materials. The process shall include, but not be limited to:

- 33 1. Utilizing technology that blocks or filters Internet access (for both students and adults) to
- 34 material that is obscene or pornographic;<sup>3</sup>
- 35
- 36 2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials
- 37 that are deemed to be harmful to minors;<sup>4</sup>
- 38
- 39 3. Maintaining and securing a usage log; and

1  
2 4. Monitoring online activities of students.<sup>2</sup>

3 The Board shall provide reasonable public notice of, and at least one (1) public hearing or meeting to  
4 address and communicate its Internet safety measures.<sup>2</sup>

5 A written parental consent shall be required prior to the student being granted access to electronic  
6 media involving the school system's technological resources. The required permission/agreement  
7 form, which shall specify responsible uses, rules of on-line behavior, access privileges and penalties  
8 for policy/procedural violations, must be signed by the parent/guardian of minor students (those under  
9 18 years of age) and also by the student. This document shall be kept on file as a legal, binding  
10 document. In order to modify or rescind the agreement, the student's parent/guardian (or the student  
11 who is at least 18 years old) must provide the Superintendent of Schools with a written request.

12 School officials shall apply the same criterion of educational suitability used to review other  
13 educational resources when questions arise concerning access to specific databases or other electronic  
14 media. Complaints alleging a violation of the Internet safety measures shall be submitted to the  
15 Superintendent/designee. All complaints shall be reviewed to determine how to appropriately respond.

16 **E-MAIL**

17 All school system employees shall use the email address assigned by the school system for all  
18 communication related to school system business and students. Because all computer hardware and  
19 software belong to the ~~Board~~ **school system**, all data including e-mail communications stored or  
20 transmitted on school system resources shall be monitored. Employees/students should have no  
21 expectation of privacy with regard to such data. Confidentiality of e-mail communication cannot be  
22 assured. E-mail correspondence may be a public record under the public records law and may be  
23 subject to public inspection.<sup>5</sup> Emails will be archived for a period of twelve (12) months from the date  
24 sent/ received.

25 **INTERNET SAFETY INSTRUCTION<sup>6</sup>**

26 Students will be given appropriate ongoing instruction at least annually in Internet safety as a part of  
27 regular instruction utilizing computer resources. The Superintendent **of Schools**/designee shall provide  
28 adequate in-service instruction on Internet safety. Parent(s)/guardian(s) and students will be provided  
29 with material to raise awareness of the dangers posed by the Internet and ways in which the Internet  
30 may be used safely.

31  
32 **SOCIAL NETWORKING**

- 33 1. Students are prohibited from accessing social media platforms using school system internet  
34 except when expressly authorized by a teacher for educational purposes.<sup>7</sup>  
35  
36 2. School system staff who have a presence on social networking websites are prohibited from  
37 posting data, documents, photographs or inappropriate information that is likely to create a

- 1 material and substantial disruption of classroom activity or which violates the privacy of other  
 2 staff or students, or which violates FERPA.  
 3
- 4 3. School system staff are prohibited from accessing personal social networking sites on school  
 5 system devices during school hours except for legitimate instructional purposes.  
 6
- 7 4. The Board discourages school system staff from socializing with students on social networking  
 8 websites. The same relationship, exchange, interaction, information or behavior that would be  
 9 unacceptable in a non-technological medium is unacceptable when done through the use of  
 10 technology.
- 11 The Superintendent **of Schools/designee** will publish guidelines on appropriate social media use by  
 12 employees.

### 13 VIOLATIONS

14 Violation of this policy or a procedure promulgated under its authority shall be handled in accordance  
 15 with the existing disciplinary procedures of the Johnson City School System.

### 16 VENDOR CONTRACTS<sup>8</sup>

17 Prior to entering into any contract or using any website where student data is shared and content is  
 18 marketed to **Pre**-kindergarten through grade twelve (**PreK**-12), the vendor of any digital or online  
 19 resource created or marketed for **PreK**-12 must sign a Data Privacy Agreement (DPA) outlining  
 20 appropriate safeguards of school system data and usage, and assurance of adherence to state and  
 21 federal laws for Internet content and access by minors.

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#### 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

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term:  <b>Web Pages</b>	Descriptor Code: <b>4.407</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.407</b>	Issued: <b>01/04/16</b>

## 1 CONTENT STANDARDS

2 In order to take advantage of the opportunities the Internet provides, the Board of Education authorizes  
3 the creation of school and/or ~~district~~ **school system** web pages on the Internet. Only those web pages  
4 maintained in accordance with Board policy and established procedures shall be recognized as official  
5 representations of the district or individual schools. All information posted on school web pages must  
6 have the approval of the principal/designee. In addition, all information on a school or ~~district~~ **school**  
7 **system** web page must accurately reflect the mission, goals, policies, program and activities of the  
8 school and district. The web page must have a purpose which falls within at least one of three  
9 categories:

- 10 1. Support of curriculum and instruction - intended to provide links to Internet resources for  
11 students, parents, and staff in the district;
- 12
- 13 2. Public information - intended to communicate information about the schools and district to  
14 students, staff, parents, community and the world at large; and
- 15
- 16 3. ~~District~~ **School system** technology support - intended to provide and respond to instructional  
17 and administrative technology needs of students and staff.

18 All material on a school web site shall be either original to the school, in the public domain or posted  
19 with the express permission of its rightful owner. This includes, but is not limited to, text, graphics,  
20 pictures, video, sounds, music, characters, logos and trademarks. Web page publications shall follow  
21 all applicable copyright laws and guidelines.

22 Web sites developed under contract for the school ~~district~~ **system** or within the scope of employment  
23 by district employees are the property of the school ~~district~~ **system**.

## 24 PRIVACY STANDARDS

- 25 1. Because Internet publications are available to the entire world, special care shall be taken to  
26 protect the privacy of students and staff. Web pages may not include personally identifying  
27 information regarding a student<sup>1</sup> such as: telephone numbers, addresses, names of other family  
28 members, names of friends, e-mail addresses, specific location of a student at any given time,  
29 grades or any other academic information. No confidential information shall be published on or  
30 linked to the web site.
- 31

- 1        2. Student work may be published on web pages only with written consent of the student's legal  
2        guardian or the eligible student before each incident of publication. The authoring student shall  
3        also sign a copyright consent form.
- 4
- 5        3. Links to student e-mail accounts are prohibited.
- 6
- 7        4. Pictures of students may be included only under the following conditions:  
8
  - 9            ○ Individual student pictures may be published on the web site only with written consent  
10           of the student's legal guardian or eligible.
  - 11
  - 12           ○ Pictures of groups of students involved in a school-related activity may be published  
13           without consent; however, the students shall only be identified by the group name.
  - 14
  - 15           ○ Students shall not be individually identified in pictures unless there is a special reason  
16           for doing so, such as recognition for receiving an award. In such cases, the student's  
17           legal guardian or eligible student must give written consent.

## 18    **ADVERTISING/SPONSORSHIPS**

19    Any use of advertising or sponsorships that appears on a school web site must be approved by the  
20    school web administrator, the principal and the Superintendent of Schools/designee. Guidelines for  
21    approval shall be established by the Superintendent of Schools/designee and must be consistent with  
22    the Board's policies and guidelines used in other school and district publications.

## 23    **ADMINISTRATIVE PROCEDURES**

24    The Superintendent of Schools shall develop administrative procedures for development of web pages  
25    including content, quality, and consistency standards and shall designate an individual(s) to be  
26    responsible for maintaining the official district web page and monitoring all district web page activity.  
27    A principal shall make such designation for an individual school. Schools or departments that wish to  
28    publish a web page must provide a means to contact the webmaster.

## 29    **CONCERNS/COMPLAINTS**

30    As with any instructional materials or publication used by or representing ~~the a~~ school or ~~district~~ **the**  
31    **school system**, the principal or Superintendent of Schools, respectively, is ultimately responsible for  
32    accuracy and appropriateness of the information made available on the web site. Concern about the  
33    content of any page(s) created by students or staff should be directed to the principal or the  
34    Superintendent of Schools' office when related to the district web site. If the concern is not resolved,  
35    persons who wish to file a formal complaint shall submit a written request on a Citizen's Request for  
36    Alternative Instructional Materials Form.

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Legal References

1. [20 USCA § 1232g \(a\)\(5\)\(A\)-\(B\); \*Elementary & Secondary Education\* \(20 USCA § 7908\) Sec. 9528](#)

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Cross References

Reconsideration of Instructional Materials 4.403  
Use of Copyrighted Materials 4.404  
Employee-Developed Materials 4.405

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>School Volunteers</b>	Descriptor Code: <b>4.501</b>	Issued Date: <b>01/05/24</b>
		Rescinds: <b>4.501</b>	Issued: <b>12/07/20</b>

1 The Board of Education endorses a volunteer program in the schools and authorizes principals to  
2 develop a volunteer program for each school.<sup>1</sup>

3 All volunteers must be approved by the principal/designee and shall serve under the supervision and  
4 direction of the ~~professional~~ **designated** personnel of the school to which they are assigned. Volunteers  
5 shall assist professional personnel in the performance of their teaching and administrative  
6 responsibilities. They may not teach but may reinforce skills taught by the ~~professional~~ **certified** staff.

7 All volunteers must sign a Volunteer Agreement regarding confidentiality.

8 All volunteers must submit to a routine background check before beginning working with students in  
9 an unsupervised or one-on-one setting.<sup>2</sup>

10 The principal/designee shall identify appropriate tasks for volunteers and shall be responsible for  
11 planning and conducting orientation programs and regular in-service training sessions.

12 Volunteers shall serve without compensation but shall be insured by the Board against loss or damage  
13 in the performance of their duties.<sup>3</sup>

14 The principal shall ensure that appropriate recognition of volunteer services is made annually.

15 No volunteer shall perform the job duties of professional personnel on a regular basis.

## 16 **STUDENT VOLUNTEERS**

### 17 ***General***

18 Students may be authorized to perform volunteer support services within the schools. These services  
19 shall be under the supervision of a teacher, administrator, or other school employee and may not  
20 interfere with the student's academic or extracurricular schedule.

## 21 **SCOPE**

22 Student volunteers shall assist ~~district~~ **school system** personnel. They may not perform the duties of  
23 ~~district~~ **school system** staff but may assist in limited capacities as deemed appropriate by the  
24 Superintendent.

## 25 **SAFETY**

1 Student volunteers are not authorized to be in possession of keys to school buildings and may not  
2 perform unsupervised work. Student volunteers will follow all school ~~district~~system and individual  
3 facility rules and regulations while volunteering. Students volunteering as part of a school club,  
4 organization, or athletic team will follow all the rules and regulations of their club, organization, or  
5 team.

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Legal References

1. TCA 49-6-7001
2. TCA 49-5-413
3. TCA 29-20-310(e)

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Cross References

Visitors to the School 1.501

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Parent/Family Engagement</b>	Descriptor Code: <b>4.502</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.502</b>	Issued: <b>06/04/24</b>

## 1 GENERAL EXPECTATIONS FOR ALL SCHOOLS

2 The Board **of Education** is committed to increasing and ensuring the involvement of parents and other  
3 family members in the education of students.

4 The Board shall implement the following as required by federal and state legislation;<sup>1</sup>

- 5 • The school system shall annually work with parents in evaluating and potentially revising the  
6 provisions of this policy in improving the quality of schools. Such an evaluation shall strive to  
7 identify any barriers to greater participation by parents (with particular attention to parents who  
8 are economically disadvantaged, are disabled, have limited English proficiency, have limited  
9 literacy, or are of any racial or ethnic minority background).
- 10 • The school system shall provide the coordination, technical assistance, and other necessary  
11 support to assist individual schools with planning and implementing parental involvement  
12 activities.
- 13 • The school system shall involve parents with the development of required educational or  
14 improvement plans.
- 15 • The school system shall coordinate and integrate parental involvement strategies with those  
16 associated with other federal or state programs.
- 17 • The school system shall put into operation activities and procedures for the involvement of  
18 parents in all of its schools.<sup>2</sup> Those programs, activities and procedures will be planned and  
19 operated with meaningful consultation with parents.
- 20 • The school system shall ensure that activities and strategies are implemented to support this  
21 policy and included in the system's plan.
- 22 • The system improvement plan shall include strategies for parental participation in the system's  
23 schools which are designed to improve parent and teacher cooperation in such areas as  
24 homework, attendance, discipline and higher education opportunities for students.
- 25 • The system plan shall include procedures to enable parents to learn about the course of study of  
26 their children and have access to all learning materials.
- 27 • The system plan shall identify opportunities for parents to participate in and support classroom  
28 instruction in the school. Such opportunities include, but are not limited to, organizing  
29 fundraising activities, volunteering as a field trip chaperone, assisting in the library, computer  
30 lab, or on the playground, offering after-school clubs, and recycling clothes.
- 31 • If the school system's plan is not satisfactory to parents, the school system shall submit parental  
32 comments regarding the plan to the State Department of Education as required.
- 33 • The school system shall ensure Title I schools are in compliance with ~~the Every Student~~  
34 ~~Succeeds Act~~ **federal requirements**.

1 The Superintendent **of Schools/designee** shall develop and implement any procedures necessary to  
2 accomplish the goals of this policy.

### 3 **SCHOOL LEVEL POLICY**

4 Each school shall submit to the Superintendent of Schools/designee, for review and comment, its Title  
5 I school parent involvement policy, which must meet state and federal requirements, including a  
6 school-parent compact. This school level policy shall be developed jointly with and distributed to  
7 parents of participating students. A copy of these documents shall be retained at the school system's  
8 central office and made available on the school's (if applicable) and school system's website.

### 9 **SUPPORT FOR PROGRAM**

10 ~~If the Title I allocation is \$500,000 or more to the school system, then not less than one per cent (1%)~~  
11 ~~nor more than five percent (5%) of that allocation shall be reserved for the purpose of promoting~~  
12 ~~parent involvement. Parents of students participating in the Title I programs shall be consulted on the~~  
13 ~~use of these funds.~~

### 14 **FAMILY-SCHOOL PARTNERSHIPS<sup>1</sup>**

15 Families and community members should be engaged in the education of students based on the  
16 following standards:

- 17 • Families are welcomed into the school community;
- 18 • Families and school staff should engage in regular and meaningful communication about  
19 student learning;
- 20 • Families and school staff work together to support student learning and development;
- 21 • Families are informed and encouraged to be advocates for students;
- 22 • Families are full partners in the decisions that affect children and families; and
- 23 • Community, civic, and business resources are made available to strengthen school programs,  
24 family practices, and student learning.

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#### Legal References

1. [Every Student Succeeds Act, Pub.L. 114-95, Dec. 10, 2015, 129 Stat. 1802; State Board of Education Policy 4.207; TCA 49-2-305; 20 USCA § 6318](#)
2. [TCA 49-6-7001](#)

#### Cross References

English Learners 4.207  
Homeless Students 6.503

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Grading System</b>	Descriptor Code: <b>4.600</b>	Issued Date: <b>08/05/24</b>
		Rescinds: <b>4.600</b>	Issued: <b>09/06/22</b>

1 The Superintendent of Schools shall develop an administrative procedure to establish a system of  
2 grading and assessment for evaluating and recording student progress and to measure student  
3 performance in conjunction with board-adopted content standards for grades K-8. The  
4 grading/assessment system shall follow all applicable statutes and rules and regulations of the State  
5 Board of Education. The grading/assessment system shall be uniform system-wide at comparable  
6 grade levels, except that the Superintendent of Schools shall have the authority to establish and operate  
7 ungraded and/or unstructured classes in grades K-3 according to state rules and regulations.<sup>1</sup>

8 The Superintendent of Schools shall submit a copy of the grading, reporting and assessment systems to  
9 the Board before the system is implemented. These guidelines shall be communicated annually to  
10 students and parents/guardians.

## 11 **GRADING SYSTEM: GRADES THREE - EIGHT (3-8)<sup>1</sup>**

12 Subject-area grades for grades 3-8, excluding classes for high school credit, shall be expressed by the  
13 following letters with their corresponding percentage range:

- 14 • A (90-100)
- 15 • B (80-89)
- 16 • C (70-79)
- 17 • D (60-69)
- 18 • F (50-59)

19 This grading system shall be uniform throughout the school system for each grade. No grade lower  
20 than a 50 will be recorded for any 9-week term or semester.

## 21 **GRADING SYSTEM: CLASSES FOR HIGH SCHOOL CREDIT<sup>2</sup>**

22 Classes for high school credit shall use the uniform grading system established by the State Board of  
23 Education. Using the uniform grading system, students' grades shall be reported for the purposes of  
24 application for post-secondary financial assistance administered by the Tennessee Student Assistance  
25 Corporation.

26 Subject-area grades for grades 9–12 shall be expressed by the following letters with their corresponding  
27 percentage range:

- 28 • A (90-100)
- 29 • B (80-89)
- 30 • C (70-79)

- 1 • D (60-69)
- 2 • F (0-59)

3 Advanced coursework grades will be calculated with additional percentage points to calculate the  
4 semester average. Depending on the course taken, the following percentage points will be assigned:

- 5 • Honors Courses – three (3) percentage points;
- 6 • Local and Statewide Dual Credit, Capstone Industry Certification Aligned, and Dual  
7 Enrollment Courses – four (4) percentage points; and
- 8 • Advanced Placement, Cambridge International, and College Level Exam Program (CLEP)–  
9 five (5) percentage points.

## 10 **WEIGHTING FOR HONORS, NATIONAL INDUSTRY CERTIFICATION, ADVANCED** 11 **PLACEMENT, STATEWIDE DUAL CREDIT AND DUAL ENROLLMENT COURSES**

12 The uniform grading system will be used for student application for postsecondary assistance  
13 administered by the Tennessee Student Assistance Corporation. For other purposes a grading system  
14 based on quality points to calculate overall Grade Point Averages will be used. ~~Beginning with the~~  
15 ~~2019-2020 school year:~~

- 16 • Add .5 point to the numerical quality point value corresponding to the final letter grade  
17 received in an honors course;
- 18 • Add .75 point to the numerical quality point value corresponding to the final letter grade  
19 received in a local or statewide dual credit, or capstone industry certification course ; and
- 20 • Add 1 point to the numerical quality point value corresponding to the final letter grade received  
21 in an AP, Cambridge International, or dual enrollment.

22 Conduct grades are based on behavior and shall not be deducted from scholastic grades.

23 Attendance records will be used in determining the awarding of grades or the passing of a course or  
24 promotion or retention.

25 Plus and minus evaluations are not to be added to letter grades. A grade report may not be changed  
26 once grades have been finalized. If an erroneous grade has been recorded, correction must be made on  
27 a new report.

28 Grades given at the end of each nine (9) weeks period will be determined from daily work, homework,  
29 written assignments and tests. The teacher will weigh the value of grades given for various  
30 assignments and tests within the applicable period in computing the grade. This procedure will enable  
31 the teacher to allow for individual student differences in the grading process. Any assignments and  
32 tests required of a student must be considered in the computation of his grade.

## 33 **LOTTERY SCHOLARSHIPS<sup>3</sup>**

34 Each school counselor shall provide incoming freshmen with information on college core courses  
35 required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT  
36 score, etc.) that must be met in order to receive a scholarship.

1 Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for  
 2 Federal Student Aid (FAFSA). The FAFSA is available at the guidance office or on-line at  
 3 [www.fafsa.ed.gov](http://www.fafsa.ed.gov). The priority date for FAFSA completion is May 1. Students shall be made aware of  
 4 all applicable FAFSA deadlines and encouraged to submit applications in a timely manner.

5 Elementary and middle school counselors should explain the HOPE Scholarship and its requirements  
 6 to their students and impress upon them the benefits of making good grades.

### 7 **TENNESSEE PROMISE**

8 ~~Each~~ **High** school counselors will provide students with information on the Tennessee Promise  
 9 scholarship and mentoring program, including eligibility standards and application information.

### 10 **LOTTERY SCHOLARSHIP DAY**

11 Each school year, prior to scheduling courses for the following school year, schools teaching students  
 12 in grades 8-11 shall conduct a lottery scholarship day for students and their parents.<sup>4</sup>

### 13 **HONORS RECOGNITION**

14 The weighted GPA will be calculated on all course work using the school system's internal weighted  
 15 GPA. GPA will also be calculated using the Tennessee Uniform Grading Scale for Lottery/Hope  
 16 Scholarship purposes. Both the Johnson City School's weighted GPA and the Tennessee Uniform  
 17 GPA will appear on the transcript. The Tennessee Uniform Grading Scale GPA (unweighted) will be  
 18 utilized to determine recognition at the Board of Education's ceremony honoring graduates each  
 19 spring.

20 For the purposes of local graduation honors recognition, the school system will use the following Latin  
 21 System based on the weighted GPA:

22 Summa Cum Laude 4.25 and above

23 Magna Cum Laude 4.00-4.24

24 Cum Laude 3.75-3.99

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#### Legal References

1. [TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407](#)
2. [TCA 49-2-203\(b\)\(16\); TCA 49-2-301\(b\)\(1\)\(H\)](#)
3. [TCA 49-4-904, 905, 907](#)
4. [TCA 49-4-932\(f\)](#)

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#### Cross References

Alternative Credit Options 4.209  
 Credit Recovery 4.210  
 Reporting Student Progress 4.601  
 Honor Roll, Awards, & Class Ranking 4.602  
 Promotion and Retention 4.603  
 Transcript Alterations 4.608

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Reporting Student Progress</b>	Descriptor Code: <b>4.601</b>	Issued Date: <b>09/04/2025</b>
		Rescinds: <b>4.601</b>	Issued: <b>01/03/22</b>

1 Student progress reports shall be provided at least once every nine (9) weeks during the school year with  
2 a midterm progress report each 4 1/2 weeks for grades K-8. The reporting procedure shall be uniform  
3 for all reporting periods during each school year. Each report shall be signed or otherwise acknowledged  
4 by the parent(s)/guardian(s). In grades six (6) through twelve (12), reports may be made in electronic  
5 format and acknowledgment is not required provided the dates and methods of reporting pupil progress  
6 are published. Ample opportunity will be provided for parent(s)/guardian(s) to notify the school of  
7 concerns. The administration shall establish rules and regulations which will keep parent(s)/guardian(s)  
8 of students with academic deficiencies advised.

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

13 In addition to the regular progress reports, principals and teachers are encouraged to confer with  
14 parents/guardians on the educational progress of their children. Teachers are expected to consult with  
15 parents/guardians of students who are working at an unsatisfactory level or whose performance shows a  
16 marked or sudden deterioration. Parents/guardians shall be notified by the teacher as early in the school  
17 year as possible if the retention of a student is being considered.

## 18 ~~SURROGATE PARENTS~~

19 ~~For students with disabilities, IDEA requires the Board to maintain a list of surrogate parents who meet~~  
20 ~~the following requirements:~~

- 21 ~~1. They have no interest or conflicts of interest involving the child;~~  
22 ~~2. They have adequate knowledge to insure adequate representation for the child; and~~  
23 ~~3. They are not public employees who provide direct services to the child.~~

24 ~~The Board will be prepared to defend the qualifications of the persons selected.~~

25 ~~Surrogate parents will be appointed for students when:~~

- 26 ~~1. The school system cannot identify a parent of the child;~~  
27 ~~2. The guardian parent of the child is an agency of the State of Tennessee; or~~  
28 ~~3. The child is institutionalized or parentless and is assigned a guardian who is an employee of the~~  
29 ~~State.~~

## 30 PARENT CONFERENCES

- 1 At least two (2) times during the school year, conferences shall be scheduled in which  
2 parent(s)/guardian(s) and teachers may discuss any pertinent problems or other matters of concern  
3 regarding the development and education of each student. These scheduled conferences shall not use  
4 any portion of the 180 days of classroom instruction.<sup>2</sup> The Superintendent of Schools shall be  
5 responsible for scheduling and coordinating systemwide conferences. Teachers will be available for  
6 conferences, by appointment, at other times. Conferences may also be held during a teacher's  
7 designated planning time. Because of the excessive demands made on the teacher's time,  
8 parent(s)/guardian(s) are asked to schedule conferences in advance. Teachers will be expected to  
9 schedule conference in advance with parent(s)/guardian(s) except in cases of emergency.
- 10 Conferences shall be physically accessible to all students and parent(s)/guardian(s).<sup>4</sup>

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**Legal References**

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

**Cross References**

School Calendar 1.800  
Grievance Procedures for Qualified Individuals with  
Disabilities 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 6.207

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Promotion and Retention</b>	Descriptor Code: <b>4.603</b>	Issued Date: <b>04/07/25</b>
		Rescinds: <b>4.603</b>	Issued: <b>01/06/25</b>

1 All promotion and retention decisions shall be made on a case-by-case basis and comply with state and  
2 federal law. All decisions shall be made in consultation with a student's **ILP**, IEP and/or 504 team, if  
3 applicable.<sup>1</sup>

4 Students who have difficulty in achieving the requirements for promotion may be considered for  
5 retention. Schools shall identify these students by February 1<sup>st</sup>. Factors used to identify students for  
6 retention shall include:<sup>2</sup>

- 7 1. Ability to perform at the current grade level;
- 8
- 9 2. Results of local assessments, screening, or monitoring tools;
- 10
- 11 3. State assessments, as applicable;
- 12
- 13 4. Home Literacy Reports;<sup>3</sup>
- 14
- 15 5. Overall academic achievement of the student;
- 16
- 17 6. Likelihood of success with more difficult material if promoted to the next grade;
- 18
- 19 7. Attendance record; and
- 20
- 21 8. The student's maturity.

22 Students may be identified for retention after the February 1<sup>st</sup> deadline if the delay in identifying a  
23 student is due to:<sup>4</sup>

- 24 1. Date of enrollment;
- 25
- 26 2. Additional information acquired after results of local assessment, screening, or monitoring are  
27 released; or
- 28

## 29 VOLUNTARY RETENTION

30 A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain  
31 ~~his/her~~ **their** student in the current grade level if:

1  
2 1. The student has a documented academic or behavioral delay; and

3  
4 2. The parent/guardian believes that retention may benefit the student.<sup>5</sup>

5 This information shall be submitted in writing within thirty (30) days of the end of the school year. The  
6 district shall send written notice to the parent/guardian confirming whether the student is eligible for  
7 retention under state law.

## 8 **PROMOTION PLANS**<sup>6</sup>

9 When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within  
10 fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student  
11 avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504  
12 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school  
13 counselor, or other appropriate school personnel.

14 Promotion plans shall incorporate evidence-based strategies, including expectations and measurements  
15 that will verify whether a student has made sufficient progress to be promoted to the next grade level,  
16 and be tailored to the student's learning needs. Promotion plans for students in third and fourth grade  
17 will include additional requirements for promoting students in these grades. A copy of the plan will be  
18 provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a parent-  
19 teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then  
20 the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the  
21 promotion plan.

22 A student who demonstrates sufficient academic progress according to his/her promotion plan shall be  
23 promoted to the next grade level unless retention is required per additional requirements for students in  
24 third and fourth grade.<sup>7</sup>

25 If a student has not demonstrated sufficient academic progress according to their promotion plan by the  
26 end of the school year, the student shall be eligible to enroll in a summer reading or learning program,  
27 if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar  
28 days prior to the start of the next school year if the student was enrolled in a summer program.  
29 However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be  
30 notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school  
31 year.<sup>8</sup>

## 32 **RETENTION**<sup>7</sup>

33 A student may be retained when such retention is in the best interests of the student or when retention  
34 is required per additional requirements for students in third and fourth grade.

### 35 *Decision of Retention – General*<sup>9</sup>

36 If a student is retained, the Superintendent of Schools/designee shall develop an individualized  
37 academic remediation plan within thirty (30) calendar days after the beginning of the next school year.

1 A copy of the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar  
2 days of its development. The plan shall include at least one of the following strategies:

- 3 1. Adjustment to the current instructional strategies or materials;
- 4
- 5 2. Additional instructional time;
- 6
- 7 3. Individual tutoring;
- 8
- 9 4. Modification to the student's classroom assignment to ensure the student receives  
10 instruction from a teacher with a level of overall effectiveness of above expectations (level  
11 4) or significantly above expectations (level 5); or
- 12
- 13 5. Attendance or truancy interventions.

14 A student shall not be retained more than once in any grade. The progress of students who are retained  
15 shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the  
16 school year in which the student is retained. The Superintendent of Schools shall develop procedures to  
17 ensure appropriate recordkeeping of students who are retained.

#### 18 ***Decision of Retention – Third Grade***<sup>10</sup>

19 Third grade students shall not be promoted to the next grade unless they are determined to be  
20 proficient (i.e., receive a performance level rating of “on track” or “mastered”) in English language arts  
21 (ELA) based on the student's most recent TCAP test.

22 Students who are not proficient in ELA may still be promoted if the following conditions are met:

- 23 1. A student in third grade receiving a performance level rating of “approaching” on the ELA  
24 portion of the student's most recent TCAP test may be promoted if:
  - 25
  - 26 a. The student is an English language learner and has received less than two (2) full years  
27 of ELA instruction;
  - 28 b. The student was previously retained in grades K-3;
  - 29 c. The student is retested before the next school year and scores proficient in ELA;
  - 30 d. The student attends a learning loss bridge camp before the next school year, maintains a  
31 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-  
32 test at the end of the camp; or
  - 33 e. The student receives tutoring for the entirety of the next school year in accordance with  
34 state law.
  - 35 f. The student demonstrates proficiency in ELA standards by scoring at or above the  
36 fiftieth (50<sup>th</sup>) percentile on the most recently administered state-provided benchmark  
37 assessment and the district provides tutoring services to the student during the entire  
38 fourth grade school year and notifies the student's parent/guardian, in writing, of the  
39 benefits of enrolling the student in summer programming.
  - 40 g. Parent/guardian or authorized school personnel appeals retention decision, documenting  
41 a score at or above the fortieth (40<sup>th</sup>) percentile on the TN-URS ~~or approved URS~~

(ECBM) and an academic remediation plan and unanimous recommendation for promotion from the ELA teacher and principal, and receives tutoring services during the entire fourth grade school year.

2. A student in third grade receiving a performance level rating of “below” on the ELA portion of the student’s most recent TCAP test may be promoted if:
  - a. The student is an English language learner and has received less than two (2) full years of ELA instruction;
  - b. The student was previously retained in grades K-3;
  - c. The student is retested before the next school year and scores proficient in ELA; or
  - d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with state law.

Students who fall into the criteria for required attendance in summer programming in order to be promoted to the fourth grade must attend with a 90% rate. Of the 20 days required for summer school attendance, students must attend 18 days. These days will be documented and options for make-up days will be provided by the summer programming committee.

#### ***Decision of Retention – Fourth Grade***<sup>10</sup>

Students in the following categories shall show adequate growth in the following ways before being promoted to the fifth grade:

1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the next school year in accordance with state law or because of attending a learning loss bridge camp must maintain a ninety percent (90%) attendance rate; and
2. A student receiving tutoring for the entirety of the next school year in accordance with state law shall be required to show adequate growth on the fourth grade ELA portion of TCAP before the student may be promoted to fifth grade.
3. If a student does not show adequate growth, as determined by the department, on the fourth grade ELA portion of the TCAP test, then the student’s LEA or public charter school shall convene a conference that must be attended by the following categories for participants: the student’s parent(s)/guardian(s), the student’s ELA teacher, and the student’s principal. The recommendation made by the majority of the categories of participants in the conference determines whether the student must be:
  - a. Promoted to the fifth grade and assigned a tutor to provide tutoring services to the student for the entirety of the student’s fifth grade year based on tutoring requirements established by the department; or
  - b. Retained in the fourth grade.

A student shall not be retained more than once in fourth grade.

1 ***Decision of Retention – Students with Disabilities*** <sup>11</sup>

2 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the  
3 student’s IEP and/or 504 team to determine whether the student’s performance on the ELA portion of  
4 TCAP was due to the student’s disability. The school district shall not retain a student with a disability  
5 or a suspected disability that impacts their ability to read.

6 **APPEALS** <sup>8,12</sup>

7 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision  
8 to retain the student and provided with information on the right to appeal the decision. Appeals shall be  
9 made to a committee appointed by the principal within ten (10) school days. The student and their  
10 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given  
11 the opportunity to address the committee. The committee shall conduct a hearing within ten (10) school  
12 days to determine if the student will be promoted and issue such decision within five (5) calendar days.  
13 Upon notification of the committee decision, the principal shall send written notification to the ~~Director~~  
14 **Superintendent** of Schools/designee and the parent(s)/guardian(s). The notification shall advise  
15 parent(s)/guardian(s) of their right to appeal such action within ten (10) calendar days to the  
16 Superintendent of Schools/designee.

17 The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A  
18 decision shall be issued within five (5) days.

19 Within five (5) business days of the Superintendent of Schools/designee rendering a decision, the  
20 student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.  
21 Following the review, the Board may affirm or overturn the decision of the Superintendent of  
22 Schools/designee. The action of the Board shall be final.

23 For students where retention is required per the additional requirements for students in third and fourth  
24 grade, parent(s)/guardian(s) may appeal this decision directly to the Department of Education in  
25 accordance with state law.<sup>13</sup>

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Legal References

1. [20 USCA § 1400 et seq.; 29 U.S.C. § 794 \(Section 504\); TRR/MS 0520-01-03-.16; TCA 49-6-3115](#)
2. [TRR/MS 0520-01-03-.16\(5\)](#)
3. [TCA 49-1-905\(e\)](#)
4. [TRR/MS 0520-01-03-.16\(4\)](#)
5. [TCA 49-6-314; TRR/MS 0520-01-03-.16\(6\)](#)
6. [TRR/MS 0520-01-03-.16\(6\)](#)
7. [TRR/MS 0520-01-03-.16\(6\)\(f\)](#)
8. [TRR/MS 0520-01-03-.16\(6\)\(e\)](#)

Cross References

- Credit Recovery 4.210
- Grading System 4.600
- Reporting Student Progress 4.601
- Attendance 6.200
- Student Assignments 6.205
- Homeless Students 6.503
- Student Records 6.600

9. [TRR/MS 0520-01-03-.16\(6\)\(g\)](#)
10. [TRR/MS 0520-01-03-.16\(7\)](#)
11. [29 U.S.C. § 794 \(Section 504\); 20 USCA § 1400 \*et seq.\*; TRR/MS 0520-01-03-.16\(7\)\(e\); TCA 49-6-3115\(a\)\(3\)](#)
12. [TRR/MS 0520-01-03-.16\(3\); TRR/MS 0520-01-02-.17\(7\); TCA 49-6-3102\(e\)\(1\)](#)
13. [TRR/MS 0520-01-03-.16\(7\)\(f\)](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in December</b>	Descriptor Term: <b>Accelerated and Advanced Credit</b>	Descriptor Code: <b>4.604</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.604</b>	Issued: <b>06/04/24</b>

## 1 ~~ELEMENTARY~~/MIDDLE SCHOOLS STUDENTS<sup>1</sup>

2 Students may be allowed to take advanced levels of selected courses to count as prerequisites to higher  
3 level courses offered in grades 9-12. ~~No credit earned in elementary school may be used toward high~~  
4 ~~school graduation.~~ Credits earned in middle school may be used as elective high school credits.

## 5 HIGH SCHOOLS STUDENTS

6 All high school students shall be eligible to enroll in Advanced, Honors, and/or Advanced Placement  
7 (AP) classes in accordance with the recommendations and requirements set forth in the Program of  
8 Studies.

## 9 DUAL ENROLLMENT/DUAL CREDIT

10 Students in grades ~~11~~9-12 may be allowed to participate in a dual enrollment program with local  
11 colleges/universities/technical schools according to guidelines established by the Superintendent of  
12 Schools.

## 13 EARLY GRADUATION

14 No student shall be allowed to graduate with a ~~Science Hill~~ **Johnson City School's** diploma more than  
15 one session early without the approval of the principal and the Superintendent of Schools.

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### Legal References

[TCA 49-6-1202; State Board of Education Policy  
2.102](#)

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### Cross References

Accelerated College Admission 4.203  
Enrollment in College Level Courses 4.205  
Alternative Credit Options 4.209

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Graduation Requirements</b>	Descriptor Code: <b>4.605</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.605</b>	Issued: <b>01/03/22</b>

1 To meet the requirements for graduation, a student shall have attained an approved attendance, conduct  
2 and subject matter record which covers a planned program of education, and this record shall be kept on  
3 file in the high school.

4 The program of studies shall include areas and content in these areas within State Board of Education  
5 Regulations and shall be flexible enough to facilitate progress from one stage of development to another,  
6 thus providing for more effective student achievement.

7 The pattern of courses which shall be required of all students in grades nine (9) through twelve (12) shall  
8 be in accordance with the Rules and Regulations of the State Board of Education and the Board of  
9 Education.

10 Except in the instance identified in policy 4.203, a student must attend high school during the school  
11 year in which ~~he~~ **they** intends to graduate. Exceptions to this may be approved by the principal or  
12 Superintendent **of Schools** subject to an effective program being planned in advance with parent  
13 concurrence.

14 ~~Before graduation~~ **To obtain a traditional high school diploma**, every student shall:<sup>1</sup>

- 15 1. Achieve the specified units of credit;
- 16 2. Take the required end-of-course exams;
- 17 3. Have satisfactory records of attendance and conduct;
- 18 4. Take either the SAT or the ACT;<sup>2</sup>
- 19 5. Pass a United States Civics test;<sup>3</sup> and
- 20 6. Complete the required community service.

## 26 ~~SPECIAL EDUCATION STUDENTS~~<sup>4</sup>

27 ~~A regular high school diploma will be awarded to students who:~~

- 28 1. ~~Earn the specified 22 units of credit;~~
- 29 2. ~~Have satisfactory records of attendance and conduct.~~

## 31 *Special Education Diploma*

1  
2 A special education diploma shall be awarded to students who have not met the requirements for a regular  
3 high school diploma<sup>5</sup> but have:

- 4 1. Completed four (4) years of high school;
- 5
- 6 2. Satisfactorily completed an individualized education program; and
- 7
- 8 3. Satisfactory records of attendance and conduct.

### 9 ***Occupational Diploma***

10 Special education students who do not meet the requirements for a regular high school diploma may be  
11 awarded an occupational diploma if the student has:<sup>1,4</sup>

- 12 1. Completed at least four (4) years of high school;
- 13
- 14 2. Made satisfactory progress on their IEP;
- 15
- 16 3. Maintained satisfactory records of attendance and conduct;
- 17
- 18 4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment  
19 (SKEMA); and
- 20
- 21 5. Has two (2) years of paid or non-paid work experience.

22 The decision to attain an occupational diploma shall be made at the conclusion of the student's 10<sup>th</sup> grade  
23 year or two (2) academic years prior to the expected graduation date.

### 24 ***Alternate Academic Diploma***

25 Special education students who do not meet the requirements for a regular high school diploma may be  
26 awarded an alternate academic diploma if the student has:<sup>4</sup>

- 27 1. Completed at least four (4) years of high school;
- 28
- 29 2. Participated in the high school alternate assessments;
- 30
- 31 3. Earned the prescribed twenty-two (22) credit minimum;
- 32
- 33 4. Made satisfactory progress on their IEP;
- 34
- 35 5. Maintained satisfactory records of attendance and conduct; and
- 36
- 37 6. Completed a transition assessment that measures postsecondary education and training,  
38 employment, independent living, and community involvement.

## 39 **CREDIT REQUIREMENTS**

1 Students must earn a minimum of twenty-eight (28) credits for graduation with a Johnson City  
2 School's Diploma. Students earning only the state required twenty two (22) credits will receive a  
3 Tennessee State Diploma. Hardship or gifted cases may be appealed by the student to the  
4 Superintendent of Schools with further appeal to the Board.<sup>6</sup>

#### 5 **MOVE ON WHEN READY<sup>7</sup>**

6 High school students shall be permitted to complete an early graduation program. Students intending to  
7 graduate early shall inform the school principal of this intent prior to the beginning of 9<sup>th</sup> grade or as  
8 soon thereafter as the intent is known.

9 In order to graduate early, students shall meet the following requirements:

- 10 1. Earn the required seventeen (17) credits;
- 11 12 2. Achieve a benchmark score for each required end-of-course exam;
- 13 14 3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;
- 15 16 4. Meet the minimum ACT or SAT benchmark score;
- 17 18 5. Obtain a qualifying benchmark score on a world language proficiency assessment; and
- 19 20 6. Complete at least two (2) types of the following courses:
  - 21 a. AP;
  - 22 b. Dual enrollment; or
  - 23 c. Dual credit.

25 The Superintendent of Schools/designee shall develop administrative procedures to ensure that the  
26 early graduation program is conducted in accordance with state law.

#### 27 **COMMUNITY SERVICE REQUIREMENT**

28 Students who graduate from Johnson City Schools with a traditional high school diploma must have  
29 completed forty (40) hours of community service **as a high school student** prior to graduation unless  
30 modified by the Board. Community service hours will be prorated at ten (10) hours per year for  
31 students who do not attend a full four years in Johnson City Schools. The community service hours  
32 must be completed outside the regular school day. As hours are completed, students must submit a  
33 signed verification form to their counselor so that hours can be logged. A verification form is available  
34 at the main high school office, ~~and~~ the **high school** counseling offices, and online.

35 The choice of organizations used to acquire hours is the responsibility of the student/parent. If a  
36 student needs assistance in locating volunteer opportunities, a list of possible organizations is available  
37 at each school office.

- 1 The Johnson City School System is not liable for students during community service activities. It is
- 2 the responsibility of the student/parent to select opportunities that will be most beneficial to the
- 3 individual student and the community.

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Legal References

1. [TCA 49-6-6001](#); [State Board of Education Policy 2.103](#);  
[TRR/MS 0520-01-03-.06](#)
2. [TCA 49-6-6001\(b\)](#); [State Board of Education Policy 2.103](#)
3. [TCA 49-6-408](#); [State Board of Education Policy 2.103](#)
4. [TRR/MS 0520-01-03-.06](#); [State Board of Education Policy 2.103](#)
5. [TCA 49-6-6005](#); [State Board of Education Policy 2.103](#)
6. [TRR/MS 0520-01-03-.06\(18\)](#)
7. [TCA 49-6-8103](#); [State Board of Education Policy 2.103](#)

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Cross References

Class Size Ratios 4.201  
Alternative Credit Options 4.209  
Honor Roll, Awards, & Class Ranking 4.602

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Graduation Activities</b>	Descriptor Code: <b>4.606</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.606</b>	Issued: <b>01/03/22</b>

1 High school graduation day will be the first Saturday following the last scheduled day of school **for**  
2 **seniors beginning with the class of 2027** unless otherwise approved by the Board of Education.

3  
4 Students who have met all graduation requirements on the day of graduation may participate in  
5 graduation activities.

6  
7 Students are expected to participate in all graduation activities. Graduation apparel shall be determined  
8 by the administration and shall be the personal expense of each student. Any fees required for  
9 graduation ceremonies shall be waived for students who are eligible to receive free or reduced price  
10 lunches, and in such cases, the school shall assume responsibility for payment of fees.<sup>2</sup>

11  
12 Graduation ceremonies shall be handicap accessible to all students, their parents and/or guardians, and  
13 other interested citizens.<sup>3</sup>

14  
15 Students who do not wish to participate in graduation activities shall notify the school principal in  
16 writing at least five (5) days prior to the day of graduation. Non-participating students shall receive  
17 their diplomas or certificates from the principal's office within one (1) week after the day of  
18 graduation.

19 There shall be no sponsorship of a baccalaureate service or other activity which is religious in nature  
20 by the Board or its employees, and no school funds, including paid staff time, will be used for such  
21 activities. The ceremony and all activities shall not be religious in nature. The content of any  
22 students' speeches will not reflect the endorsement, sponsorship, position or expression of the school,  
23 employees, or the Board.<sup>4</sup>

24  
25 Students graduating with distinction and state honors will be recognized at graduation.<sup>5</sup> Additionally,  
26 ~~principals shall ensure that~~ high school students who voluntarily complete at least ten (10) hours of  
27 community service each semester ~~are~~ **shall be** recognized during the graduation ceremony.

---

Legal References

1. [TCA 49-6-405\(b\)\(2\)](#)
2. [TCA 49-2-114](#)
3. [28 CFR § 36.201](#)
4. [Lee v. Weisman, 505 U.S. 577\(1992\), 112 S. Ct. 2649, 120 L. Ed. 2d 467 \(1992\)](#)
5. [State Board of Education Policy 2.103; TCA 49-6-6010](#)

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Cross References

Grievance Procedures for Qualified Individuals with Disabilities 1.802  
Student Fees and Fines 6.709

# Johnson City Board of Education

Monitoring:  <b>Review: Annually, in November</b>	Descriptor Term: <h2 style="text-align: center;">Waivers of Statute, Rules and Regulations</h2>	Descriptor Code: <h3 style="text-align: center;">4.607</h3>	Issued Date: <h3 style="text-align: center;">12/01/08</h3>
		Rescinds:	Issued:

1 If the Board determines that it is in the best interest of the school ~~district~~ **system**, **an** application may  
 2 be made to the ~~e~~**C**ommissioner of ~~e~~**E**ducation for a waiver of any state board rule or regulation that  
 3 inhibits or hinders the Board's ability to implement programs designed to improve student  
 4 achievement.<sup>1</sup> However, the Board will not seek a waiver from those rules and regulations that are  
 5 specifically excluded by state law.

6 Further, the Board may request from the Commissioner of Education a waiver of state law, rule or  
 7 regulation from maximum class sizes in the event a natural disaster has caused displaced students to  
 8 become enrolled in the school ~~district~~ **system**.<sup>2</sup>

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Legal References

1. TCA 49-1-201(d)(1)
2. TCA 49-1-104(f)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Testing Programs</b>	Descriptor Code: <b>4.700</b>	Issued Date: <b>01/06/25</b>
		Rescinds: <b>4.700</b>	Issued: <b>12/09/19</b>

1 The ~~Board of Education~~ **Johnson City Schools** shall provide for a systemwide testing program which  
2 shall be periodically reviewed and evaluated.

3 The purposes of the program shall be to:

- 4 1. Assist in promoting accountability;
- 5
- 6 2. Determine the progress of students;
- 7
- 8 3. Assess the effectiveness of the instructional program and student learning;
- 9
- 10 4. Aid in counseling and guiding students in planning future education and other endeavors;
- 11
- 12 5. Analyze the improvements needed in a given instructional area;
- 13
- 14 6. Assist in the screening of students with learning difficulties;<sup>1</sup>
- 15
- 16 7. Assist in placing students in remedial programs;
- 17
- 18 8. Provide information for college entrance and placement; and
- 19
- 20 9. Assist in educational research by providing data.<sup>2</sup>

21 The Superintendent of Schools/**designee** shall be responsible for planning and implementing the  
22 program, which includes:

- 23 1. Determining specific purposes for each test;
- 24
- 25 2. Selecting the appropriate test to be given;
- 26
- 27 3. Establishing procedures for administering the tests;
- 28
- 29 4. Making provision for interpreting and disseminating the results;
- 30
- 31 5. Maintaining testing information in a consistent and confidential manner; and
- 32
- 33 6. Ensuring that results are obtained as quickly as possible, especially when placement in a special  
34 learning program might be necessary.

1 State-mandated student testing programs shall be undertaken in accordance with procedures published  
2 by the State Department of Education.<sup>3</sup>

### 3 **WEIGHTING TCAP SCORES**

4 TCAP<sup>4</sup> and EOC<sup>5</sup> scores will be included in students' final grades as 15% of the student's final  
5 average. The system uses the state approved cube root methodology to determine scores.

6 The Superintendent of Schools may exclude these scores from students' final grades if results are not  
7 received by the district at least five (5) instructional days before the end of the course.<sup>4,5</sup>

### 8 **INTEREST INVENTORIES AND CAREER ASSESSMENTS<sup>6</sup>**

9 Interest inventories shall be made available to middle school students. These will include assessments  
10 such as the Kuder assessment, Myers-Briggs Type Indicator, the ASVAB, or the College Board Career  
11 Finder.

12 Career aptitude assessments shall be administered to 8th graders in order to inform the student's high  
13 school plan of study.

### 14 **TESTING INFORMATION AND PARENTAL CONSENT**

15 Any test directly concerned with measuring student ability or achievement through individual or group  
16 psychological or socio-metric tests shall not be administered by or with the knowledge of any  
17 employee of the system without first obtaining written consent of the parent(s)/guardian(s).<sup>2</sup>

18 Results of all group tests shall be recorded on the students' permanent records and shall be made  
19 available to appropriate personnel in accordance with established procedures.<sup>7</sup>

20 No later than July 31<sup>st</sup> of each year, the ~~board~~ **school system** shall publish on its website information  
21 related to state and ~~board~~ **school system** mandated tests that will be administered during the school  
22 year. The information shall include:<sup>8</sup>

- 23 1. The name of the test;
- 24 2. The purpose and use of the test;
- 25 3. The grade or class in which the test will be administered;
- 26 4. The tentative date or dates that the test will be administered;
- 27 5. The time and manner in which parents and students will be notified of the results of the test;
- 28 6. How parents can access the questions and answers on their student's state-required tests; and
- 29 7. If a ~~board~~ **school system** mandated test, how the test complements and enhances student  
30 instruction and learning and how it serves a purpose distinct from state-required tests.
- 31
- 32
- 33
- 34
- 35
- 36

- 1 Testing information shall also be placed in student handbooks or other school publications that are
- 2 provided to parents on an annual basis.

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**Legal References**

1. [TCA 49-10-108](#)
2. [20 USCA § 1232g](#)
3. [TRR/MS 0520-01-03-.03\(10\)](#)
4. [TCA 49-1-617](#); [State Board of Education Policy 2.102](#)
5. [TRR/MS 0520-01-03-.03\(10\)](#); [State Board of Education Policy 2.103](#); [TCA 49-1-617](#)
6. [TCA 49-6-412](#)
7. [TCA 10-7-504\(a\)\(4\)\(A\)](#)
8. [TCA 49-6-6007](#); [State Board of Education Policy 2.102](#); [State Board of Education Policy 2.103](#)

**Cross References**

- Student Surveys, Analyses, and Evaluations 6.4001
- Student Records 6.600

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Maintaining Test Security</b>	Descriptor Code: <b>4.701</b>	Issued Date: <b>01/05/15</b>
		Rescinds: <b>4.701</b>	Issued: <b>01/07/13</b>

1 A system testing coordinator shall be responsible for administering, monitoring and maintaining  
2 security of all standardized tests to be administered within the school system. The principal/designee  
3 of each school shall serve as, ~~or designate a school system employee to serve as,~~ the building testing  
4 coordinator who shall be responsible for the administrating, monitoring and maintaining security of all  
5 tests given in his school.

6 Testing coordinators, test administrators and proctors shall be required to sign a statement that the  
7 security measures and testing procedures were followed.<sup>1</sup>

8 The Superintendent of Schools/designee shall report within 24 hours a breach of security to the State  
9 Department of Education Office of Accountability and any testing irregularity to the Division of State  
10 Testing. In any class, grade, and/or school where a security breach is suspected or verified, central  
11 office staff will be present during subsequent administration of tests for a period of two years.

12 Any person found to have willfully violated test security guidelines shall be placed on immediate  
13 suspension and such actions will be grounds for dismissal. Such action shall also be grounds for  
14 revocation of state license.<sup>1</sup>

---

#### Legal References

1. TCA 49-1-607

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Evaluations of Instructional Program</b>	Descriptor Code: <b>4.702</b>	Issued Date: <b>01/04/16</b>
		Rescinds: <b>4.702</b>	Issued: <b>12/01/08</b>

- 1 A variety of assessment resources including state mandated comprehensive test results should be
- 2 utilized in the evaluation of the curriculum. It shall be the responsibility of the Superintendent of
- 3 Schools/designee to report annually to the Board of Education on the progress the schools are making
- 4 toward the attainment of its educational goals.
  
- 5 In order to facilitate instructional improvement, all major programs and curriculum changes will be
- 6 evaluated. The evaluation timelines will be established when the major programs and curriculum
- 7 changes are approved by the Board.

---

Cross References

School District Goals & Objectives 1.700  
 Curriculum Development 4.200  
 Evaluation 5.109

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Controversial Materials</b>	Descriptor Code: <b>4.801</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.801</b>	Issued: <b>01/03/22</b>

1 Parent(s)/**Guardian(s)** may request that a student not be required to read a book, use certain materials,  
2 or participate in an activity. If the request to the teacher is denied then a written request may be  
3 submitted on the appropriate form to the principal and the procedure outlined in Board of Education  
4 policy 4.403- Reconsideration of Instructional Materials and Textbooks should be followed.  
5

6 No student who is granted such a request shall be penalized academically for their failure to participate  
7 in an activity, read a book or use certain materials.  
8

9 The final decision concerning the use of all materials and textbooks shall rest with the Board.

---

## Cross References

Instructional Standards 4.101  
Textbooks and Instructional Materials 4.400  
Reconsideration of Instructional Materials and Textbooks  
4.403  
Use of the Internet 4.406  
School and System Websites 4.407  
Controversial Issues 4.800

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Student Equal Access (Limited Public Forum)</b>	Descriptor Code: <b>4.802</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.802</b>	Issued: <b>01/04/18</b>

## 1 STUDENT MEETINGS

2 Schools may allow students to form clubs or groups that meet before, during, and/or after the school  
3 day. Requests to form such clubs or groups shall not be denied based upon the religious nature or  
4 beliefs of proposed club or group. If permitted, school administrators shall ensure that all clubs and  
5 groups have the same abilities to access facilities and advertise their meetings.<sup>1</sup>

6 No funds shall be expended by the school for any such meeting beyond the incidental costs associated  
7 with providing meeting space. Groups meeting under this policy may be required to pay a reasonable  
8 fee for compensating school personnel in the supervision of the activity.

9 No student may be compelled to attend or participate in a meeting under this policy.

10

11 A student or a group of students who wish to conduct a meeting under this policy must file an  
12 application with the principal at least three days prior to the proposed date.

13 The principal shall approve the meeting if they determine that:<sup>1</sup>

14

1. The meeting is voluntary and student-initiated;

15

16 2. There is no sponsorship of the meeting or its content by the school, the ~~board~~ **Board of**  
17 **Education**, or its employees;

18

19 3. The meeting will not materially and substantially interfere with the orderly conduct of the  
20 school's educational activities or conflict with other previously scheduled meetings;

21

22 4. Employees of the ~~district~~ **school system** are to be present in a non-participatory monitoring  
23 capacity; however, no employee shall be required to attend in this capacity if the content of the  
24 meeting is contrary to the beliefs of the employee; and

25

26 5. Non-school persons will not direct, control or regularly attend.

27 Subject to the act's provisions, a student shall be permitted to voluntarily:<sup>2</sup>

28

1. Pray in a public school, vocally or silently, alone or with other students to the same extent and  
29 under the same circumstances as a student is permitted to vocally or silently reflect, meditate,  
30 or speak on non-religious matters alone or with other students in such public school;

31

- 1        2. Express religious viewpoints in a public school to the same extent and under the same  
2            circumstances as a student is permitted to express viewpoints on non-religious topics or  
3            subjects in such school;
- 4
- 5        3. Speak to and attempt to share religious viewpoints with other students in a public school to the  
6            same extent and under the same circumstances as a student is permitted to speak to and attempt  
7            to share non-religious viewpoints with other students; and
- 8
- 9        4. Possess or distribute religious literature in a public school, subject to reasonable time, place,  
10           and manner restrictions to the same extent and under the same circumstances as a student is  
11           permitted to possess or distribute literature on non-religious topics or subjects in such school.

### 12    **SCHOOL SPONSORED EVENTS<sup>3</sup>**

13    If the board or a school principal authorizes an event at which a student is to speak, a limited public  
14    forum shall be established for such student speakers. The appropriate administrators shall ensure that:

- 15        1. The forum is provided in a manner that does not discriminate against a student's voluntary  
16           expression of a religious viewpoint, if any, on an otherwise permissible subject;
- 17
- 18        2. There is an appropriate method of selecting student speakers which is based on neutral criteria;
- 19
- 20        3. Student speakers do not engage in speech that is obscene, vulgar, offensively lewd, indecent or  
21           promotes illegal drug use.

22    To the extent possible and practical, prior to events in which students will speak, notice shall be  
23    provided orally and/or in writing that the student's speech does not reflect the endorsement,  
24    sponsorship, position, or expression of the board and its employees.

25    Notice of this policy shall be provided in student handbooks and staff handbooks.

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#### Legal References

1. [20 USCA § 4071](#); [Bd. Of Educ. v. Mergens ex rel. Mergens](#), 496 U.S. 226 (1990); [TCA 49-6-1805](#)
2. [TCA 49-6-2904\(b\)](#)
3. [TCA 49-6-1803](#)

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#### Cross References

Recognition of Religious Beliefs 4.803  
Prayer and Period of Silence 4.805

# Johnson City Board of Education

Monitoring:  <b>Review: Annually, in November</b>	Descriptor Term:  <h2 style="text-align: center;">Recognition of Religious Beliefs, Customs, &amp; Holidays</h2>	Descriptor Code: <h3 style="text-align: center;">4.803</h3>	Issued Date: <h3 style="text-align: center;">12/07/09</h3>
		Rescinds: <h3 style="text-align: center;">4.803</h3>	Issued: <h3 style="text-align: center;">12/01/08</h3>

1 No religious belief or nonbelief shall be promoted by the school system or its employees, and none  
 2 shall be belittled. All students and staff members shall be tolerant of each other's views. The school  
 3 system shall seek to foster understanding and mutual respect among students and parents, whether it  
 4 involves race, culture, economic background or religious beliefs.<sup>1</sup> In that spirit of tolerance, students  
 5 and staff members shall be excused from participating in practices which are contrary to their religious  
 6 beliefs.

## 7 RELIGIOUS HOLIDAYS

8 Observance of religious holidays<sup>2</sup> shall be as follows:

- 9 1. The several holidays throughout the year which have both a religious and a secular basis may  
 10 be observed in the public schools;<sup>3</sup>  
 11
- 12 2. The historical and contemporary values and the origin of religious holidays may be explained  
 13 in an unbiased and objective manner without sectarian indoctrination;  
 14
- 15 3. Music, art, literature and drama having religious themes or basis are permitted as part of the  
 16 curriculum for school-sponsored activities and programs if presented in a prudent and objective  
 17 manner and as a traditional part of the cultural and religious heritage of the particular holiday;  
 18
- 19 4. The use of religious symbols that are part of a holiday are permitted as a teaching aid or  
 20 resource, provided such symbols are displayed as an example of the cultural and religious  
 21 heritage of the holiday and are temporary in nature; and  
 22
- 23 5. The school ~~district~~ **system**'s calendar shall be prepared so as to minimize conflicts with  
 24 religious holidays.

---

Legal References

1. TCA 49-6-2901 through 2906
2. *Florey v. Sioux Falls Sch. Dist.*, 619 F. 2d 1311 (8th Cir. 1980)
3. TCA 49-6-3016

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Cross References

Staff Community Relations 5.606  
 Attendance 6.200

# Johnson City Board of Education

Monitoring:  <b>Review: Annually, in November</b>	Descriptor Term:  <h2 style="text-align: center;">Religious Content of Courses</h2>	Descriptor Code: <h3 style="text-align: center;">4.804</h3>	Issued Date: <h3 style="text-align: center;">04/06/17</h3>
		Rescinds: <h3 style="text-align: center;">4.804</h3>	Issued: <h3 style="text-align: center;">12/04/09</h3>

1 ~~It is essential that~~ The teaching about religion and not of a religion shall be conducted in a factual,  
 2 objective and respectful manner in accordance with the following guidelines:

- 3       1. Music, art, literature, or drama with a religious theme or basis is permitted as part of the  
 4            curriculum for school-sponsored activities and programs provided it is integral to the learning  
 5            experience in the various fields of study and is presented objectively;
- 6       2. The inclusion of religion shall be for educational purposes only;<sup>1</sup>
- 7       3. The emphasis on religious themes in the arts, literature and history should be only as extensive  
 8            as necessary for a balanced and comprehensive study of these areas. Such studies shall never  
 9            foster any particular religious tenets or demean any religious beliefs; and
- 10      4. Student-initiated expressions to questions or assignments which reflect their beliefs or non-  
 11            beliefs about a religious theme shall be accommodated. For example, students are free to  
 12            express religious belief or non-belief in compositions, art forms, music, speech and debate.

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Legal References

1. Public Acts of 2016, Chpt 660

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Cross References

Basic Program 4.201

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term:  <b>Attendance</b>	Descriptor Code: <b>6.200</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.200</b>	Issued: <b>05/07/24</b>

1

2 Attendance is a key factor in student achievement; therefore, students are expected to be present each  
3 day school is in session.

4

5 The Superintendent of Schools/designee shall ensure that this policy is posted in each school building  
6 and disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

7

8 The Attendance Supervisor shall oversee the entire attendance program which shall include:<sup>1</sup>

9

10

1. All accounting and reporting procedures and their dissemination;

11

12

2. Alternative program options for students who severely fail to meet minimum attendance  
13 requirements;

14

15

3. Ensuring that all school age children attend school;

16

17

18

4. Providing documentation of enrollment status upon request for students applying for new or  
19 reinstatement of driver's permit or license; and

20

21

4. Notifying the Department of Safety whenever a student with a driver's permit or license  
22 withdraws from school.<sup>2</sup>

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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(s)/guardian(s).<sup>3</sup>

Absences shall be classified as either excused or unexcused as determined by the  
principal/designee. Excused absences shall include:<sup>4</sup>

1. Personal illness/injury;

2. Illness of immediate family member;

3. Death in the family;

4. Extreme weather conditions;

- 1 5. Religious observances;<sup>5</sup>
- 2
- 3 6. Pregnancy;
- 4
- 5 7. School-endorsed activities;
- 6
- 7 8. Summons, subpoena, or court order; or
- 8
- 9 9. Circumstances which in the judgment of the principal create emergencies over which
- 10 the student has no control.
- 11

12 The principal shall be responsible for ensuring that:<sup>6</sup>

- 13
- 14 1. Attendance is checked and reported daily for each class;
- 15
- 16 2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or
- 17 absent for the majority of the day;
- 18
- 19 3. All student absences are verified;
- 20
- 21 4. Written excuses are submitted for absences and tardiness; and
- 22
- 23 5. System-wide procedures for accounting and reporting are followed.
- 24

## 25 TRUANCY

26

27 Annually, the Superintendent of Schools/designee will provide written notice to parent(s)/guardian(s)

28 that attendance at school is required. Students shall be present at least fifty percent (50%) of the

29 scheduled school day in order to be counted present. Students may attend part-time days, alternating

30 days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan

31 and shall be considered present for school attendance purposes. If a student is required to participate in

32 a remedial instruction program outside of the regular school day where there is no cost to the

33 parent(s)/guardian(s) and the school ~~district~~ **system** provides transportation, unexcused absences from

34 these programs shall be reported in the same manner.<sup>7</sup>

35

36 A student who is absent five (5) days without adequate excuse shall be reported to the Superintendent

37 of Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the

38 student's absence. If a parent/guardian does not provide documentation within adequate time excusing

39 those absences or request an attendance hearing, then the Superintendent of Schools shall implement

40 tier two of the progressive truancy plan described below prior to referral to juvenile court.

41

### 42 *Progressive Truancy Plan*<sup>8</sup>

43

44 Tier I of the progressive truancy plan shall apply to all students within the ~~district~~ **school system** and

45 include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports

46 shall include, but are not limited to, a family school coordinator at each school to assist with

47 attendance monitoring, messages to parents when students are absent, parents must agree to attendance

1 policies and procedures when registering their child for school, flyers, incentives for attendance,  
2 annual attendance week, and a weekly school spotlight for attendance.

3  
4 Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5)  
5 unexcused absences, but before referral to juvenile court, and includes the following:

- 6  
7 1. A conference with the student and the student's parent(s)/guardian(s);
- 8  
9 2. An attendance contract, based on the conference, signed by the student, the  
10 parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:
  - 11 a. A specific description of the school's attendance expectations for the student;
  - 12 b. The period for which the contract is effective; and
  - 13 c. Penalties for additional absences and alleged school offenses, including  
14 additional disciplinary action and potential referral to juvenile court.
- 15  
16 3. Regularly scheduled follow-up meetings to discuss the student's progress; and
- 17  
18 4. A school employee shall conduct an individualized assessment detailing the reasons a  
19 student has been absent from school. The employee may refer the student to counseling,  
20 community-based services, or other services to address the student's attendance problems.  
21  
22

23 Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III shall  
24 consist of ~~the following interventions:~~ a referral to Johnson City Schools Truancy Board. The  
25 interventions shall address students' needs in an age-appropriate manner. Finalized plans shall be  
26 approved by the Superintendent of Schools/designee.

## 27 28 **MAKE-UP WORK**

29  
30 Each teacher will communicate make-up work procedures to parents.

## 31 32 **STATE-MANDATED ASSESSMENT**

33 Students who are absent the day of the scheduled end-of-course (EOC) exams shall present a signed  
34 doctor's excuse or shall have been given an excused release by the principal prior to testing to receive  
35 an excused absence. Students who have excused absences will be allowed to take a make-up exam.  
36 Excused students will receive an incomplete in the course until they have taken the EOC exam.  
37 Students who have an unexcused absence shall receive a failing grade on the EOC exam which shall be  
38 averaged into their final grade.

## 39 40 **CREDIT/PROMOTION DENIAL**

41  
42 Credit/promotion denial determinations may include student attendance; however, student attendance  
43 may not be the sole criterion.<sup>9</sup> If attendance is a factor prior to credit/promotion denial, the following  
44 shall occur:  
45

1           1. The student and the parent(s)/guardian(s) shall be advised if the student is in danger of  
2           credit/promotion denial due to excessive absenteeism; and

3  
4           2. Procedures in due process are available to the student when credit or promotion is  
5           denied.

## 7 **ATTENDANCE HEARING<sup>10</sup>**

8  
9           Students with excessive (more than five (5)) unexcused absences or those in danger of  
10          credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee  
11          appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s)  
12          shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to  
13          address the committee. The committee will conduct a hearing to determine if any extenuating  
14          circumstances exist to excuse an absence(s) or to determine if the student has met attendance  
15          requirements that will allow him/her to pass the course or be promoted. Upon notification of the  
16          attendance committee decision, the principal shall send written notification to the Superintendent of  
17          Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the  
18          excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to  
19          appeal such action within two (2) school days to the Superintendent of Schools/designee.

20  
21          The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

22  
23          Within five (5) school days of the Superintendent of Schools/designee rendering a decision, the  
24          student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the  
25          record. Following the review, the Board may affirm or overturn the decision of the Superintendent of  
26          Schools/designee. The action of the Board shall be final.

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### 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 49-2-203\(b\)\(7\)](#); [TCA 49-6-3002\(b\)](#)
10. [TRR/MS 0520-01-02-.17\(7\)](#)

### 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

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>School Admissions</b>	Descriptor Code: <b>6.203</b>	Issued Date: <b>08/05/24</b>
		Rescinds: <b>6.203</b>	Issued: <b>04/04/22</b>

1 Any student entering a Johnson City school for the first time must meet the requirements of all state  
2 and federal laws applicable to school admissions. To be enrolled a student must reside in the City of  
3 Johnson City or must meet the conditions required for a non-resident student.

4 Any students entering school for the first time must present:

- 5 1. Proof of Age Affidavit;<sup>1</sup>
- 6
- 7 2. Evidence of a current medical examination<sup>2</sup>; and
- 8
- 9 3. Evidence of state-required immunization or exemption as authorized by state law.<sup>3</sup>

10 The name used on the records of a student entering school must be the same as that shown on the birth  
11 certificate unless evidence is presented that such name has been legally changed through a court as  
12 prescribed by law. If the parent/guardian does not have or cannot obtain a birth certificate, then the  
13 name used on the records of such student will be the same as that shown on documents which are  
14 acceptable to the school principal as proof of date of birth.<sup>4</sup>

15 A child whose care, custody and support has been assigned to a resident of the ~~district~~ **school system**  
16 by a properly executed and valid power of attorney or order of the court shall be enrolled in school  
17 provided appropriate documentation has been filed with the ~~district~~ **school system** office.<sup>5</sup>

18 A student may transfer into the school system at any time during the year if their parent(s)/guardian(s)  
19 makes a bonafide move and change of residence into the city limits of Johnson City.

## 20 **ADJUDICATED DELINQUENT STUDENT**<sup>6</sup>

21 A principal ~~or principal's~~ /designee may ask a parent/guardian in writing if their student has been  
22 adjudicated delinquent for an offense listed in TCA 49-6-3051 within thirty (30) days of the student  
23 first enrolling in the school and when any such student:

- 24 1. Resumes school attendance after suspension, expulsion, or adjudication of delinquency; or
- 25
- 26 2. Changes schools within this state.

27 This information shall be shared only with school employees who have responsibility for classroom  
28 instruction of the student, the school counselor, social worker, or psychologist who is developing a  
29 plan for the student while in the school, and the school resource officer. Such information is otherwise

- 1 confidential and shall not be released to others, and the written notification shall not become a part of  
2 the student's record.<sup>7</sup>

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Legal References

1. [TCA 49-6-3008\(b\)](#)
2. [TRR/MS 0520-01-13-.01\(1\)\(a\); 20 USCA § 1232h\(c\)](#)
3. [TCA 49-6-5001\(c\)](#)
4. [TCA 49-6-5106](#)
5. [TCA 49-6-3001\(c\)\(6\)](#)
6. [TCA 37-1-153\(e\), 154; TCA 49-6-3051; Public Acts of 2024, Chapter No. 721](#)
7. [TCA 49-6-3051\(d\)](#)

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Cross References

Attendance of Non-Resident Students 6.204  
Homeless Students 6.503  
Student Records 6.600

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# Johnson City Board of Education

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term: <h2 style="text-align: center;">Attendance of <del>Non-Resident</del> Tuition Students</h2>	Descriptor Code: <b>6.204</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.204</b>	Issued: <b>05/07/24</b>

1 Students residing outside the boundaries of the school system may attend Johnson City School System.  
 2 The following conditions shall apply to non-resident students:

- 3       1. They must be approved by the Superintendent of Schools/designee;<sup>1</sup>
- 4
- 5       2. They must pay a tuition fee established annually by the Board of Education. Tuition may not
- 6       exceed per student, per annum, an amount equal to the amount of funds actually used for school
- 7       purposes by the school system per student during the preceding school year minus any funds
- 8       received from the state or from the student's resident system;<sup>2</sup>
- 9
- 10      3. They must make an application at least two (2) weeks prior to the first day of school. The
- 11      Board may choose to institute an earlier application deadline. After two (2) weeks prior to the
- 12      beginning of school and thereafter during the remainder of the school year, students wishing to
- 13      transfer into the system must also have the approval of the sending system; <sup>1</sup>
- 14
- 15      4. They will be assigned to city schools only when space is available after all resident students
- 16      have been assigned;
- 17
- 18      5. They will be refunded any unused portion of the tuition on a pro-rata basis if they become
- 19      residents of the school system;
- 20
- 21      6. They shall be excluded from future attendance until all prior and current tuition is paid, when
- 22      payment is not made on all or any part of the required tuition for a previous year;
- 23
- 24      7. The parent furnishes transportation for the student. (No transportation will be provided by the
- 25      school system for non-resident students.);
- 26
- 27      8. Acceptance of non-resident students is on an annual basis and acceptance one year does not
- 28      guarantee subsequent years; and
- 29
- 30      9. Failure to abide by school system rules and regulations may result in loss of attendance
- 31      privileges.
- 32

33 Tuition students may be admitted after the start of the school year on a space available basis with  
 34 the approval of the Superintendent of Schools/designee.

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**Legal References**

1. [TCA 49-6-3104](#)
2. [TCA 49-6-3003](#); [TCA 49-6-403\(f\)](#)

**Cross References**

Revenues 2.400  
Students from Military Families 6.506

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Student Assignment</b>	Descriptor Code: <b>6.205</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.205</b>	Issued: <b>05/07/24</b>

## 1 TO SCHOOLS

2 Kindergarten through grade 12 students are expected to attend the school to which they are assigned by  
3 virtue of their residence. Students will be enrolled in the appropriate grade at their assigned school.<sup>1</sup>

4 Subject to system rules parents may apply to enroll their children in any school in the school system as  
5 provided in Board of Education Policy.

6 Pupil assignments shall be on a space available basis:

- |    |              |  |
|----|--------------|--|
| 7  | 1st Priority | In zone students   |
| 8  | 2nd Priority | Transfer students already enrolled and in good standing      |
| 9  | 3rd Priority | Siblings of enrolled transfer students                       |
| 10 | 4th Priority | New transfer students  |
| 11 | 5th Priority | Tuition students already enrolled and in good standing       |
| 12 | 6th Priority | New tuition students (Includes siblings of present students) |

13 Parents who are dissatisfied with the assignment of their children may, within ten (10) days after the  
14 assignment, make application to the Board for a hearing requesting a transfer to another school.<sup>2</sup>

15 All children of **full-time** school system ~~certified~~ personnel will be afforded the rights of in-district  
16 priority related to applications, admissions and transfers, but will be subject to the payment of tuition  
17 when applicable.

## 18 TO CLASSES

19 The principal shall be responsible for assigning all students to classes.

20 Students who enter the system from another school system are to be placed by the principal in the  
21 grade and/or level as indicated by records from the former school. If the student's placement is  
22 inappropriate in the grade or level assigned, they may be reassigned by the principal to another grade  
23 level. Parents shall be advised of placement.

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Legal References

1. [TCA 49-6-3102, 3103](#)
2. [TCA 49-6-3201](#)

Cross References

Transfers Within the System 6.206

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Transfers Within the System</b>	Descriptor Code: <b>6.206</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.206</b>	Issued: <b>05/07/24</b>

1 Each year, the Superintendent of Schools/designee shall review the number of spaces available in each  
2 school by grade, class, and program levels. This information shall be posted on the ~~district~~ **school**  
3 **system**'s website along with the dates of the ~~district~~ **school system**'s open enrollment period. The open  
4 enrollment period shall last for thirty (30) days and information about the number of seats available shall  
5 be posted for at least fourteen (14) days prior. The Superintendent of Schools/designee shall reserve a  
6 reasonable number of enrollment spaces at each school to account for the enrollment of zoned students,  
7 siblings of students, and students who have a parent/guardian employed at the school.<sup>1,2</sup>

8 During the ~~district~~ **school system**'s open enrollment period each year, a parent/guardian may request  
9 that their child attend a school within the ~~district~~ **school system** other than the one to which the child is  
10 zoned. The Superintendent of Schools/designee shall review such requests, and if adequate space is  
11 available, grant such transfers. If the number of requests exceeds the number of available spaces, the  
12 Superintendent of Schools/designee shall implement a lottery to fill the available spaces.

13 The open enrollment process shall be completed before other nonresident transfers are approved.

## 14 **POST ENROLLMENT**<sup>1</sup>

15 Once accepted, the student shall provide their own transportation to and from the school. The student  
16 must maintain satisfactory attendance, behavior, and effort to remain in the new school.

## 17 **CHANGE IN RESIDENCE**

18 Students whose families transfer their residence to another school area after the first month of school  
19 may complete the school year at their former school. Students who present evidence that they will move  
20 during the school year and who desire to enroll in a new school in the new area may do so with prior  
21 written request for a change of school area.

22 **[NOTE: Not effective in the event of a federally mandated desegregation order.<sup>3</sup>]**

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### Legal References

1. [TCA 49-2-128](#)
2. [TCA 49-6-3113](#)
3. [34 C.F.R. § 100.4](#)

### Cross References

Student Assignments 6.205  
Homeless Students 6.503  
Students in Foster Care 6.505



# Johnson City Board of Education

123Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term: <h2 style="text-align: center;">Release During School Hours</h2>	Descriptor Code: <h3 style="text-align: center;">6.208</h3>	Issued Date: <h3 style="text-align: center;">05/07/24</h3>
		Rescinds: <h3 style="text-align: center;">6.208</h3>	Issued: <h3 style="text-align: center;">04/03/23</h3>

- 1 The following procedures will be observed with regard to dismissal of students:
- 2     1. No student will leave school prior to regular dismissal hours, except with the approval of the
- 3         principal/designee and parent. PreK through 8<sup>th</sup> grade students will be permitted to leave
- 4         school prior to regular dismissal time only in the company of a parent, legal guardian, school
- 5         employee, police officer, court officer, or a person designated in writing by the parent(s)/
- 6         **guardian(s)**. Parents/**guardians** of high school students must follow the procedures set out in
- 7         the school’s student handbook in regard to early dismissals.
- 8
- 9     2. No student will be sent from the school during school hours to perform an errand or act as a
- 10        messenger.
- 11
- 12     3. When dental and medical appointments cannot be scheduled outside school hours,
- 13        parents/**guardians** of PreK through 8<sup>th</sup> grade students must send a written request for dismissal
- 14        or pick up the student in person. Parents/**guardians** of high school students must follow the
- 15        procedures set out in the school’s student handbook.
- 16
- 17     4. Students will be released only upon the request of the parent whom the court holds directly
- 18        responsible for the child, or who is the parent or guardian registered on the school record.
- 19
- 20     5. No principal or teacher shall permit a change in the physical custody of a child at school unless:
- 21        a. The person seeking custody of the child presents the school official with a certified
- 22        copy of a valid court order from a Tennessee court designating the person who has
- 23        custody of the child; and
- 24        b. The person seeking custody gives the school official reasonable advance notice of his
- 25        intent to take custody of the child at school;<sup>1</sup> and
- 26        c. The person seeking custody adequately identifies himself.
- 27
- 28     6. High school students may be released for dual enrollment classes, jobs, and approved training
- 29        at centers outside their home schools under policies approved by the Board of Education.<sup>2</sup>
- 30
- 31     7. No students will be released during a hard lock down.

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Legal References

1. [TCA 36-6-105](#)
2. [TRR/MS 0520-01-03-.03\(9\)](#); [State Board of Education Policy 2.103\(IV\)](#)

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Cross References

Child Custody/Parental Access 6.209

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Child Custody/Parental Access</b>	Descriptor Code: <b>6.209</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.209</b>	Issued: <b>05/07/24</b>

1 The Board of Education presumes that the person who enrolls a student in school is the student's  
2 custodial parent when there is no reasonable evidence to bring this presumption into question. Unless a  
3 Tennessee court specifies otherwise, the custodial parent shall be the one whom the school district  
4 holds responsible for the education and welfare of that child.

5 Parents/guardians shall have the right to receive information contained in school records concerning  
6 their minor child.<sup>1</sup> The Board, unless informed otherwise, assumes there are no restrictions regarding  
7 the non-custodial parent's right to be kept informed of the student's progress and activities. If  
8 restrictions are made relative to the rights of the non-custodial parent, the custodial parent must submit  
9 a certified copy of the court order which curtails these specific rights.

10 Unless there are specific court-imposed restrictions, the non-custodial parent, upon request, shall be  
11 given access to all of the student's educational records including but not limited to the student's  
12 cumulative file and the student's special education file, if applicable.<sup>2</sup>

13 No principal or teacher shall permit a change in the physical custody of a child at school unless:

- 14 1. The person seeking custody of the child presents the school official with a certified copy of a  
15 valid court order from a Tennessee court designating the person who has custody of the child;  
16 and  
17
- 18 2. The person seeking custody shall give the school official reasonable advance notice of his  
19 intent to take custody of the child at school;<sup>3</sup> and  
20
- 21 3. The person seeking custody adequately identifies themselves.

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## Legal References

1. [20 USCA § 1232g\(a\)\(1\)\(A\)](#)
2. [TCA 49-6-902\(a\)](#)
3. [TCA 36-6-105](#)

## Cross References

Student Records 6.600

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Student Code of Conduct</b>	Descriptor Code: <b>6.300</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.300</b>	Issued: <b>04/03/23</b>

1 The Superintendent of Schools shall be responsible for the overall implementation and supervision of  
2 the Board of Education’s Student Code of Conduct and shall ensure that students at all schools are  
3 subject to a uniform and fair application of the Code. The Board shall annually review and approve the  
4 Student Code of Conduct.

5 The principal of each school shall be responsible for implementation and administration in their school  
6 and shall apply the Code uniformly and fairly to each student at the school without partiality and  
7 discrimination.

8 A copy of the Code shall be posted on the ~~S~~school ~~S~~system’s website and school counselors shall be  
9 supplied copies for discussion with students. The ~~e~~Code shall be referenced in all school handbooks.  
10 All teachers, administrative staff and parents/guardians shall be provided access to the Code  
11 annually.<sup>1</sup>

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## Legal References

1. [TCA 49-6-4002](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Questioning Students and Searches</b>	Descriptor Code: <b>6.303</b>	Issued Date: <b>09/04/25</b>
		Rescinds: <b>6.303</b>	Issued: <b>04/03/23</b>

## 1 QUESTIONING BY SCHOOL PERSONNEL

2 Students may be questioned by teachers and/or principals about any matter pertaining to the operation  
3 of the school and/or the enforcement of its rules. Questioning must be conducted discreetly and under  
4 circumstances which will avoid unnecessary embarrassment to the student being questioned. Any student  
5 answering falsely, evasively or refusing to answer appropriate and pertinent questions may be subject to  
6 disciplinary action, including suspension.

7 If a student is suspected or accused of misconduct or infraction of the Student Code of Conduct, the  
8 principal may interrogate question the student, without the presence of parent(s)/guardian(s) or legal  
9 custodians and without giving the student constitutional warnings.

10 School personnel have a duty to report any reasonable suspicion that a student is carrying, or has carried,  
11 a weapon or is violation, or has violated, a provision of the Tennessee Drug Control Act to the  
12 principal/designee or the appropriate authorities.<sup>1</sup>

## 13 INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

14 If the principal/school system administrator has requested assistance by the police department to  
15 investigate a crime involving a school, the police shall have permission to interrogate a student suspect  
16 in school during school hours. The principal/designee shall first attempt to notify the  
17 parent(s)/guardian(s) or legal custodians of the student of the intended interrogation, unless  
18 circumstances require otherwise. The interrogation may proceed without attendance of the  
19 parent(s)/guardian(s) or legal custodians. The principal or their designee shall be present during the  
20 interrogation. Parent(s)/Guardian(s) shall be notified within 24 hours following any interrogation, unless  
21 circumstances require otherwise.

## 22 POLICE-INITIATED INTERROGATIONS

23 If the police deem circumstances of sufficient urgency to interrogate students at school for crimes  
24 committed outside of school hours, the police department shall first contact the principal regarding the  
25 planned interrogation and inform them of the probable cause to investigate within the school. The  
26 principal/designee shall make reasonable effort to notify the parent(s)/guardian(s) or legal custodians of  
27 the interrogation, unless circumstances require otherwise. The interrogation may proceed without  
28 attendance of the parent(s)/guardian(s) or legal custodians. The principal/designee shall be present  
29 during the interrogation.

## 30 SEARCHES BY SCHOOL PERSONNEL

1 The school principal shall authorize all searches at the outset per state law.<sup>2</sup> All principal initiated  
2 searches shall be conducted by a school security officer or a school administrator who has completed the  
3 state required training.<sup>3</sup> The following conditions shall apply to principal initiated searches:

- 4 1. All the following standards of reasonableness must be met:
  - 5 a. A particular student has violated school policy;
  - 6 b. The search will yield evidence of the violation of school policy or will lead to finding  
7 dangerous weapons, drugs, or drug paraphernalia;
  - 8 c. The search is in pursuit of legitimate interests of the school in maintaining order,  
9 discipline, safety, supervision, and education;
  - 10 d. The search is not conducted for the sole purpose of discovering evidence to be used in  
11 criminal prosecution; and
  - 12 e. The search shall be reasonably related to the objectives of the search and not excessively  
13 intrusive considering the age and sex of the student as well as the nature of the alleged  
14 infraction;<sup>4</sup>
- 15 2. A school administrator shall be on-site at any principal-initiated search;
- 16 3. A school administrator shall oversee the search and may end the search at any time; and
- 17 4. If a student is under the age of eighteen (18), the principal must notify the student's parent or  
18 guardian within a reasonable time of the search<sup>3</sup>

19 If a school resource officer searches a student, based on having probable cause, the principal shall notify  
20 the Superintendent of Schools/designee.<sup>5</sup>

21 In order to ensure a safe and secure learning environment, the Superintendent of Schools shall develop  
22 procedures regarding the searching of students, lockers, vehicles, and containers which are consistent  
23 with state law. The Superintendent shall develop additional procedures to ensure compliance with all of  
24 the provisions of the School Security Act of 1981.<sup>6</sup>

25

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#### 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 \(February 24, 2014\)](#)

#### Cross References

- Traffic and Parking Controls 3.403  
Procedural Due Process 6.302  
Reporting Child Abuse 6.409

# Johnson City Board of Education

Monitoring:  <b>Review: Annually, in April</b>	Descriptor Term: <h2 style="text-align: center;">Disruption of School and Student Activities</h2>	Descriptor Code: <b>6.306</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.306</b>	Issued: <b>04/04/22</b>

- 1 A student shall not cause the disruption, interference or obstruction of any school activity while on school
- 2 property, during **instructional time, including** virtual instruction, in school vehicles or buses, or at any
- 3 school-sponsored activity, function or event, whether on or off campus. Neither shall they urge others
- 4 to engage in such conduct.
  
- 5 Harassment, intimidation, and other conduct that may be considered “bullying” will not be tolerated.
- 6 Students shall not engage in conduct that has the effect of unreasonably interfering with another student’s
- 7 academic development or that creates a hostile or offensive learning environment.
  
- 8 The staff is authorized to take reasonable measures to establish appropriate school behavior. Any
- 9 employee shall have the authority to control the conduct of any student while under the supervision of
- 10 the school system.<sup>1</sup> This authority shall extend to all activities of the school, including all games and
- 11 public performances of athletic teams and other school groups, trips, excursions and all other activities
- 12 under school sponsorship and direction.
  
- 13 Such measures may include the use of reasonable force to restrain or correct students and maintain order.
  
- 14 A student found guilty of misbehavior may receive ~~punishment~~ **discipline** ranging from verbal
- 15 reprimand to suspension or expulsion dependent on the severity of the offense and the offender's prior
- 16 record.<sup>2</sup>

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Legal References

1. [TCA 49-6-2804](#)
2. [TCA 49-6-3401](#)

Cross References

Student Discrimination/Harassment and  
Bullying/Intimidation 6.304

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term:  <h2 style="text-align: center;">Dress Code</h2>	Descriptor Code: <b>6.310</b>	Issued Date: <b>04/04/22</b>
		Rescinds: <b>6.310</b>	Issued: <b>04/05/21</b>

- 1 Students shall dress in a clean, neat and modest manner so as not to distract from or interfere with the
- 2 operation of the school.
  
- 3 More specific guidelines appropriate for each school may be developed and published in the student
- 4 handbook.<sup>1</sup>
  
- 5 When a student is attired in a manner which is likely to cause disruption or interference with the operation
- 6 of the school, the principal/designee shall take appropriate action, which may include suspension.

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Legal References

1. TCA 49-1-302(j); TCA 49-6-4215(a)(1)

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Cross References

Methods of Discipline 6.313

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Care of School Property</b>	Descriptor Code: <b>6.311</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.311</b>	Issued: <b>04/07/08</b>

1 Students shall help maintain the school environment, preserve school property and exercise care while  
2 using school facilities.

3 All school system employees shall report all damage or loss of school property to the principal or  
4 designee immediately after such damage or loss is discovered. The principal or designee shall make a  
5 full and complete investigation of any instance of damage or loss of school property and shall report  
6 the results of the investigation to the Superintendent. The investigation shall be carried out in  
7 cooperation with law enforcement officials when appropriate.

8 School property is defined as buildings, buses, books, equipment, records, instructional materials or  
9 any other item under the jurisdiction of the Board of Education.

10 When the person causing damage or loss has been identified and the costs of repair or replacement  
11 have been determined, the Superintendent of Schools shall take steps to recover these costs. This may  
12 include recommending the filing of a civil complaint in court to recover damages and/or seeking  
13 criminal prosecution. If the responsible person is a minor, recovery will be sought from the minor's  
14 parent(s) ~~or~~/guardian(s).

15  
16 In addition, the system may withhold the grades, diploma, and/or transcript of the student responsible  
17 for vandalism or theft or otherwise incurring any debt to a school until the student or the student's  
18 parent(s) ~~or~~/guardians(s) has paid for the damages.<sup>1</sup> ~~When the minor and parent are unable to pay for~~  
19 ~~the damages, the system shall provide a program of restitution work for the minor. Upon completion~~  
20 ~~of the work, the student's grades, diploma, and/or transcripts shall be released. Such sanctions shall~~  
21 ~~not be imposed if the student is not at fault.~~

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#### Legal References

1. [TCA 37-10-101](#)
2. [TRR/MS 0520-01-02-.16\(2\)\(b\)](#)

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#### Cross References

Visitors to the School 1.501  
Safety 3.201  
Security 3.205  
Community Use of School Facilities 3.206  
Student Fees and Fines 6.709

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Methods of Discipline</b>	Descriptor Code: <b>6.313</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.313</b>	Issued: <b>04/04/22</b>

## 1 DISCIPLINARY ACTIONS

- 2 The following methods of discipline are recognized and approved for use with students who choose to  
3 disrupt the academic processes:
- 4 • verbally correcting the student
  - 5 • contacting a parent
  - 6 • conference between student and teacher or administrator
  - 7 • writing a contract
  - 8 • restricting activities
  - 9 • assigning work details
  - 10 • requiring special assignments
  - 11 • issuing demerits
  - 12 • assigning behavior modification activities
  - 13 • denying class privileges
  - 14 • assigning detention ~~after school~~
  - 15 • changing the student's instructor
  - 16 • suspending from school-sponsored activities
  - 17 • placing in an alternative assignment
  - 18 • suspending from the school bus
  - 19 • suspending in-school
  - 20 • suspending out-of-school
  - 21 • prohibiting participation in field trips and extracurricular activities
  - 22 • demanding restitution for lost, damaged or stolen property
  - 23 • ~~restricting the honors the student is otherwise due~~
  - 24 • withholding report cards
  - 25 • prohibiting the student's attendance at graduation exercises or other school functions
  - 26 • ~~withholding transcripts~~
  - 27 • expulsion
- 28 Corporal punishment shall not be used as a disciplinary measure in any school.

- 1 The Superintendent of Schools shall be responsible for developing and implementing in-service
- 2 training programs for teachers and staff in the use of alternative, positive measures of discipline.

### 3 **DISCIPLINARY RECORDS**

4 A disciplinary record which contains the name of the student, the type of misconduct, the type of  
5 punishment administered, the name of the person administering the punishment, the name of the  
6 witness present, and the date and time of punishment shall be maintained when any of the following  
7 disciplinary actions are administered: suspending from the school bus; suspending in-school;  
8 suspending out-of-school; prohibiting participation in field trips and extracurricular activities;  
9 demanding restitution for lost, damaged or stolen property; withholding report cards; prohibiting  
10 participation in school functions; and withholding transcripts.

11 Disciplinary records shall be filed in the school office and made available to parents or students,  
12 whichever is appropriate.<sup>2</sup>

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#### Legal References

1. [TCA 49-6-3401](#)
2. [TCA 10-7-504\(b\)](#)

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#### Cross References

Procedural Due Process 6.302  
Interference/Disruption of School Activities 6.306  
Bus Conduct 6.308  
Weapons and Dangerous Instruments 6.309  
Dress Codes 6.310

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term:  <b>Suspension</b>	Descriptor Code: <b>6.316</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.316</b>	Issued: <b>05/07/24</b>

## 1 **DEFINITIONS:<sup>1</sup>**

2 **Suspension:** dismissal from attendance at school for any reason for not more than ten (10)  
3 consecutive days. Multiple suspensions shall not run consecutively, nor shall multiple suspensions be  
4 applied to avoid expulsion from school.

5 **Expulsion:** removal from attendance for more than ten (10) consecutive days or more than fifteen (15)  
6 days in a month of school attendance. Multiple suspensions that occur consecutively shall constitute  
7 expulsion.

8 **Remand:** assignment to an alternative school.

## 9 **REASONS FOR SUSPENSION/EXPULSION:**

10 For any infraction occurring at school or at a school related event, any principal or their designee, or  
11 assistant principal (herein called principal) may suspend/expel any student from attendance at school  
12 or any school-related activity on or off campus (out-of-school suspension) or from attendance at a  
13 specific class or classes, or from riding a school bus, without suspending such student from attendance  
14 at school (in-school suspension), for good and sufficient reasons including, but not limited to:<sup>1</sup>

15 ~~Students may be suspended for good and sufficient reasons including, but not limited to:<sup>1</sup>~~

- 16 1. Willful and persistent violation of the rules of the school;
- 17 2. Immoral or disreputable conduct, including vulgar or profane language;
- 18 3. Violence or threatened violence against the person of any personnel attending or assigned to any  
19 school;
- 20 4. Willful or malicious damage to real or personal property of the school or the property of any  
21 person attending or assigned to the school;
- 22 5. Inciting, advising, or counseling of others to engage in any of the action that would justify  
23 suspension;
- 24 6. Marking, defacing, or destroying school property;
- 25 7. Possession of a pistol, gun, or firearm on school property;<sup>2</sup>
- 26 8. Possession of a knife or other weapons, as defined in state law, on school property;<sup>3</sup>

- 1 9. Assaulting a principal, teacher, school bus driver, or other school personnel with vulgar,  
2 obscene, or threatening language;
- 3 10. Unlawful use or possession of barbitol or legend drugs as defined in state law;<sup>4</sup>
- 4 11. Engaging in behavior which disrupts a class or school-sponsored activity;
- 5 12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly  
6 explosive or destructive device including chemical weapons on school property or at a school-  
7 sponsored event, or an invalid threat of mass violence;<sup>5</sup>
- 8
- 9 13. One (1) or more students initiating a physical attack on an individual student on school property  
10 or at a school activity, including travel to and from school;
- 11 14. Assault against a school employee as defined in state law;<sup>6</sup>
- 12 15. Off-campus criminal behavior resulting in felony charges;
- 13 16. When behavior poses a danger to persons or property or disrupts the educational process;
- 14 17. Any other conduct prejudicial to good order or discipline in any school.

15 Except in an emergency, a principal shall not suspend any student until that student has been advised  
16 of the nature of their misconduct, questioned about it, and allowed to give an explanation.

17 If, as a result of an investigation, a principal/designee finds that a student acted in self-defense under a  
18 reasonable belief that the student, or another to whom the student was coming to the defense of, may  
19 have been facing the threat of imminent danger of death or serious bodily injury, then the student may  
20 not face any disciplinary action.<sup>5</sup>

21 When a student is suspended, the principal shall notify the parent(s)/guardian(s) and the  
22 Superintendent of Schools/designee of the following:

- 23 1. Student's suspension;
- 24
- 25 2. Cause for the suspension; and
- 26
- 27 3. Any conditions for readmission which may include a meeting of the parent(s)/guardian(s),  
28 student, and the principal.

29 If a student is suspended during the last ten (10) days of any term or semester, they shall be permitted  
30 to take such final examinations or submit such required work as necessary to complete the course of  
31 instruction for that semester, subject to conditions prescribed by the principal.<sup>6</sup>

### 32 **IN-SCHOOL SUSPENSION<sup>7</sup>**

33 In-school suspension shall be offered to students as an alternative program (if applicable) to complete  
34 academic assignments and receive credit for work completed.

1 Students given an in-school suspension in excess of one (1) day from classes shall attend special  
2 classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for  
3 study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all  
4 times and has textbooks and classwork assignments from their regular teachers.

#### 5 **SUMMARY SUSPENSION:**

6 If the principal witnesses or has knowledge of any serious student misconduct and they think that  
7 immediate removal of the student is necessary to restore order or to protect the persons on the school  
8 grounds, they may suspend the student immediately for not more than two (2) school days. In such  
9 cases, the principal is not required to conduct the investigation before he suspends, but they shall carry  
10 out such an investigation and decide on further disciplinary action, if any, at least by the end of the  
11 school day following the summary suspension.

#### 12 **SUSPENSIONS LONGER THAN FIVE DAYS<sup>8</sup>**

13 If a suspension is longer than five (5) days, the principal shall develop and implement a plan for  
14 improving the student's behavior.

#### 15 **SUSPENSIONS LONGER THAN TEN DAYS<sup>9</sup>**

16 If the principal suspends a student for longer than ten (10) days, they shall immediately give written  
17 notice to the parent(s)/guardian(s) and the student of the right to appeal the decision. All appeals shall  
18 be filed within five (5) days of receipt of the notice. These appeals may be filed by the  
19 parent(s)/guardian(s), the student, or any person holding a teaching license who is employed by the  
20 school district if requested by the student.

21 The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If  
22 a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

#### 23 **SCHOOL-SPONSORED EVENTS<sup>6</sup>**

24 If a student assaults an employee, they shall be suspended from school-sponsored events for one (1)  
25 calendar year unless modified by the Superintendent of Schools. A school-sponsored event is an  
26 activity that is not directly related to a student's grade in a course of instruction.

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**Legal References**

1. [TCA 49-2-203\(a\)\(7\)](#); [TCA 49-6-3401\(a\)](#)
2. [TCA 39-17-1309\(b\)](#)
3. [TCA 39-17-1309](#)
4. [TCA 53-10-101](#); [TCA 39-17-454](#)
5. [TCA 49-6-4002\(e\)](#)
6. [TCA 49-6-3401\(j\)](#); [TCA 39-13-101](#)
7. [TCA 49-6-3401\(i\)](#)
8. [TCA 49-6-3401\(d\)](#)
9. [TCA 49-6-3401\(b\)](#)
10. [TCA 49-6-3401\(c\)\(3\)](#)
11. [TCA 49-6-3401\(a\)-\(c\)](#); *Goss v. Lopez*, 419 U.S. 565 (1975); 20 USCA § 1415

**Cross References**

Traffic and Parking Controls 3.403  
Code of Conduct 6.300  
Procedural Due Process 6.302  
Interference/Disruption of School Activities 6.306  
Drug-Free Schools 6.307  
Bus Safety and Conduct 6.308  
Zero Tolerance Offenses 6.309  
Dress Code 6.310  
Student Disciplinary Hearing Authority 6.317  
Alternative Education 6.319

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term:  <b>Use of the Internet</b>	Descriptor Code: <b>6.320</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.320</b>	Issued: <b>04/03/23</b>

1 ~~The Board of Education supports the reasonable access to various information formats and believes it~~  
2 ~~incumbent upon students to use this privilege in an appropriate and reasonable manner.~~

3 ~~Before any student is allowed use of the school system's Internet or intranet access, a written parental~~  
4 ~~consent shall be signed by the parent for students in grades prek-2 and both parent and student in~~  
5 ~~grades 3-12. The required permission/agreement form shall specify acceptable uses, rules of on-line~~  
6 ~~behavior, access privileges and penalties for policy/procedural violations. The permission/agreement~~  
7 ~~form shall be signed annually and shall be valid for the entire year unless written parental notice that~~  
8 ~~consent is withdrawn is provided. Any student who accesses the district's computer system for any~~  
9 ~~purpose agrees to be bound by the terms of that agreement, even if no signed written agreement is on~~  
10 ~~file.~~

11 ~~Prohibited and illegal activities include but are not limited to the following.<sup>†</sup>~~

12 ~~1. Sending or displaying offensive or obscene messages or pictures~~

13

14 ~~2. Using obscene language~~

15

16 ~~3. Harassing, insulting, defaming, bullying or attacking others~~

17

18 ~~4. Damaging computers, computer systems, or computer networks~~

19

20 ~~5. Hacking or attempting unauthorized access to any computer or server~~

21

22 ~~6. Violation of copyright laws~~

23

24 ~~7. Trespassing in another's folders, work, or files~~

25

26 ~~8. Using another's password or other identity (impersonation)~~

27

28 ~~9. Use of the network for commercial purposes~~

29

30 ~~10. Using school or system computers for personal business~~

31

32 ~~11. Creating a false identity~~

1 ~~Additionally, students shall not use school system technology for purposes prohibited by law or for~~  
2 ~~accessing sexually explicit materials. The Board retains the right to regularly monitor the on-line~~  
3 ~~activities conducted on school system technology.~~

4 **~~E-MAIL~~**

5 ~~Users with network access shall not utilize school system resources to establish electronic mail~~  
6 ~~accounts through third-party providers or any other nonstandard electronic mail system. All data~~  
7 ~~including e-mail communications stored or transmitted on school system computers shall be~~  
8 ~~monitored. Users have no expectation of privacy with regard to such data. E-mail correspondence~~  
9 ~~may be a public record under the public record's law and may be subject to public inspection.<sup>2</sup>~~

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Legal References

1. [TCA 39-14-602](#)
2. [TCA 10-7-512](#)

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Cross References

Use of Electronic Mail (e-mail) 1.805  
Use of the Internet 4.406  
Web Pages 4.407

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Counseling Program</b>	Descriptor Code: <b>6.400</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.400</b>	Issued: <b>04/13/20</b>

1 Each school shall provide a counseling program for all students through the cooperative efforts of the  
2 principal, teachers and ~~school counselor~~ **the counseling team**.

3 The program of counseling services shall include such services and activities as:

- 4 1. Orientation of parents and students to the school program;
- 5
- 6 2. Student referral and/or welfare provisions;
- 7
- 8 3. Collection and maintenance of student data and record systems;
- 9
- 10 4. Student program planning and placement;
- 11
- 12 5. Educational and occupational information for use by students, parents and teachers;
- 13
- 14 6. Scheduling student courses and resolving conflicts; and
- 15
- 16 7. Provide mental health services and counseling.

17 The classroom teacher, because of close contacts with the student, shall be a key person in the school  
18 counseling program.

19 School administrators are authorized to work with ~~recognized groups~~ **approved organizations** who  
20 may furnish special services to students.

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#### Cross References

Graduation Requirements 4.605  
Testing Programs 4.700

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term:  <b>Medicines</b>	Descriptor Code: <b>6.405</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.405</b>	Issued: <b>05/07/24</b>

1 If a student is required to take non-prescription or prescription medication during school hours and the  
2 parent/guardian cannot be at school to administer the medication, the ~~principal~~ nurse/designee will assist  
3 in self-administration of the medication in compliance with the following guidelines.<sup>1</sup>

4 Written instructions signed by the parent/guardian are required and shall include:

- 5 1. Child's name;
- 6
- 7 2. Name of medication;
- 8
- 9 3. Name of physician;
- 10
- 11 4. Time to be self-administered;
- 12
- 13 5. Dosage and directions for self-administration (non-prescription medicines shall have label  
14 directions);
- 15
- 16 6. Possible side effects, if known;
- 17
- 18 7. Termination date for self-administration of the medication; and
- 19
- 20 8. A statement certifying the student is competent to self-administer medication with assistance.

21 Students with asthma shall be permitted to carry and self-administer prescribed, metered dosage  
22 asthma-reliever inhalers if the additional information is provided by a parent/guardian:

- 23 1. Written statement from the prescribing health care practitioner that the student suffers from  
24 asthma and has been instructed in self-administration; and
- 25
- 26 2. Purpose of the medication.

27 The medication shall be delivered ~~to the principal's office~~ in person by the parent/guardian of the  
28 student unless the medication is retained by the student for immediate self-administration.

29 The principal/designee will:

- 30 1. Inform appropriate school personnel of the medication to be self-administered;
- 31 2. Keep written instructions from the parent/guardian in the student's record;

- 1        3. Keep an accurate record of the self-administration of the medication;
- 2        4. Keep all medication in a locked cabinet except medication retained by a student per physician's
- 3            order;
- 4        5. Return unused prescription to the parent/guardian only; and
- 5        6. Ensure that all guidelines developed by the Department of Health and the Department of
- 6            Education are followed.

7        The parent/guardian is responsible for informing the designated official of any change in the student's

8        health or change in medication.

9        A copy of this policy shall be provided to a parent/guardian upon receipt of a request for long-term

10        administration of medication.

#### 11        **BLOOD GLUCOSE SELF-CHECKS<sup>2</sup>**

12        Upon written request of a parent/guardian and if included in the student's medical management plan and

13        in the Individualized Healthcare Plan (IHP), a student with diabetes shall be permitted to perform a blood

14        glucose check or administer insulin using any necessary diabetes monitoring and treatment supplies,

15        including sharps. The student shall be permitted to perform the testing in any area of the school or school

16        grounds at any time necessary.

17        Sharps shall be stored in a secure, but accessible location, including the student's person, until use of

18        such sharps is appropriate.

19        Use and disposal of sharps shall be in compliance with the guidelines set forth by the Tennessee

20        Occupational Safety and Health Administration (TOSHA).<sup>3</sup>

#### 21        **STUDENTS WITH PANCREATIC INSUFFICIENCY OR CYSTIC FIBROSIS<sup>4</sup>**

22        Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage

23        their prescribed medication in a manner directed by a licensed health care provider without additional

24        assistance or direction. The Superintendent of Schools shall develop procedures for the development of

25        an IHP for every student that wishes to self-administer.

#### 26        **STUDENTS WITH ADRENAL INSUFFICIENCY<sup>5</sup>**

27        The parent/guardian of a student diagnosed with adrenal insufficiency shall notify the school district of

28        the student's diagnosis. Once notified, the district shall observe the following guidelines:

- 29        1. The district shall train school personnel who will be responsible for administering the
- 30            medication for the treatment of adrenal insufficiency and any who volunteer to administer the
- 31            medication;
- 32

- 1           2. The district shall maintain a record of all school personnel who have completed this training;  
2           and  
3  
4           3. If a student is suffering from an adrenal crisis, a school nurse or other licensed health care  
5           professional may administer the prescribed medication to the student. If a school nurse or other  
6           licensed health care professional is not immediately available, trained school personnel may  
7           administer the prescribed medication.
- 8           The Superintendent of Schools shall develop procedures on the administration of medications that treat  
9           adrenal insufficiency, including the treatment of an adrenal crisis while on school transportation and  
10          during activities such as field trips, and recordkeeping per state law.

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**Legal References**

1. [TCA 49-50-1602](#); [TRR/MS 0520-01-13-.03](#)
2. [TCA 49-50-1602\(d\)\(7\)](#)
3. [State Board of Education Policy 4.205](#); [TRR/MS 0800-01-10](#)
4. [TCA 49-50-1601](#)
5. [TRR/MS 0520-01-13-.04](#); [State Board of Education Policy 4.205](#)

**Cross References**

Promoting Student Welfare 6.400  
Emergency Allergy Response Plan 6.412

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Psychological Services</b>	Descriptor Code: <b>6.406</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.406</b>	Issued: <b>04/05/16</b>

1 The Superintendent of Schools will develop a program for making psychological services available to  
2 all students.<sup>1</sup> Administrators of this program shall cooperate with other agencies in consultative  
3 screening and assessment services.

4 All counseling staff shall respect the right of privacy of the students they counsel. Confidentiality shall  
5 be maintained by the counselor except:

- 6 1. Where there is a clear and present danger to the student or other persons;
- 7
- 8 2. To consult with a psychologist when it is in the best interests of the student; or
- 9
- 10 3. When the student and/or parent waives this privilege in writing.

11 When a counselor is in doubt about what information to release, the counselor shall consult with the  
12 Superintendent of Schools or designee, who may consult with the Board Attorney.

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Cross References

Testing Programs 4.700

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <h2 style="margin: 0;">Supervision of Students</h2>	Descriptor Code: <b>6.408</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.408</b>	Issued: <b>04/03/23</b>

- 1 Students enrolled in in-person learning will be under the supervision of school personnel, either
- 2 certificated or noncertificated,<sup>1</sup> at all times, including play periods and lunch periods, during the school
- 3 day. During extracurricular activities, students will be under the supervision of school personnel. A
- 4 volunteer may be utilized during extracurricular activities in the absence of school personnel, provided
- 5 such volunteer has signed a confidentiality agreement and undergone a background ~~search~~ **check** as
- 6 required by law, satisfactory and subsequently approved by the ~~Board of Education~~
- 7 **principal/designee.**
  
- 8 The principal shall assign students to school personnel and ensure proper supervision.

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Legal References

[TCA 49-2-303\(b\)](#)

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**Cross Reference**

**Background Investigations 5.118**

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Reporting Child Abuse</b>	Descriptor Code: <b>6.409</b>	Issued Date: <b>01/09/23</b>
		Rescinds: <b>6.409</b>	Issued: <b>04/04/23</b>

## 1 *General*

2 The Superintendent of Schools shall:<sup>1</sup>

- 3 1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional  
4 employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;  
5
- 6 2. Require that the Coordinator and the Alternate receive appropriate training;  
7
- 8 3. Supply the Coordinator with all necessary resources;  
9
- 10 4. Ensure that all employees working directly with students annually complete the child abuse  
11 training program required by state law.<sup>2</sup>

12 The Coordinator shall assist any employee with appropriately reporting and responding to instances of  
13 child abuse or child sexual abuse.

## 14 **REPORTING**

15 All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.<sup>3</sup> If personnel  
16 know or have reasonable cause to suspect child abuse, sexual abuse, or neglect, a report shall be filed  
17 immediately with the Coordinator, the Department of Children's Services (DCS), and law  
18 enforcement.<sup>4</sup> When alleged abuse involves someone employed by, previously employed by, or  
19 otherwise affiliated with the school, the report may be made directly to the DCS and laws enforcement  
20 prior to notifying the Coordinator.<sup>5</sup>

21 The report shall include, to the extent known by the reporter:<sup>6</sup>

- 22 1. The name, address, telephone number, and age of the child;  
23
- 24 2. The name, telephone number, and address of the parents or persons having custody of the child;  
25
- 26 3. The nature and extent of the abuse or neglect; and  
27
- 28 4. Any evidence to the cause or any other information that may relate to the cause or extent of the  
29 abuse or neglect.

1 The Superintendent of Schools/designee shall develop reporting procedures, including sample  
2 indicators of abuse and neglect, and shall disseminate the procedures to all school personnel.

### 3 **CONFIDENTIALITY**

4 District employees shall keep all information regarding any child abuse confidential in accordance  
5 with state law.

### 6 **INVESTIGATIONS**

7 School administrators and employees have a duty to cooperate, provide assistance, and information in  
8 child abuse investigations<sup>7</sup> including permitting DCS teams to conduct interviews while the child is at  
9 school. The principal may control the time, place, and circumstances of the interview but may not  
10 insist that a school employee be present even if the suspected abuser is a school employee or another  
11 student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the  
12 child is to be interviewed even if the suspected abuser is not a member of the child's household.<sup>8</sup>

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#### Legal References

1. TCA 49-6-1601
2. TCA 37-1-408; Public Acts of 2022, Chapter No. 841
3. TCA 37-1-403(a)(1); TCA 37-1-412; TCA 37-1-602; TCA 37-1-605(a)(4)
4. TCA 37-1-403(a)(2); TCA 49-6-1601
5. Public Acts of 2022, Chapter No. 781
6. TCA 37-1-403(b)
7. TCA 37-1-611(b)
8. Tenn. Op. Atty. Gen. No. 87-101 (June 9, 1987)

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#### Cross References

Recommendations and File Transfers 5.203  
Staff-Student Relations 5.610  
Interrogations and Searches 6.303  
Student Discrimination, Harassment, Bullying, Cyberbullying, and Intimidation 6.304  
Title IX & Sexual Harassment 6.3041  
Promoting Student Welfare 6.400

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <b>Homeless Students</b>	Descriptor Code: <b>6.503</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.503</b>	Issued: <b>01/09/23</b>

1 In order to ensure that homeless students have equal access to the same free appropriate public education  
2 as provided to other students, the following shall apply:<sup>1</sup>

3 Homeless students are individuals who lack a fixed, regular and adequate nighttime residence and  
4 include the following:<sup>2</sup>

- 5 1. Students who are sharing the housing of other persons due to loss of housing, economic  
6 hardship or a similar reason; are living in motels, hotels, trailer parks or camping grounds due  
7 to the lack of alternative adequate accommodations; are living in emergency or transitional  
8 shelters; are abandoned in hospitals.
- 9 2. Students who have a primary nighttime residence that is a public or private place not  
10 designated for or ordinarily used as a regular sleeping accommodation for human beings.
- 11 3. Students are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus  
12 or train stations or similar settings.
- 13 4. Migratory students who meet one of the above described circumstances.

## 14 ENROLLMENT

15 Homeless students shall be immediately enrolled, even if the student is unable to produce records  
16 normally required for enrollment (i.e. academic records, immunization records, health records, proof of  
17 residency), or missed the district's application or enrollment deadlines.<sup>3</sup> Parents/guardians are required  
18 to submit contact information to the district's homeless coordinator.<sup>3</sup>

## 19 PLACEMENT

20 For the purposes of this policy, school of origin shall mean the school that the student attended when  
21 permanently housed or the school in which the student was last enrolled, including a preschool/pre-k  
22 program.<sup>4</sup> School of origin shall also include the designated receiving school at the next grade level  
23 when the student completes the final grade level served by the school or origin.<sup>4</sup>

24 Placement shall be determined based on the student's best interest.<sup>5</sup> At all times, a strong presumption  
25 that keeping the student in the school of origin is in the student's best interest shall be maintained,  
26 unless doing so would be contrary to a request made by the student's parent/guardian or the student in  
27 the case of an unaccompanied youth.<sup>6</sup> When determining placement, student-centered factors,  
28 including but not limited to impact of mobility on achievement, education, health, and safety shall be

1 considered.<sup>6</sup> The choice regarding placement shall be made regardless of whether the student lives with  
2 their homeless parents/guardians or has been temporarily placed elsewhere.<sup>7</sup>

3 If it is not in the student's best interest to attend the school of origin, or the school requested by the  
4 parent/guardian or unaccompanied youth, the Superintendent/designee shall provide a written  
5 explanation of the reasons for the determination, in a manner and form that is understandable to the  
6 parent/guardian or unaccompanied youth.<sup>6</sup> The written explanation shall include a statement regarding  
7 the right to appeal the placement decision.<sup>6</sup> If the placement decision is appealed, the district shall refer  
8 the parent/guardian or unaccompanied student to the homeless coordinator, who shall carry out the  
9 dispute resolution process as expeditiously as possible and in accordance with the law.<sup>8</sup> Upon notice of  
10 an appeal, the Superintendent of Schools shall immediately enroll the student in the school in which  
11 enrollment was sought pending a final resolution of the dispute, including all available appeals.<sup>8</sup>

## 12 **RECORDS**

13 Records ordinarily kept by the school shall be maintained for all homeless students. Information  
14 regarding a homeless student's living situation shall be treated as a student education record, and shall  
15 not be considered directory information.<sup>9</sup>

## 16 **SERVICES<sup>10</sup>**

17 The Superintendent shall ensure that each homeless student is provided services comparable to those  
18 offered to other students within the district, including transportation, special education services,  
19 programs in career and technical education (CTE), programs for gifted and talented students, and  
20 school nutrition.

21 The Superintendent shall designate a district homeless coordinator who shall ensure this policy is  
22 implemented throughout the district. The homeless coordinator shall ensure:

- 23 1. Homeless students are quickly identified and have access to education and support services, to  
24 include Head Start and district pre-k programs;
- 25 2. Coordination with local social service agencies and other entities providing services to  
26 homeless students;
- 27 3. Coordinate transportation, transfer of records, and other interdistrict activities with other school  
28 districts;
- 29 4. Coordinate transportation to the school of origin or choice for homeless students;
- 30 5. Refer homeless students and their families to health care services, dental services, mental  
31 health and substance abuse services, and housing services;
- 32 6. Assist homeless students in obtaining immunizations, medical or immunization records, and  
33 any additional assistance that may be needed;
- 34 7. Public notice of the educational rights of homeless students is disseminated in places  
35 frequented by parents/guardians of homeless students, including schools, shelters, public  
36 libraries, and soup kitchens; and
- 37 8. Unaccompanied youth are enrolled and informed of their status as independent students.

1 The Superintendent of Schools shall develop procedures to ensure that homeless students are  
 2 recognized administratively and that the appropriate and available services are provided for these  
 3 students. The Superintendent shall ensure professional development is provided to school personnel  
 4 providing services to homeless students.

## 5 **COORDINATOR**

6 The Board of Education designates the following individual to act as the district's homeless  
 7 coordinator:

8 Ms. ~~Sydney DeBusk~~ **Lauren McGrew**  
 9 100 East Maple Street  
 10 Johnson City, TN 37601  
 11 423.434.5200

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### Legal References

1. [42 USCA §§ 11431 to 11435; McKinney-Vento Education Assistance Improvements Act of 2001, § 721; State Board of Education 2.103](#)
2. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95\), § 724a\(2\)](#)
3. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(C\)\(i\), § 722\(g\)\(3\)\(H\)](#)
4. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(I\)](#)
5. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(A\)](#)
6. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(B\)](#)
7. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(F\)](#)
8. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(E\)](#)
9. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(3\)\(D\)](#)
10. [McKinney-Vento Act, as amended by ESSA \(Pub. L. 114-95, § 722\(g\)\(4\) - \(6\)](#)

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### Cross References

Student Transportation Management 3.400  
 Parent and Family Engagement 4.502  
 Promotion and Retention 4.603  
 Attendance 6.200  
 School Admissions 6.203  
 Student Assignments 6.205  
 Transfers Within the System 6.206  
 Migrant Students 6.504

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Records Inspection &amp; Correction Procedure</b>	Descriptor Code: <b>6.602</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.602</b>	Issued: <b>05/07/24</b>

## 1 INSPECTION PROCEDURE

2 Parent(s)/Guardian(s) of students and students may inspect and review the student's education records  
3 upon written request.<sup>1</sup>

4 Parent(s)/Guardian(s) or students shall submit to the records custodian a request which identifies as  
5 precisely as possible the record(s) that they wish to inspect, and the records custodian will determine  
6 how access will best be arranged as promptly and practicably as possible. This inspection procedure  
7 must be completed within 45 days or less from the receipt of the request.

8 The right to inspect and review educational records includes the right to a response from school  
9 officials concerning requests for explanation and interpretation of the data. School officials shall  
10 presume that the parent/ guardian has the authority to inspect and review records relating to their child  
11 unless the school system has been advised that the parent / guardian does not have the authority under  
12 applicable state law governing guardianship, separation, and divorce and provides documentation to  
13 that effect.<sup>2</sup>

14 When a record contains information about students other than the parent's/ guardian's child, the  
15 parent(s)/guardian(s) may not inspect and review that information.<sup>2</sup>

## 16 FEES FOR COPIES

17 A reasonable fee for copies provided to parent(s)/guardian(s) will be determined by the  
18 Superintendent of Schools. A maximum of three (3) copies of the transcript will be provided free of  
19 charge. If the fee represents an unusual hardship, it may be waived in part or entirely by the records  
20 custodian.<sup>3</sup>

## 21 CORRECTION PROCEDURES

22 Parent(s)/Guardian(s) may seek to change any part of the student's record they believe to be incorrect.<sup>4</sup>  
23 The Superintendent of Schools shall develop an acceptable procedure to establish an orderly process to  
24 review and correct an education record.

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### Legal References

1. [34 CFR §§ 99.3, 99.10; TCA 49-1-704](#)
2. [34 CFR § 99.4](#)
3. [34 CFR § 99.11](#)
4. [34 CFR §§ 99.20, 99.21, 99.22](#)
5. [34 CFR §§ 99.3, 99.5; TCA 49-1-704](#)

### Cross References

- Child Custody/Parental Access 6.209  
Bus Safety and Conduct 6.308



# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Organizations</b>	Descriptor Code: <b>6.702</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.702</b>	Issued: <b>05/07/24</b>

1 Student organizations are an extension of the academic curriculum and are intended to complement the  
2 basic instructional program.

3 The principal, in cooperation with the faculty and student body representatives, shall approve all  
4 organizations within the school.

5 One or more staff members will serve as sponsors of each organization and will attend all meetings  
6 and events. A volunteer may be utilized during the organization's activities in ~~lieu of~~ **in partnership**  
7 **with** one or more staff members provided such volunteer has signed a confidentiality agreement,  
8 undergone a background search **check** satisfactory to the Board and has been subsequently approved  
9 by the Superintendent of Schools/designee. Each sponsor will evaluate their organization annually and  
10 make recommendations concerning changes, continuance, or deletion from the school's activity  
11 program.

12 An approved copy of the aims, objectives, and constitution or bylaws for each organization will be  
13 kept on file in the principal's office.

14 The Superintendent of Schools shall approve all requirements imposed by organizations which have  
15 restricted membership.

16 The nature of any ~~initiation~~ **induction** shall be outlined and presented in writing to the organization  
17 sponsor and the principal of the school for approval prior to the actual ~~initiation~~ **induction**. Hazing by  
18 students acting alone or with others is strictly prohibited. Any organization which permits an ~~initiation~~  
19 **induction** to go beyond the scope of activities planned and previously approved will be suspended  
20 until reinstated by the principal.<sup>1</sup>

21 Sororities, fraternities, and all secret organizations are prohibited.

22 School groups, either continuing or ad hoc, are not permitted to use the school name in participating in  
23 public demonstrations or other activities outside the school unless prior written permission has been  
24 granted by the principal ~~or their designated representative~~ **/designee**. In case of violation, appropriate  
25 action will be taken when in the judgment of the Superintendent of Schools circumstances warrant.

1. [TCA 49-2-120](#); [TCA 49-6-3401](#)

Extracurricular Activities 4.300  
Student Harassment, Bullying, Cyber-bullying, and  
Intimidation 6.304

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Class Size Ratios</b>	Descriptor Code: <b>4.2011</b>	Issued Date: <b>08/05/24</b>
		Rescinds: <b>4.2011</b>	Issued: <b>01/09/23</b>

## 1 *General*<sup>1</sup>

2 Pupil-teacher ratios shall not exceed the averages outlined in state law. Further, class sizes shall not  
3 exceed the maximum allowed by state law.<sup>1</sup>

## 4 **WAIVERS**

5 The Superintendent of Schools/designee may seek a waiver from the Commissioner of Education to  
6 extend the career and technical education (CTE) classes in grades nine through twelve (9-12) as long  
7 as these class sizes do not exceed the maximum class size set for CTE. For grades six through eight (6-  
8 8), the class size may be extended, but the class size and average must not exceed those for general  
9 education classes in grades seven through twelve (7-12).<sup>2</sup>

10 If a natural disaster results in the enrollment of displaced students, the Commissioner of Education  
11 may grant a waiver from the maximum class sizes.

12 The Superintendent of Schools shall apply for additional waivers as needed in compliance with state  
13 law.

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### Legal References

1. [TCA 49-1-104; TRR/MS 0520-01-02-.31\(4\)](#)
2. [TCA 49-1-104\(g\); Public Acts of 2024, Chapter No. 712](#)

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### Cross References

Graduation Requirements 4.605  
Waivers of Statute, Rules, and Regulations 4.607  
Religious Content of Courses 4.804  
Student Goals 6.100  
Student Concerns 6.305

# Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <b>Virtual Education Program</b>	Descriptor Code: <b>4.2121</b>	Issued Date: <b>06/04/24</b>
		Rescinds: <b>4.2121</b>	Issued: <b>01/09/23</b>

## 1 *General*

2 The Johnson City Schools virtual education program is a course or series of courses offered by a  
3 school ~~district~~ **system** to provide students **with** a broader range of educational opportunities through  
4 the use of technology. Utilizing this program is temporary and shall not replace a student's regular  
5 instructional program.<sup>1</sup>

6 Class size ratios for the virtual education program shall comply with the requirements as outlined in  
7 state law.<sup>2</sup>

8 Virtual education programs<sup>3</sup> shall be made available to students for the following purposes:

- 9 1. Academic remediation, enrichment, or providing students access to a wider range of courses;
- 10 11 2. Continuity of educational service for students who are homebound;<sup>4</sup>
- 12 13 3. Continuity of educational service for students who are quarantining;<sup>5</sup>
- 14 15 4. Continuity of educational service for students enrolled in an alternative school;<sup>6</sup> or
- 16 17 5. Continuity of educational service when the district utilizes remote instruction due to dangerous  
18 or extreme weather conditions, a serious outbreak of illness affecting or endangering students  
19 or staff, or during the administration of end of course examinations or other examinations as  
20 allowed per state law.<sup>7</sup>

## 21 **ELIGIBILITY AND PARTICIPATION REQUIREMENTS**

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

- 25 1. Attendance;
- 26 27 2. Grades; and
- 28 29 3. Technology survey.

## 30 **ATTENDANCE**

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

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

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

## 12 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

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

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

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

## 20 ENROLLMENT AGREEMENT

21 The Superintendent of Schools shall work with the Board's attorney to draft an enrollment agreement  
22 for students from other school districts that want access to virtual education program courses.

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### 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\(1\)\(c\)](#)
6. [TRR/MS 0520-01-02-.09](#); [TCA 49-6-3402\(i\)](#)
7. [TCA 49-6-3004\(i\)](#)

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### Cross References

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

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in November</b>	Descriptor Term: <b>Library Materials</b>	Descriptor Code: <b>4.4031</b>	Issued Date: <b>09/04/25</b>
		Rescinds: <b>4.4031</b>	Issued: <b>05/05/25</b>

1 The ~~Secondary Supervisor~~ **Superintendent of Schools/designee** shall be responsible for library  
2 collection development. They shall post the list of library materials online. Library materials shall be  
3 reviewed to ensure the content aligns with state law. Prior to the purchase of new materials, librarians  
4 shall review the age and maturity level along with the reading level of the selected items for suitability.<sup>1</sup>  
5 A list of new materials shall be reviewed by the ~~Secondary Supervisor~~ **Superintendent of**  
6 **Schools/designee**.

7 The ~~Secondary Supervisor~~ **Superintendent of Schools/designee** shall be responsible for periodically  
8 reviewing the school system's library collection in line with the standards established below. Any  
9 materials found to be out of alignment with the standards shall be removed, and this action shall be  
10 documented in writing and presented to the Superintendent of Schools and the Board of Education.

## 11 **STANDARDS<sup>2</sup>**

12 The library collection shall adhere to the following criteria:

- 13 1. Materials shall be suitable for and consistent with the educational mission of the school;
- 14 2. Materials shall be appropriate for the age and maturity levels of the students who may access  
15 them. The determining factor will be based on an assessment of any mature themes or content  
16 (i.e., violence, sexual content, vulgar language, substance abuse);
- 17 3. Materials shall contain literary, historical, scientific, and/or artistic value and merit; and  
18
- 19 4. The collection as a whole shall offer a variety of viewpoints; and  
20
- 21 5. Materials shall not be removed on the sole grounds that the item is religious.  
22  
23

24 Any materials that meet the following criteria shall be removed and excluded from the school system's  
25 library collection:

- 26 1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess  
27 violence, or sadomasochistic abuse as defined in state law<sup>3</sup>;
- 28 2. Are patently offensive as defined in state law; or  
29
- 30 3. Appeal to the prurient interest as defined in state law.  
31

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

## 2 **COMPLAINTS<sup>4</sup>**

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

- 5 1. Inform the complainant of the selection procedures and make no commitments.
- 6
- 7 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
- 8
- 9 3. Inform the principal (and other appropriate personnel).
- 10
- 11 4. Keep challenged materials available for use during the reconsideration process.

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

16 The review committee shall take the following steps after receiving the challenged materials:

- 17 1. Read, view, or listen to the contested material in its entirety;
- 18
- 19 2. Check general acceptance of the material by reading recognized and evaluative reviews;
- 20
- 21 3. Determine the extent to which the material is appropriate for the age and maturity levels of the  
22 students who have access to the materials and whether the material is suitable for, and  
23 consistent with, the educational mission of the school; and
- 24
- 25 4. Complete the appropriate Checklist for Reconsideration of Library Materials, judging the  
26 material for its strength and value.

27 The principal shall present a recommendation to the Superintendent of Schools. The Superintendent of  
28 Schools shall assess the findings along with the recommendation of the principal and present a  
29 recommendation to the Board.

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

## 35 **REMOVAL OF LIBRARY MATERIALS**

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

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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

# Johnson City Board of Education

	Descriptor Term: <b>Title IX &amp; Sexual Harassment</b>	Descriptor Code: <b>6.3041</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.3041</b>	Issued: <b>05/07/24</b>

1 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment  
2 and discrimination on the basis of sex are prohibited.<sup>1</sup> This policy shall cover employees, employees'  
3 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,  
4 on school-provided equipment or transportation, or at any official school bus stop in accordance with  
5 federal law. This policy shall be disseminated annually to all school staff, students, and  
6 parent(s)/guardian(s).<sup>2</sup> The Title IX Coordinator as well as any personnel chosen to facilitate the  
7 grievance process shall not have a conflict of interest against any party of the complaint.<sup>3</sup> These  
8 individuals shall receive training as to how to promptly and equitably resolve student and employee  
9 complaints.<sup>3</sup>

10 All employees shall receive training on complying with this policy and federal law.<sup>4</sup>

## 11 **TITLE IX COORDINATOR**<sup>5</sup>

12 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of  
13 sexual harassment. They shall be kept informed by school-level personnel of all investigations and shall  
14 provide input on an ongoing basis as appropriate.

15 Any individual may contact the Title IX Coordinator at any time using the information below:

### 16 Students:

17 Title: Ms. Tammy ~~Pearee~~ **Larkey**  
18 Email: ~~pearee~~**larkeyt**@jcschools.org

19

20 Phone number: 423-434-5200

21 Mailing address: P.O. Box 1517, Johnson City, Tennessee 37605

## 22 **DEFINITIONS**<sup>4</sup>

23 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual  
24 harassment.

25 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute  
26 sexual harassment.

27 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:<sup>3</sup>

- 1 1. A school district employee conditioning an aid, benefit, or service of an education program or  
2 activity on an individual's participation in unwelcome sexual conduct;
- 3
- 4 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and  
5 objectively offensive that it effectively denies a person equal access to the education program  
6 or activity; or
- 7 3. Sexual assault,<sup>6</sup> dating violence,<sup>7</sup> domestic violence,<sup>8</sup> or stalking<sup>9</sup> as defined in state and federal  
8 law.

9 Behaviors that constitute sexual harassment may include, but are not limited to:

- 10 1. Sexually suggestive remarks;
- 11
- 12 2. Verbal harassment or abuse;
- 13
- 14 3. Sexually suggestive pictures;
- 15
- 16 4. Sexually suggestive gesturing;
- 17
- 18 5. Harassing or sexually suggestive or offensive messages that are written or electronic;
- 19
- 20 6. Subtle or direct propositions for sexual favors; and
- 21
- 22 7. Touching of a sexual nature.
- 23
- 24 8. Repeated unwanted contact either in person or electronically.

25 Sexual harassment may be directed against a particular person or persons, or a group, whether of the  
26 opposite sex or the same sex.

27 "Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered  
28 to the complainant and the respondent, as appropriate. These measures may include, but are not limited  
29 to, the following:

- 30 1. Counseling;
- 31
- 32 2. Course modifications;
- 33
- 34 3. Schedule changes; and
- 35
- 36 4. Increased monitoring or supervision.

37 The measures offered to the complainant and the respondent shall remain confidential to the extent that  
38 maintaining such confidentiality would not impair the ability of the school district to provide the  
39 supportive measures.

## 1 **GRIEVANCE PROCESS**

2 Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the  
3 Title IX Coordinator shall:

- 4 1. Promptly contact the complainant to discuss the availability of supportive measures;
- 5
- 6 2. Consider the complainant's wishes with respect to supportive measures;
- 7
- 8 3. Inform the complainant of the availability of supportive measures; and
- 9
- 10 4. Explain the process for filing a formal complaint.<sup>10</sup>

11 While the school district will respect the confidentiality of the complainant and the respondent as much  
12 as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall  
13 be consistent with the school district's legal obligations and the necessity to investigate allegations of  
14 harassment and take disciplinary action.

15 Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance  
16 process has been completed. Unless there is an immediate threat to the physical health or safety of any  
17 student arising from the allegation of sexual harassment that justifies removal, the respondent's  
18 placement shall not be changed.<sup>11</sup> If the respondent is an employee, they may be placed on  
19 administrative leave during the pendency of the grievance process.<sup>12</sup> The Title IX Coordinator shall  
20 keep the Superintendent of Schools informed of any employee respondents so that they can make any  
21 necessary reports to the State Board of Education in compliance with state law.<sup>13</sup>

## 22 **Complaints**

23 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall  
24 immediately report such information to the Title IX Coordinator, however, nothing in this policy requires  
25 a complainant to either report or file a formal complaint within a certain timeframe. If the complaint  
26 involves the Title IX Coordinator, the complaint shall be filed with the Superintendent of Schools.

27 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate  
28 notification shall be made per the board policy on reporting child abuse.

29 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:<sup>14</sup>

- 30 1. Provide written notice of the allegations, and the grievance process to all known parties to give  
31 the respondent time to prepare a response before an initial interview;
- 32
- 33 2. Inform the parties of the prohibition against making false statement or knowingly submitting  
34 false information;
- 35
- 36 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 37
- 38 4. Offer supportive measures in an equitable manner to both parties.

1 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,  
2 shall be provided to both parties simultaneously.<sup>15</sup>

### 3 **Investigations**<sup>16</sup>

4 The Title IX Coordinator shall serve as the investigator and be responsible for investigating complaints  
5 in an equitable manner that involves an objective evaluation of all relevant evidence. The burden for  
6 obtaining evidence sufficient to reach a determination regarding responsibility rests on the school district  
7 and not the complainant or respondent.

8 Once a complaint is received, the investigator shall initiate an investigation within forty-eight (48) hours  
9 of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the  
10 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the reasons  
11 why the investigation was not initiated within the required timeframe.

12 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial  
13 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall  
14 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the  
15 investigation has not been completed.

16 All investigations shall:

- 17 1. Provide an equal opportunity for the parties to present witnesses and evidence;
  - 18 2. Not restrict the ability of either party to discuss the allegations under investigation or gather  
19 and present relevant evidence;
  - 20 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that  
21 seek disclosure of information protected under a legally recognized privilege unless such  
22 privilege has been waived;<sup>17</sup>
  - 23 4. Provide the parties with the same opportunities to have others present during any grievance  
24 proceeding;
  - 25 5. Provide to parties whose participation is requested written notice of the date, time, location,  
26 participants, and purpose of all investigative interviews, or other meetings, with sufficient time  
27 for the party to prepare to participate;
  - 28 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to  
29 the allegations in the formal complaint; and
  - 30 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
    - 31 a. Prior to the completion of the investigative report, the investigator shall send to each  
32 party the evidence subject to inspection and review. All parties shall have at least ten  
33 (10) days to submit a written response which shall be taken into consideration in  
34 creating the final report.
- 35  
36  
37  
38  
39  
40  
41

1 Within the parameters of the federal Family Educational Rights and Privacy Act,<sup>18</sup> the Title IX  
2 Coordinator shall keep the complainant and the respondent informed of the status of the investigation  
3 process. At the close of the investigation, a written final report on the investigation will be delivered to  
4 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the  
5 Superintendent of Schools.

### 6 **Determination of Responsibility**<sup>19</sup>

7 The respondent is presumed not responsible for the alleged conduct until a determination regarding  
8 responsibility is made at the conclusion of the grievance process.<sup>20</sup> The preponderance of the evidence  
9 standard shall be used in making this determination.<sup>21</sup>

10 The Title IX Coordinator shall act as the decision-maker. They shall receive the final report of the  
11 investigation and allow each party the opportunity to submit written questions that they want asked of  
12 any party or witness prior to determining responsibility.

13 The decision-maker shall make a determination regarding responsibility and provide the written  
14 determination to the parties simultaneously along with information about how to file an appeal.

15 A substantiated charge against a student may result in corrective or disciplinary action up to and  
16 including expulsion. A substantiated charge against an employee shall result in disciplinary action up to  
17 and including termination.

18 After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant  
19 to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine  
20 whether any other actions are necessary to prevent reoccurrence of the harassment.

### 21 **APPEALS**<sup>22</sup>

22 Either party may appeal from a determination of responsibility based on a procedural irregularity that  
23 affected the outcome, new evidence that was not reasonably available at the time of the determination  
24 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or  
25 any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX  
26 Coordinator within ten (10) days of a determination of responsibility.

27 Upon receipt of an appeal, the Title IX Coordinator shall:

- 28 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 29 2. Notify the parties in writing.

31 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written  
32 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing  
33 the result of the appeal and the rationale for the result. The written decision shall be provided  
34 simultaneously to both parties.

### 35 **RETALIATION**<sup>23</sup>

- 1 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
- 2 participate in any investigation of an act alleged in this policy is prohibited.

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 Legal References

1. [34 CFR § 106.1](#)
2. 34 CFR § 106.8(b),(c)
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)
4. 34 CFR § 106.30(a)
5. 34 CFR § 106.8(a)
6. [20 USCA 1092\(f\)\(6\)\(A\)\(v\)](#); [TCA 36-3-601\(10\)](#); [TCA 71-6-302](#)
7. [34 USCA 12291\(a\)\(10\)](#)
8. [34 USCA 12291\(a\)\(8\)](#); [TCA 40-14-109](#)
9. [34 USCA 12291\(a\)\(30\)](#); [TCA 39-17-315](#); [TCA 36-3-601\(11\)](#)
10. 34 CFR § 106.44(a)
11. 34 CFR § 106.44(c)
12. 34 CFR § 106.44(d)
13. [TRR/MS 0520-02-03-.09\(2\)](#); [TCA 49-5-417\(c\)](#)
14. 34 CFR § 106.45(b)(2)
15. 34 CFR § 106.45(b)(3)
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)
17. 34 CFR § 106.45(b)(1)(x)
18. [20 USCA § 1232g](#)
19. 34 CFR § 106.45(b)(7)
20. 34 CFR § 106.45(b)(1)(iv)
21. 34 CFR § 106.45(b)(1)(vii)
22. 34 CFR § 106.45(b)(8)
23. 34 CFR § 106.71

## Cross References

Section 504 and ADA Grievance Procedures 1.802  
 Discrimination/Harassment of Employees (Sexual, Racial,  
 Ethnic, Religious) 5.500  
 Complaints and Grievances 5.501  
 Staff-Student Relations 5.610  
 Code of Conduct 6.300  
 Student Discrimination, Harassment, Bullying, Cyber-  
 bullying, and Intimidation 6.304  
 Student Concerns 6.305  
 Reporting Child Abuse 6.409

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in April</b>	Descriptor Term: <h2 style="text-align: center;">Student Involvement in Decision-Making</h2>	Descriptor Code: <b>6.3051</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.3051</b>	Issued: <b>07/01/00</b>

- 1 Students may initiate or react to proposals for change in educational practice, rules or policies. Such
- 2 proposal(s) for change will be considered by the faculty, the administration and/or the Board of
- 3 Education as appropriate.
  
- 4 Building administrators and teachers are expected to encourage discussion by students and to convey
- 5 ideas and concerns to the Board of Education through the Superintendent of Schools. **Students are**
- 6 **also provided a voice on the Board through the student Board member.** Final decisions will
- 7 always rest with the Board or with the administrator(s) to whom the Board has delegated
- 8 responsibility.

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Cross References

Appeals To & Appearances Before the Board 1.404



# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Student Surveys, Analyses, and Evaluations</b>	Descriptor Code: <b>6.4001</b>	Issued Date: <b>05/05/25</b>
		Rescinds: <b>6.4001</b>	Issued: <b>05/07/24</b>

1 Surveys, analyses and evaluations for research purposes shall be allowed by the Board of Education  
2 when the project is viewed as contributory to greater understanding of the teaching-learning process, the  
3 project does not violate the goals of the Board, and the disruption of the regular school program is  
4 minimal. The Superintendent of Schools shall develop administrative procedures for approving requests  
5 for conducting surveys, analyses or evaluations by agencies, organizations, or individuals. The requests  
6 shall outline what is to be done, who is to be involved and how the results will be used and distributed.<sup>1</sup>  
7 **Science Hill High School's Advanced Placement (AP) Research Program will have its own**  
8 **Institutional Review Board (IRB) and research procedures.**

9 Prior to the dissemination of a survey, analysis, or evaluation to students, parents shall be notified of  
10 their ability to review the materials.<sup>1</sup> Such notification shall include information indicating the purpose  
11 of the survey, analysis, or evaluation as well as who will have access to the results. The survey, analysis,  
12 or evaluation shall only be administered to students under the age of eighteen (18) whose parent(s) or  
13 guardian(s) provide written, informed, and voluntarily signed consent. A student who is eighteen (18)  
14 years of age or older may participate after ~~he~~ ~~she~~ **they** provides written, informed, and voluntarily signed  
15 consent. The Superintendent of Schools shall develop procedures for granting such parental requests.<sup>1</sup>

16 No student shall be required, as part of any program, to submit to a survey, analysis or evaluation that  
17 reveals information concerning:<sup>1,2</sup>

- 18 1. mental or psychological problems of the student or the student's family;
- 19 2. sexual behavior or attitudes;
- 20 3. illegal, anti-social, self-incriminating, or demeaning behavior;
- 21 4. critical appraisals of other individuals with whom respondents have close family relationships;
- 22 5. legally privileged relationships;
- 23 6. income; or
- 24 7. the collection of student biometric data involving the analysis of facial expressions, EEG brain  
25 wave patterns, skin conductance, galvanic skin response, heart-rate variability, pulse, blood  
26 volume, posture, and eye-tracking<sup>3</sup> without the prior consent of the student (if the student is an  
27 adult or emancipated minor), or in the case of an unemancipated minor, without the prior written  
28 consent of the parent.

29 The collection of the following student data is strictly prohibited:<sup>4</sup>

- 30 1. political affiliation or voting history;
- 31 2. religious practices; and
- 32 3. firearm ownership.

1

2 **COLLECTING, DISCLOSING OR USING INFORMATION FOR MARKETING<sup>5</sup>**

3 The school system will not collect, disclose or use personal student information for the purpose of  
4 marketing or selling that information or otherwise providing that information to others for that  
5 purpose.

6 This portion of the policy does not apply to the collection, disclosure or use of personal information  
7 collected from students for the exclusive purpose of developing, evaluating or providing educational  
8 products or services for or to students or educational institutions to the extent allowed by law, such as  
9 the following:

- 10 • College or other postsecondary education recruitment or military recruitment.
- 11 • Book clubs, magazines and programs providing access to low-cost literary products.
- 12 • Tests and assessments used by elementary schools and secondary schools to provide cognitive,  
13 evaluative, diagnostic, clinical, aptitude or achievement information about students (or to  
14 generate other statistically useful data for the purpose of securing such tests and assessments)  
15 and the subsequent analysis and public release of the aggregate data from such tests and  
16 assessments.
- 17 • The sale by students of products or services to raise funds for school-related or education-  
18 related activities.
- Student recognition programs.

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**Legal References**

1. [TCA 49-2-211](#)
2. [20 USCA § 1232h](#)
3. [TCA 49-1-706](#)
4. [TCA 49-1-705](#)
5. [20 USCA § 1232h\(c\)\(1\), \(4\)](#)

**Cross References**

Testing Programs 4.700  
Educational Research 4.210  
Student Records, Notification of Rights 6.601

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in May</b>	Descriptor Term: <b>Pediculosis (Head Lice)</b>	Descriptor Code: <b>6.4031</b>	Issued Date: <b>05/07/24</b>
		Rescinds: <b>6.4031</b>	Issued: <b>04/03/23</b>

1 No student will be denied an education solely by reason of head lice infestation. Their educational  
2 program shall be restricted only to the extent necessary to eliminate the risk of transmitting the  
3 infestation.

4 It shall be the responsibility of the principal or school nurse to notify the affected child's  
5 parents/guardians in the event a child has pediculosis (head lice). Information will be sent home with the  
6 child to explain the condition, the treatment, requirements for readmission, and deadlines for satisfactory  
7 completion of the treatment.

8 **Exclusion Procedure:** When lice are noted, the child may be excluded from school.

9 **Re-admission Procedure:** After treatment and removal of all lice, the parent must bring the child to the  
10 office of the Johnson City School Nurses or to the school-based nurse, if applicable, for an examination.  
11 An admit form will be given to the parent if the child is free of live lice.

12 A student will be expected to have met all requirements for treatment ~~and return to school no later than~~  
13 ~~two (2) days following exclusion for head lice~~ **before returning to school.** ~~All days in excess of the~~  
14 ~~allowable period will be marked as unexcused and referred to the attendance supervisor at the proper~~  
15 ~~time.~~

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## Legal References

1. [TRR/MS 1200-14-01-.24](#)

**EDUCARE FEE LIST**  
Effective May 28~~6~~, 202~~5~~~~6~~

**1) School Year Educare Tuition-Elementary Schools**

a) Application/Registration Fee	\$15.00/child
b) 7:00-7:45 a.m.	\$ 3.00/day
c) 3:15-6:00 p.m.	
• students on fee-waivered list	\$ 6.00/day
• all other students	\$ 9.00/day
d) Late pick-up fee (for all students) (each 15 minutes or portion thereof)	\$10.00/child
e) Weekly Rate for Full Days:	\$100.00/child
f) Half Days (2 days/ 11:30-6:00 p.m.)	\$15.00/half day
g) Part Time (1-3 days)	\$25.00/day

**Morning Educare-prek students -Elementary Schools** \$ 4.00/day

**Afternoon Educare for prek students (CH/FM/MV/NS/SS/WL)**

a) Application/Registration Fee	\$15.00/child
b) Dismissal-3:15 p.m.	\$ 5.00/day
c) Dismissal-6:00 p.m.	\$12.00/day

**Afternoon Educare for prek students (LR/SS)**

a) Application/Registration Fee	\$15.00/child
b) Dismissal (12:30– 3:30 p.m.)	\$ 9.00/day
c) Dismissal (12:30– 6:00 p.m.)	\$13.00/day

**2) Summer Rates**

a) Summer Application/Registration Fee*	<del>\$15.00</del> <del>\$35.00</del> /child
b) Part Time (1-3 days)	\$25.00/day
c) Summer school attendee for 5/28-6/25 (Summer School hours 8:00am-2:00pm)	\$12.00/day
d) Weekly summer fee:	\$100.00/child
e) Full time preschool week rate (LR/WO/SS)	\$130.00/week
f) Part time preschool rate (LR/WO/SS—1-3 days)	\$40.00/day

**3) Lake Ridge ECLC Program (4.5 hrs)**

a) Application/Registration Fee	\$30.00/child
b) PreK children	\$130.00/week
c) Late pick-up fee (all income groups) (each 15 minutes or portion thereof)	\$10.00/child

\*If application fee is paid during regular school year just ended, not charged for summer. Only one fee charged per student for July 1 through June 30.

4) **Science Hill Topper Tots**

- a) Application/Registration Fee \$30.00/child
- b) Infant to 5 years (7:00-4:30 p.m.) ~~\$185~~175/week
- c) Children of high school students (7:20 a.m.-2:45 p.m.) \*Sliding Scale
- d) Late pick-up fee (all income groups)  
(each 15 minutes or portion thereof) \$10.00/child

5) **Woodland Little Eagle Learning Center**

- a) Application/Registration Fee \$30.00/child
- b) Infant and Toddler (7:00-5:30 p.m.) ~~\$195~~185/week
- c) PreK Program (8:30-2:00 p.m.) ~~\$135~~130/week
- d) Late pick-up fee (all income groups)  
(each 15 minutes or portion thereof) \$10.00/child

5) **New Transfer Student Enrollment**

Educare directors will coordinate with previous schools for transfers between Johnson City schools to assure there is **NO EDUCARE TUITION DEBT** at the previous school before enrolling a student into the Educare Program. If debt does exist, enrollment will be denied until the debt has been paid to the previous school. If application/registration fees are paid at one Educare site, these fees will not be required to be repaid at the transfer site within the same school year.

\*Sliding Scale based on income as determined by DHS

## Summarization of edits and updates for review-**Student Code of Conduct-2026-2027 SY** (Yellow highlights are updates)

- Pronouns such as he/she were updated to they/them throughout the document to mirror language in Board Policy.
- Parents updated to parents/guardians, parent/guardian for consistency.
- Superintendent has been updated to Superintendent of Schools for consistency.
- Board of Education members updated
- Schools and Offices updated to reflect personnel changes
- Central Office Staff updated to reflect personnel changes
- Page 1-II Rules-Rule 5-Wearable/Personal Technology, Including Laser Pointers, Digital Cameras, Video Recorders, Digital Video Recorders, Cell Phones, Smart Watches, Wireless Headphones or Earbuds, and Tablets
- Page 7-\*Rule 5-Wearable/Personal Technology, Including But Not Limited To: **Radios, MP3 Players, Tape Players, Tape Recorders, Laser Pointers, CD Players, Film Cameras, Digital Cameras, Video Recorders, Cell Phones, Smart Watches, Wireless Headphones or Earbuds, and Tablets**  
Student use of recreational or electronic devices such as ~~radios and CD/tape/MP3 players, voice-activated tape recorders, laser pointers~~ **cell phones, smart watches**, wireless **headphones, earbuds, and tablets** or other wearable/personal technology on school property is permitted during school hours for educational purposes only and only under the direct supervision of the classroom teacher.
- Page 8-Rule 6-Use of Personal Communication Devices  
**Elementary Schools and Middle Schools:**  
Students at elementary and middle schools are not permitted to use personal communication devices including, but not limited to cell phones, smart watches, **wireless ear buds or headphones**, and tablets on school property during school hours without the permission of a teacher or administrator.
- Page 12-Rule 16-Tardiness/**Early Dismissals**
- Students are expected to arrive at school on time and to stay at school the entire day. Upon a third unexcused tardy and/or early dismissal a student will be subject to discipline. Principals may implement “time for time” procedures to deal with tardiness **and early dismissals**.
- Page 19-Rule 21-Bullying/Intimidation
- ~~Johnson City Schools uses the Olewus Bullying Prevention Program in all of its schools. Olewus defines bullying as occurring when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending them self.~~
- ~~Intimidation is intentional behavior that would cause an ordinary person to fear injury or harm.~~

- ~~A student will be subject to discipline for any act of bullying or intimidation that takes place on school grounds, while attending school-sponsored events or activities, on school transportation or at any official school bus stop immediately before boarding and immediately following de-boarding; or which is done at any time off campus if the bullying causes or threatens to cause a disruption at school, at a school sponsored event or activity, or if it interferes with a student's education or security.~~
- ~~Bullying and intimidation can manifest as either physical harm of another person or damage to their property, or knowingly placing the person in reasonable fear of such, or creating a hostile educational environment. Johnson City Schools prohibits bullying, cyber-bullying, harassment, and intimidation under Board Policy 6.304, which covers behavior on school grounds, transportation, and during electronic communication that disrupts the educational environment. Reports are investigated by school administration, and anonymous reports can be submitted via the Stopit Solutions anonymous reporting system.~~
- Key Aspects of Johnson City Schools Bullying Policy:
- Definition: Behavior that substantially interferes with a student's education, causes physical harm, creates reasonable fear of harm, or creates a hostile environment.
- Reporting: Students or staff can report incidents directly to teachers, counselors, or principals, or through the Stopit Solutions anonymous reporting system.
- Investigation: Principals are required to investigate reports and inform parents/guardians of all students involved.
- Consequences: Disciplinary actions are determined by administration based on the severity of the incident.
- Retaliation: Retaliation against any person who reports or assists in an investigation is strictly prohibited.
- Page 26-**ADOPTED JANUARY 10, 1980** Last Amended April 7, 2025 **6, 2026**
- Page 30-

If you do not want Johnson City Schools to disclose any or all of the types of information designated below as directory information from your child's education records without your prior written consent, you must notify the Johnson City School System in writing by **September 4, 2026**. Johnson City Schools has designated the following information as directory information:

Student Name	Student Address
Telephone Listing	Electronic Mail Address
Photograph	<del>Date and Place of Birth</del>
Major Field of Study	Dates of Attendance
Grade Level	Degrees, Honors and Awards Received
Participation in Officially Recognized Teams	
Weight and Height of Members of Athletic Teams	
Most Recent Educational Agency or Institution Attended	

- Pages 34-35

## VI. USE OF ARTIFICIAL INTELLIGENCE (AI)

The district recognizes AI as a powerful tool for learning and productivity. Use of AI must follow these "Three Pillars":

### A. Academic Integrity (Students)

*Disclosure:* Students must cite the use of AI in any project or assignment. Failure to do so may be considered plagiarism.

*Authorized Use:* AI should only be used when explicitly permitted by the student's teacher. It is a supplement to – not a replacement for – critical thinking.

*Verification:* AI can "hallucinate" (provide false information). Students are responsible for fact-checking all AI-generated content against reliable sources.

### B. Professional Ethics (Staff)

*Instructional Design:* Staff are encouraged to use AI for lesson planning and administrative efficiency but must review all output for pedagogical accuracy and bias.

*Grading:* While AI can assist in feedback, final grading and assessment decisions must remain the responsibility of the human educator.

### C. Data Privacy and Safety (All Users)

*PII Protection:* Users must not input Personally Identifiable Information (PII) – such as student names, ID numbers, or home addresses – into any AI platform.

*Age Compliance:* Users must adhere to the age requirements set by AI services providers (often 13+ or 18+).

# Student Code of Conduct



~~2025-2026~~ 2026-2027

## FERPA Notifications Technology Responsible Use Agreement

This Code of Conduct and the Technology Responsible Use Agreement may be revised at any time by Johnson City Schools, and the revised information may supersede, modify or eliminate the existing documents.

# **JOHNSON CITY SCHOOLS**

P.O. Box 1517, Johnson City, TN 37605 [www.jcschools.org](http://www.jcschools.org) (423) 434-5200 Fax: (423) 218-4968  
Dr. Erin Slater, Superintendent of Schools

Our Student Code of Conduct is designed to aid in the protection of our children and to maintain good order in our schools. We realize the importance of students understanding rules in order to maintain the optimum educational environment. We closely follow the rules and procedures outlined in this document, and we expect all students to do likewise.

The education of your child is a cooperative endeavor. Reviewing this document with your child is one very important way in which you can assist both your child and Johnson City Schools. This document is not meant to replace the interaction and communication between student, parent/guardian, and school. We encourage that any concern be brought to the attention of our staff so that decisions that are in the best interest of our children can be made.

Thank you for your cooperation and support of our schools. We hope you and your child will have a positive and successful year. If you have concerns or questions, please call us and we will be happy to discuss them with you.

## **BOARD OF EDUCATION**

~~Jonathan Kinnick~~, **Rick Smith**, Chair • ~~Paula Treece~~ **Kathy Hall**, Vice Chair • ~~Rick Smith~~ **Paula Treece**,  
Secretary

Dr. Ginger Carter • Thomas B. Hager, Jr. • Kathy Hall. • Celia Martin

**The mission of the Johnson City Schools is to enable all students to achieve excellence in learning,  
to accept social responsibility, and to develop self-worth.**

## SCHOOLS AND OFFICES

### **Columbus Powell Service Center**

Dr. Erin Slater, Superintendent  
100 E. Maple Street  
P.O. Box 1517  
Johnson City, TN 37605  
(423) 434-5200

### **Science Hill High School**

Dr. ~~Josh Carter~~ **Carmen Bryant**, Principal  
1509 John Exum Parkway  
Johnson City, TN 37604  
(423) 232-2190

### **Liberty Bell Middle School**

Dr. Kelsey Walker, Principal  
718 Morningside Drive  
Johnson City, TN 37604  
(423) 232-2192

### **Indian Trail Middle School**

Dr. James Jacobs, Principal  
307 Car-Mol Drive  
Johnson City, TN 37601  
(423) 610-6000

### **Cherokee Elementary**

~~Mr. Richard Hutson~~ **Dr. Yecenia Cigarroa**, Principal  
2100 Cherokee Road  
Johnson City, TN 37604  
(423) 434-5281

### **Fairmont Elementary**

Dr. JoDee Dotson, Principal  
1405 Lester Harris Road  
Johnson City, TN 37601  
(423) 434-5267

### **Lake Ridge Elementary**

Dr. Tiffany Hibbitts, Principal  
1001 Lake Ridge Square  
Johnson City, TN 37601  
(423) 610-6030

### **Mountain View Elementary**

Dr. Chelsea Lee, Principal  
907 King Springs Road  
Johnson City, TN 37601  
(423) 434-5260

### **North Side Elementary**

Mr. Chad Moore, Principal  
1000 North Roan St.  
Johnson City, TN 37601  
(423) 434-5259

### **South Side Elementary**

Mrs. Kaytee Jones, Principal  
1011 Southwest Avenue  
Johnson City, TN 37604  
(423) 434-5289

### **Towne Acres Elementary**

~~Dr. Josh Simmons~~ **Richard Hutson**,  
Principal  
2310 Larkspur Drive  
Johnson City, TN 37604  
(423) 854-4800

### **Woodland Elementary**

Dr. ~~Karen Reach~~ **Josh Simmons**, Principal  
1203 Indian Ridge Road  
Johnson City, TN 37601  
(423) 434-5275

## Central Office Staff

**Dr. Erin Slater, Superintendent of Schools**

Meranda Burd, Executive Assistant  
(423) 434-5205 FAX (423) 218-4968

**Mr. Joe Barnes, Maintenance Supervisor**

Becky Slagle, Administrative Secretary  
(423) 434-5254 FAX (423) 434-5256

**Ms. Tammy Pearce, Supervisor of Middle School Instruction and Student Services**

Danise Slayton, Administrative Secretary  
(423) 434-5585 FAX (423) 218-0550

**Mr. Collin Brooks, Director of Communications**

(423) 434-5233 FAX (423) 218-4965

**Mrs. ~~Sydney DeBusk~~ Lauren McGrew, Coordinator of Homeless Education Program**

(423) 434-5226 FAX (423) 218-0550

**Dr. Julia Decker, Supervisor of Career & Tech Education and  
Postsecondary Opportunities**

(423) 434-5217 FAX (423) 218-4965

**Mrs. Amber Forbes, Supervisor of Human Resources**

Bailey Stanley, Administrative Assistant  
(423) 434-5207 FAX (423) 218-0545

**Dr. Allecia Frizzell, Supervisor of Special Education**

Tina Lunsford, Administrative Secretary  
(423) 434-5235 FAX (423) 218-4967

**Dr. Melissa Stukes, Supervisor of Special Programs and Attendance**

(423) 434-5200 FAX (423) 218-4965

**Mrs. Melony Surrett, Technology Director**

(423) 434-5208 FAX (423) 218-0550

**Dr. ~~David Timbs~~ Josh Carter, Supervisor of Instructional Technology**

(423) 434-5213 FAX (423) 218-0550

**Mrs. Hannah Upchurch, Supervisor of Food Services**

(423) 434-5228 FAX (423) 218-4966

**Ms. Leia Valley, Supervisor of Finance**  
(423)434-5212 FAX (423) 218-0544

**Dr. Roger Walk, Supervisor of Instruction and Testing**  
(423) 434-5223 FAX (423) 218-4965

**Dr. Greg Wallace, Supervisor of Safety and Mental Health**  
(423) 791-3596 FAX (423) 434-5295

**Dr. Renee Wood, Supervisor of Elementary and Title I Instruction ~~Federal Programs~~**

Patti Fatherree, Administrative Secretary  
(423) 434-5220 FAX (423) 218-0549

**School Nurses Office**

Stephanie Brown, RN, BSN  
Kristen Stetz, BSN  
Michelle Jefferson, RN  
Jennifer Norton, RN, BSN  
Kristen Bulger, Secretary  
(423) 232-5380 FAX (423) 218-0544

**Office Hours**

The Central Office of Johnson City Schools is open Monday through Thursday from 8:00 a.m. to 5:00 p.m. and Friday from 8:00 a.m. to 4:30 p.m.

**Board of Education Meetings**

The regular meeting of the Johnson City Board of Education is held on the first Monday of each month at 6:00 p.m. at the Central Office. All meetings of the Board are open to the public and streamed on Johnson City Schools' YouTube channel.

**SCHOOL HOURS:**

Science Hill High School (all campuses).....7:40 a.m. thru 2:45 p.m.  
Liberty Bell Middle School .....7:40 a.m. thru 2:40 p.m.  
Indian Trail Middle School.....7:40 a.m. thru 2:40 p.m.  
Elementary Schools (all campuses)..... 8:15 a.m. thru 3:15 p.m.

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# **STATEMENT OF RIGHTS AND RESPONSIBILITIES**

Johnson City Schools recognizes the following:

*The primary intent of society in establishing the public schools is to provide an opportunity for learning. We believe that students have full rights of citizenship as delineated in the United States Constitution and its Amendments, that citizenship rights must not be abridged, obstructed, or in other ways altered except in accordance with due process of law, and that education is one of these citizenship rights.*

*Johnson City Schools prohibits discrimination on the basis of race, color, national origin, gender, religion, sex, age, and disability. Johnson City Schools does not condone or practice discrimination in admission, employment or in access to its programs or activities. If you feel that you have been discriminated against, you should contact your principal, or the district Title VI, Title IX and 504 Coordinator for Johnson City Schools at P.O. Box 1517, Johnson City, TN 37605 or 423-434-5200.*

*Under the Tennessee State Board of Education's Unsafe School Choice Policy, any public school student who is the victim of a violent crime as defined under Tennessee Code Annotated 40-38-111(g), or the attempt to commit one of these offenses as defined under Tennessee Code Annotated 39-12-10, shall be provided an opportunity to transfer to another grade-level appropriate school within the district.*

## **PREAMBLE**

The school is a community, and the rules and regulations of a school are the laws of that community. All those enjoying the rights of citizenship in the school community must also accept the responsibilities of citizenship. A basic responsibility of those who enjoy the rights of citizenship is to respect the laws of the community.

Students are encouraged to initiate, or react to, proposals for change in educational practices, rules or policies. Student input will be considered by the faculty, the administration and/or the Board of Education as appropriate.

# **CODE OF CONDUCT**

It is the intention of Johnson City Schools to create a safe and respectful learning environment in which every student is able to reach their full potential and have the same opportunities regardless of race, color, creed, religion, ethnic origin, sex or disability. All students are expected to treat themselves and others with courtesy and respect. Behavior which is disrespectful will not be tolerated.

The following code sets forth school rules prohibiting certain types of student behavior that constitute serious student misconduct. The initial decision that certain student conduct violates this code is to be made by a school principal, who has the authority to discipline the student. A student found to be in violation of any of these rules may receive consequences as severe as a long-term suspension (over ten (10) school days and up to one (1) year) or expulsion. Other misconduct may be addressed by a principal under disciplinary authority given by statute or Board of Education policies.

A principal's decision to suspend a student for more than ten (10) days may be appealed, in writing, to a Disciplinary Hearing Authority. An alternative school program may be available for students who have been suspended or expelled. Approved school-based management alternatives may also be available at the local school. Additional information regarding suspension and expulsion can be found in section **III. DUE PROCESS GUIDELINES FOR DEALING WITH ALLEGED CODE VIOLATIONS.**

Tennessee Code Annotated 49-6- 4107(a) states that a principal, teacher, school employee or school bus driver, in exercising that person's lawful authority, may use reasonable force when necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another person.

## **I. RIGHTS**

### **Freedom of Speech and Assembly**

- A. Students are entitled to verbally express their personal opinions. Such verbal expressions shall not interfere with the freedom of others to express themselves and shall not disrupt school, the classroom or school activities. The use of obscenities or personal attacks is prohibited.
- B. All student meetings in school buildings or on school grounds may function only as a part of the formal education process or as authorized by the principal.
- C. Students have the freedom to assemble peacefully, however there is an appropriate time and place for the expression of opinions and beliefs. Demonstrations that interfere with the operation of the school, the classroom, or school activities are inappropriate and are prohibited.

## **Freedom to Publish**

- A. Students are entitled to express their personal opinions in writing. The distribution of such writings shall not interfere with or disrupt the educational process. Such written expressions must be signed by the authors.
- B. Students are entitled to express their personal opinions in the form of artwork and photography. The distribution of such artwork and photography shall not interfere with or disrupt the educational process. Any such student works must be signed by the creators.
- C. Students who edit, publish, or distribute handwritten, printed, electronic, digital or duplicated matter among their fellow students within the schools must assume responsibility for the content of the publication.
- D. Libel, obscenity, pornographic and lewd images and personal attacks are prohibited in all publications.
- E. Commercial solicitation will not be allowed on school property or through school system equipment at any time without prior written approval of the principal.
- F. The principal must approve the distribution of non-educational material by students in school buildings, on school grounds, at school activities or over school system computers or by means of the school system network.

## **Freedom from Unreasonable Search and Seizure**

Students and their property shall be free from unreasonable search and seizure.

- A. School personnel have the authority to search students, items in students' possession and student vehicles upon a reasonable belief that the search will lead to the discovery of either:
  - 1. Evidence of a violation of the law or of school rules and regulations; or
  - 2. Any object or substance that presents an immediate danger of harm or illness to any person.
- B. Searches should be for a specific item and should be conducted in the presence of another school employee.
- C. Items or substances which are illegal or present a threat to the safety or security of other persons or the school will be seized by school authorities. Students in possession of such items or substances will be subject to disciplinary action, which may include notification of legal authorities.
- D. Items or substances which are used to disrupt or which interfere with the educational process will be removed from student possession.
- E. General searches by school personnel of school property, including school property assigned to specific students, such as student lockers, may be conducted at any time.
- F. Searches may be conducted on campus or during any organized school activity off campus.
- G. When a search of an individual student's person has been conducted, the principal shall attempt to notify the parent/guardian by phone at the time of the search, or as soon thereafter as reasonably possible. If the phone notification is not successful, the principal shall send a letter or email to the parent/guardian within twenty-four (24) hours. This

notification will not apply to students attending the Science Hill High School Alternative Center or the Indian Trail or Liberty Bell Middle School Alternative classrooms.

- H. A student who refuses a reasonable search may be considered in violation of the rule or rules for which they were subject to search.

## II. RULES

**ITEMS IDENTIFIED WITH AN ASTERISK (\*) ARE AMONG THOSE DEFINED AS CRIMINAL UNDER THE LAWS OF THE UNITED STATES, THE STATE OF TENNESSEE AND/OR THE CITY OF JOHNSON CITY. A STUDENT FOUND TO BE IN VIOLATION OF THESE RULES MAY RECEIVE PUNISHMENT RANGING FROM VERBAL REPRIMAND TO SUSPENSION OR EXPULSION. DISCIPLINARY ACTION WILL BE TAKEN BY THE SCHOOL FOR VIOLATION OF THESE RULES, REGARDLESS OF WHETHER OR NOT CRIMINAL CHARGES RESULT.**

### **\*Rule 1 – Disruption of School**

A student shall not use violence, force, noise, coercion, threat, intimidation, fear, passive resistance, or any other conduct to cause the disruption, interference, or obstruction of any school function or the educational process. A student shall not engage in conduct which could reasonably be foreseen to cause disruption, interference, or obstruction of any school function or the educational process. A student shall not urge others to engage in this type of conduct. While this list is not exclusive, the following acts when reasonably believed to be for the purpose of causing a disruption, interference, or obstruction of any school function, illustrate the kinds of offenses contemplated here:

- A. Occupying any school building, school grounds, or part thereof with the intent to deprive others of its use;
- B. Blocking the entrance or exit of any school building, corridor or room therein with the intent to deprive others of lawful use or access to or from the building, corridor or room;
- C. Setting fire to, vandalizing, or damaging any school building or property;
- D. Firing, displaying, carrying, possessing or threatening use of firearms, explosives, knives, blades or any other weapons (as defined in T.C.A. §39-17-1309) or other destructive device on the school premises, on a school bus, or at school sponsored events or activities for any unlawful purpose. Explosives, illustrations, or instructions for making or using explosives or other weapons or destructive devices are not permitted on school property or at school sponsored events or activities;
- E. Preventing or attempting to prevent by any act (including transmitting a bomb threat in writing, by phone or by any other means, initiating a false fire alarm, or being accessory to such acts) the convening or continued functioning of any school, class, or school sponsored events or activities or of any authorized meeting or assembly on school property;
- F. Preventing any student or students from attending school, class or school sponsored events or activities;
- G. Except under direct instruction of the principal/designee, blocking normal pedestrian or vehicular traffic on a school campus;

- H. Intentionally making noise (including disruptive verbal communication) or acting in any manner so as to intentionally and substantively interfere with the teacher's ability to teach or with other classroom or school events or activities;
- I. Exhibiting immoral or disreputable conduct or vulgar, inflammatory or profane language;
- J. Displaying obscene, lewd or pornographic images to others while on school property or at a school sponsored event or activity;
- K. Willfully and/or persistently violating the rules of the school or the school system;
- L. Refusing to obey an order of a principal, teacher or other authorized school employee;
- M. Interfering with school authorities, which is defined as interfering with administrators, teachers or other authorized school employees by intimidation or with threat of force or violence. The commission of or participation in such activities in school buildings, on school buses, on school property, or at school sponsored events or activities is prohibited.

**\*Rule 2 – Damage, Destruction or Theft of School Property**

A student shall not cause, or attempt to cause, damage to school property or steal, or attempt to steal school property.

**\*Rule 3 – Damage, Destruction or Theft of Private Property**

A student shall not abuse, damage, destroy, steal, or attempt to steal private property while on the school grounds or while attending school sponsored events or activities.

**\*Rule 4 – Assault or Abuse of School Employee or Another Student**

Assault is intentionally, knowingly or recklessly causing bodily injury to another person; intentionally or knowingly causing another person to reasonably fear imminent bodily injury; or intentionally or knowingly causing physical contact with another person when a reasonable person would regard such contact as extremely offensive or provocative.

A student shall not assault or attempt to assault any person, including school employees or other students, at any time while on school grounds or while attending school sponsored events or activities.

A student shall not, through the threat or use of force, attempt to take any property which belongs to a school employee or another student. Such acts constitute extortion, blackmail and/or coercion.

A student shall not sexually assault any person at any time while on school grounds or while attending school sponsored events or activities.

**\*Rule 5 – Wearable/Personal Technology, Including But Not Limited To: Radios, MP3 Players, Tape Players, Tape Recorders, Laser Pointers, CD Players, Film Cameras, Digital Cameras, Video Recorders, Digital Video Recorders, Cell Phones, Smart Watches, Wireless Headphones or Earbuds, and Tablets**

Student use of recreational or electronic devices such as radios and CD/tape/MP3 players, voice activated tape recorders, laser pointers cell phones, smart watches, wireless headphones, earbuds,

and tablets or other wearable/personal technology on school property is permitted during school hours for educational purposes only and only under the direct supervision of the classroom teacher. Students will be expected and required to abide with all policies and procedures in place for use of these type of devices. While on school grounds or while attending any school related event or activity, students are prohibited from taking and/or displaying unauthorized photographs, video recordings and/or any type of digital image of other students and/or school personnel. The use of any recording device is strictly prohibited in any restroom or locker room, clinic or nurse's office, whether on school grounds or while attending any school related event or activity. Using any device to record altercations on school grounds or at school related events or activities is prohibited. Sending, sharing, viewing or possessing pictures, text messages, e-mails or other material of a sexual nature in electronic or any other form on an electronic device while on school property or at school related events or activities is prohibited. Students are prohibited from using any type of recording device in any manner that interferes with or is disruptive of the educational process or invades the privacy of students, employees, volunteers or visitors. Violation of this prohibition will subject a student to discipline under this provision and/or any other provision in this Student Code of Conduct that may be applicable to the circumstances involved. Electronic or other devices used in violation of this rule will be subject to confiscation at any time.

## **Rule 6 – Use of Personal Communication Devices**

### **Elementary Schools and Middle Schools:**

Students at elementary and middle schools are not permitted to use personal communication devices including, but not limited to cell phones, smart watches, wireless ear buds or head phones, and tablets on school property during school hours without the permission of a teacher or administrator. The use of personal communication devices is permitted by students at these schools at extracurricular school activities on or off school property. The use of personal communication devices is strictly prohibited in any restroom or locker room, clinic or nurse's office, whether on school grounds or while attending any school related event or activity. Using personal communications devices to record altercations on school grounds or at school related events or activities is prohibited. Sending, sharing, viewing or possessing pictures, text messages, e-mails or other material of a sexual nature in electronic or any other form on a personal communications device while on school property or at school related events or activities is prohibited. Personal communication devices used in violation of this rule will be subject to confiscation at any time. Disciplinary action will be taken against students who violate this rule.

### **Science Hill High School:**

At Science Hill High School, student use of personal communication devices including, but not limited to, cell phones, smart watches and tablets, is prohibited during classes and at other times as announced. This includes text messaging. However, students are allowed to use their personal communication devices at school during non-instructional times. Students who have personal communication devices in class are responsible for having them turned off or otherwise silenced so that notifications will not interfere with instruction. The use of personal communication devices is strictly prohibited in any restroom, locker room, clinic or nurse's office, whether on

school grounds or while attending any school related event or activity. Sending, sharing, viewing or possessing pictures, text messages, e-mails or other material of a sexual nature in electronic or any other form on a personal communications device or other electronic device while on school property or at school related events or activities is prohibited.

The use of personal communication devices for the purpose of cheating is strictly prohibited. As a means of protecting instructional time and/or providing test security, teachers may elect to collect students' personal communication devices during any class and return them at the end of the period. Personal communication devices used in violation of this rule will be subject to confiscation at any time. Disciplinary action will be taken against students who violate this rule.

The administration of Science Hill High School or any Science Hill campus can impose stricter guidelines for use at any time, including mandatory, secure storage of devices during the school day to include non-instructional time.

#### **\*Rule 7 – Weapons and Dangerous Instruments**

A student shall not possess, handle, transmit, use, or attempt to use ammunition, firearms, explosives, fireworks, knives, or any other object that can be considered a weapon while on school grounds or while attending school sponsored events or activities. This rule applies to normal school supplies such as pencils, scissors, razors, or compasses when they are possessed, handled, transmitted, used or attempted to be used in a manner which renders the object(s) dangerous.

#### **\*Rule 8 – Alcoholic Beverages, Narcotics and Drugs**

A student shall not possess, use, transmit, consume, or show evidence of having consumed, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, inhalant, alcoholic beverage or intoxicant of any kind, including any analogues, while on school grounds or while attending school sponsored events or activities. (An analogue is defined as a substance which mimics the stimulant, depressant or hallucinogenic effect on the central nervous system that is similar to the stimulant, depressant or hallucinogenic effect of a controlled substance. An analogue includes "bath salts", "Spice", K-2 and any other "designer drug" and is included in the definition of drugs, herein.)

A student shall not possess, use, or be under the influence of any controlled or regulated drug, while on school grounds, or while attending school sponsored events or activities, unless the student has a prescription written for the student by a person authorized by the State of Tennessee to write medical prescriptions.

Any student showing evidence of having consumed inhalants, alcohol or drugs will be immediately removed from contact with other students by school personnel, who shall attempt to immediately contact the student's parent or legal guardian. Students who are suspected of being under the influence of alcohol or drugs may be subject to drug testing pursuant to TCA § 49-6-4213. Reasonable effort should be made to complete drug testing within 24 hours of parent/guardian contact. Results of tests not completed within the 24-hour time frame may not be accepted by school personnel. Students and their parents/guardians have the right to refuse drug

testing and/or related cooperation during the school investigatory process, with the understanding that such a failure to comply/cooperate can be considered and relied upon by school personnel to move forward with disciplinary action.

A student's use of a recommended dosage of a drug which has been authorized by a medical prescription written for the student by a person authorized by the State of Tennessee to write medical prescriptions and with the written permission of the parent/guardian shall not be considered a violation of this rule. Such medication, if administered at school or at a school event or activity, must be under strict supervision and in accordance with Board of Education policy and procedures.

A student shall not possess drug paraphernalia, including vaporizing pens and e-cigarettes, while on school grounds or while attending school sponsored events or activities. Electronic pagers may be considered to be drug paraphernalia in accordance with Tennessee law and under the terms of this rule. (TCA §49-6-4202)

A student shall not possess for resale or distribution any type of drug, including prescription or over-the-counter drugs, on school grounds or while attending school sponsored events or activities.

If a student must take prescription or non-prescription medication during school hours, the student or parent/guardian must deliver the medication to the clinic, unless the medication must be retained by the student for immediate self-administration (i.e. students with asthma.)

Employees who have been trained by school nursing staff will assist the student in the self-administration of such medication in compliance with applicable policies. If a student needs to retain medication for immediate self-administration the student must have a written physician's note to that effect and must have the prior approval of the principal.

Johnson City Schools considers participation in interscholastic athletics as a privilege and not a right. Students that voluntarily participate in these activities are expected to accept the responsibilities which accompany the privilege. Among these is the responsibility to remain drug and alcohol free. Randomly throughout the school year, students in grades nine through twelve who desire to participate in interscholastic athletics, including cheerleading, may be subject to urine testing for illegal or banned substances. Information regarding random drug testing can be obtained from the administration.

#### **\*Rule 9 – Arson**

A student shall not commit or attempt to commit arson while on school grounds or while attending school sponsored events or activities. Arson is defined as the intentional setting of fire.

#### **\*Rule 10 – Burglary, Larceny, and Robbery**

A student shall not commit burglary, larceny, or robbery while on school grounds, or while attending school sponsored events or activities. Burglary is defined as breaking into school and/or personal property in or at the school. Larceny is defined as theft. Robbery is defined as stealing from an individual by force or threat of force.

### **\*Rule 11 – Trespassing**

A student shall not be present in an unauthorized place during any period of time when they are properly under the authority of school personnel or refuse to leave an unauthorized place when ordered to do so.

### **\*Rule 12 – Use of Tobacco/Electronic Cigarettes/Vaporizing Pens**

A student shall not possess and/or use tobacco or tobacco related products while on school grounds or while attending school sponsored events or activities. A student shall not possess and/or use electronic cigarettes/vaporizing pens or nicotine, nicotine-delivering substances, chemicals or devices that produce the same flavor or physical effect of nicotine substances, and any other “tobacco innovation” while on school grounds or while attending school sponsored events or activities.

### **Rule 13 – Repeated School Violations**

A student shall comply with the directions of teachers, student teachers, substitute teachers, teacher assistants, principals, or other authorized personnel during any period of time when they are properly under the authority of school personnel. A student shall not willfully and/or persistently violate the rules of the school.

### **Rule 14 – Dress and Appearance**

Students shall be well groomed and dress in a clean, neat and modest manner so as not to present health and safety problems or cause disruption of school or school functions. Students are required to adhere to the dress code of their respective school while on school grounds, or while attending school-sponsored events or activities.

### **\*Rule 15 – Attendance**

Prompt daily attendance of all who are enrolled in the Johnson City Schools is required in accordance with state law and Board of Education policy. Students must attend regularly scheduled classes unless officially excused. Students participating in school sponsored trips are counted present.

Chronic absenteeism is defined as a student missing ten percent (10%) or more of the days the student is enrolled, for any reason, including excused absences and out-of-school suspensions.

#### **Effect of Attendance upon Credit and Promotion**

Students having excessive absences may fail to receive academic credit based upon the following:

- 1. Students in Grades K- 8.** A student’s excessive absence may limit progress to the point that promotion is not feasible. Upon recommendation of the principal, students in grades K-8 who have excessive absences will not receive credit towards promotion.
- 2. Students in Grades 9-12.** Students are expected to be in school every day.

**NOTE: ALL ABSENCES, EXCUSED OR UNEXCUSED, ARE COUNTED IN THE MAXIMUM NUMBER THAT MAY BE MISSED DURING A SESSION OR SCHOOL YEAR. STUDENTS WITH EXCESSIVE ABSENCES WILL BE CONSIDERED TRUANT AND WILL BE SUBJECT TO A TRUANCY INTERVENTION PLAN.**

### **Acceptable Reasons for an Excused Absence**

1. Student's personal illness or injury, including pregnancy – a parent's/guardian's statement is required unless the student has frequent absences, in which case a physician's statement will be required.
2. Death in the family.
3. Illness in the family requiring the student to give temporary help. A physician's statement is required.
4. Special and recognized religious holidays regularly observed by persons of the student's particular faith.
5. Summons, subpoena or court order.
6. Extreme weather conditions.
7. Principal/designee approved absences-up to three (3) days per school year as requested by the parent/legal guardian. No student will be allowed to use these absences during standardized testing dates or during final exams. Work missed during the absence must be made up before the absence or upon the return to school.
8. One day absence when a student's parent or custodian is deployed into active military service or returned from active military service.
9. Five (5) college visits.
10. Circumstances over which, in the judgment of the principal, the student has no control.

### **Rule 16 – Tardiness**

Students are expected to arrive at school on time and to stay at school the entire day. Upon a third unexcused tardy and/or early dismissal a student will be subject to discipline. Principals may implement “time for time” procedures to deal with tardiness and early dismissals.

### **Rule 17 – Student Placement**

The principal has the authority to change a student's placement or class assignment in an effort to address concerns about discipline and/or disruption of the learning process of the classroom or school.

### **Rule 18 – Refusal to Identify Self**

All persons must upon request identify themselves to school personnel in the school building, on school grounds, or while attending school sponsored events or activities.

## **Rule 19 – Technology; Internet**

Technology and Internet access and use are considered a privilege, not a right. All technological resources, including devices brought from home and used in school, must be used in accordance with the system's Acceptable Usage Agreement (a copy of which is included with this Code of Conduct) as well as school system policies and procedures and local, state, and federal laws and/or guidelines governing the usage of technology and its component parts. Students must use the provided technological resources so as not to cause waste or abuse, or to interfere with or cause harm to other individuals, institutions, or companies.

All computer data, including search histories and e-mail communications stored or transmitted on school system computers or by means of the school system network are subject to monitoring. Students should have no expectation of privacy with regard to computer data or transmissions.

### **Network Rules**

The following are not permitted on school system networks, whether by means of school system devices or computers or devices brought from home and used in school (this list is not inclusive):

- Illegal activities;
- Taking, sending or displaying offensive, pornographic, lewd or obscene messages, language, or pictures;
- Harassing, insulting, threatening, bullying or attacking others;
- Violating copyright laws or engaging in plagiarism;
- Using others' passwords;
- Trespassing in others' folders;
- Intentionally misusing resources;
- Impersonation;
- Employing the network for commercial purposes; and
- Vandalizing, damaging or destroying computers, computer systems, computer networks, files, data or software.

The taking, disseminating, transferring, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, emailing, etc.) may constitute a CRIME under Tennessee and/or federal law. Any person taking, disseminating, transferring, or sharing obscene, pornographic, lewd, or otherwise illegal images or photographs will be reported to law enforcement and/or other appropriate state or federal agencies, which may result in arrest, criminal prosecution, and LIFETIME inclusion on sexual offender registries.

School officials will apply the same criterion of educational suitability to use of the Internet, computers and the network as they use to review other educational resources. Misuse of the Internet or other technological resources will result in disciplinary action.

## **\*Rule 20 – Discrimination/Harassment**

Discrimination/harassment by students will not be tolerated. Discrimination is the display of unlawful bias, favoritism or prejudice toward others. Harassment is a single act or course of conduct directed toward an individual or group of people that serves no legitimate purpose other than to annoy, intimidate, frighten, alarm, torment or abuse that person or group.

Alleged victims of discrimination/harassment should report these incidents immediately to a teacher, counselor, or building administrator, or to one of the school system's complaint managers. Allegations of discrimination/harassment will be fully investigated by the school system. If the discrimination/harassment continues, the alleged victim should report in writing the continuing harassment to the principal, noting the date of first report and to whom the complaint was made.

Disciplinary action will be taken against perpetrators of discrimination/harassment.

## **Rule 21 – Bullying/Intimidation**

~~Johnson City Schools uses the Olewus Bullying Prevention Program in all of its schools. Olewus defines bullying as occurring when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending them self.~~

~~Intimidation is intentional behavior that would cause an ordinary person to fear injury or harm.~~

~~A student will be subject to discipline for any act of bullying or intimidation that takes place on school grounds, while attending school sponsored events or activities, on school transportation or at any official school bus stop immediately before boarding and immediately following de-boarding; or which is done at any time off campus if the bullying causes or threatens to cause a disruption at school, at a school sponsored event or activity, or if it interferes with a student's education or security.~~

~~Bullying and intimidation can manifest as either physical harm of another person or damage to their property, or knowingly placing the person in reasonable fear of such, or creating a hostile educational environment.~~ Johnson City Schools prohibits bullying, cyber-bullying, harassment, and intimidation under Board Policy 6.304, which covers behavior on school grounds, transportation, and during electronic communication that disrupts the educational environment. Reports are investigated by school administration, and anonymous reports can be submitted via the Stopit Solutions anonymous reporting system.

Key Aspects of Johnson City Schools Bullying Policy:

Definition: Behavior that substantially interferes with a student's education, causes physical harm, creates reasonable fear of harm, or creates a hostile environment.

Reporting: Students or staff can report incidents directly to teachers, counselors, or principals, or through the Stopit Solutions anonymous reporting system.

Investigation: Principals are required to investigate reports and inform parents/guardians of all students involved.

Consequences: Disciplinary actions are determined by administration based on the severity of the incident.

Retaliation: Retaliation against any person who reports or assists in an investigation is strictly prohibited.

### **Rule 22 – Cyber-Bullying**

A student will be subject to discipline for any act of cyber-bullying that takes place on school grounds, while attending school-sponsored events or activities, on school transportation; which is done through the use of the school system’s intranet or Internet system or on any school system equipment; or which is done at any time off-campus if the cyber bullying causes or threatens to cause a disruption at school, at a school sponsored event or activity, or if it interferes with a student’s education or security at school.

Cyber bullying encompasses any of the already prohibited actions – such as bullying, discrimination, or harassment – when done through electronic means. “Electronic means” include, but are not limited to, information and communication technologies such as e-mail, voice mail, cell phone and pager text messages, instant messaging (IM), personal Web sites, Weblogs, and online personal polling Web sites.

Examples of cyber bullying include posting slurs or rumors or other disparaging remarks about a student or staff member on any Web site or Weblog; sending e-mail, instant messages or photographs that are harassing, threatening or offensive; and taking and sending an unauthorized and unwanted photograph or video of a student or staff member.

### **\*Rule 23 – Criminal Behavior**

A student may be suspended from school, from a school sponsored event or activity, or from riding a school bus when the student commits off campus criminal behavior which results in the student being legally charged with a felony and the student’s continued presence in school poses a danger to persons or property or disrupts the educational process.

## **III. DUE PROCESS GUIDELINES FOR DEALING WITH ALLEGED CODE VIOLATIONS**

### **Students’ Due Process Rights**

All students have the right to receive a free and appropriate education. Deprivation of that right may occur only for just cause and after due process. Due Process requirements necessitate that students be given an opportunity to be heard before they may be excluded from school. For minor offenses where the classroom teacher takes corrective disciplinary measures, no formal process or procedure is required. In cases of severe misconduct where there is a possibility of suspension or expulsion, the student shall be advised of the nature of his misconduct, questioned about it, and allowed to give an explanation.

The procedures required to establish due process are not fixed. What is required for due process can depend upon the severity of the penalty imposed on the student. For example, if the only

penalty given is detention after class, no formal procedure is required. In cases of severe discipline, such as a suspension of over ten (10) days, due process must be accorded. The following procedures provide for Constitutional requirements of due process and attempt to produce a reliable determination of the issues while minimizing the adversarial nature of the proceedings.

### **The Principal Will Address Misconduct When:**

- A. A teacher considers misconduct to be so serious as to warrant the principal's attention;
- B. The alleged misconduct constitutes a violation of the rules that govern serious misconduct; or
- C. The principal deems it advisable that **they** personally address the misconduct.

In addressing misconduct, the principal/designee shall investigate the incident. During the investigation the principal shall inform the student of the misconduct of which **they are** accused and of any evidence in support of the accusation. The student shall have the opportunity to deny the accusations and explain **their** behavior. If the student requests that other persons be questioned, the principal shall talk to them, when possible. If the student makes a reasonable defense based on information which cannot be immediately investigated, the principal will postpone any disciplinary action for a reasonable time until such information can be investigated. If the principal/designee deems it necessary, the police or other legal authorities may be included in the investigation. The principal shall give the student an explanation of the results of the investigation and shall inform the student as soon as possible of any disciplinary action to be taken.

### **The Principal's Discipline Authority**

#### **Suspension**

There are several types of suspension available. Unless otherwise required by Board of Education policy or statute, the principal has the authority to determine what type of suspension, if any, the misconduct requires. Except when a student's continued presence presents an immediate danger, a student may not be suspended from a class, school or school related event or activity until the student has been advised of the nature of his misconduct, questioned about it, and been allowed to give an explanation.

The removal of a student from his class by the classroom teacher, principal or other authorized school personnel for the remainder of class period or for the remainder of a school day, and their placement in another room on the school campus shall not necessarily be an in-school suspension and shall not be entitled to the procedures set forth below. The principal has the authority to decide whether a removal shall be considered a suspension.

- 1. In-School Suspension.** A principal has the option, depending on the severity of the offense, of suspending any student from attendance at a specific class, classes or school sponsored events or activities without suspending such student from attendance at school. This shall be known as in-school suspension. Students given in-school suspension are required to complete their academic assignments. Any

student given an in-school suspension in excess of one (1) day must attend either special classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for study. Good and sufficient reasons for in-school suspension include, but are not limited to:

- a. Behavior which adversely affects the safety and well-being of other students;
- b. Behavior which disrupts a class or school sponsored event or activity;
- c. Behavior prejudicial to good order and discipline occurring in class, during school sponsored events or activities, or on the school campus.

**2. Summary Suspension.** If the principal witnesses or has knowledge of any serious student misconduct and thinks that immediate removal of the student is necessary to restore order or to protect persons on the school grounds, they may suspend the student immediately for not more than two (2) school days. In such cases, the principal is not required to investigate before suspension, but shall carry out such an investigation and decide on further disciplinary action, if any, by the end of the school day following the summary suspension. Once a principal has decided to suspend a student summarily, they shall follow the procedures for sending a student home during the school day.

**3. Out-Of-School Suspension for not More than Ten Days.** When a principal deems it appropriate, they may suspend a student from attendance at school for not more than ten (10) consecutive days. If the principal determines it is in the best interest of the student, they may place the student in an assigned area of the school with the same consequences as for an out of school suspension.

**4. Removal from School for More than Ten Days (Expulsion).** A principal, with due cause, may expel a student. Expulsion is defined as removal from school for more than ten (10) consecutive days or more than fifteen (15) days in a month of school attendance.

#### **Sending A Suspended Student Home During the School Day.**

When a student is suspended (except for in-school suspension), the principal shall attempt to reach the student's parent, legal guardian, or legal custodian (hereinafter the term "parent" includes parent, legal guardian, or legal custodian) to inform them of the school's actions and to request that they come to the school for their child. If the **parent/guardian** is unable to come for their child, the student shall remain at school until the close of the school day, unless, with the **parent's/guardian's** consent or in the principal's judgment, the student can be provided transportation home. In a situation where the principal is not able to reach a **parent/guardian** and because of violations of school rules the principal is not able to keep a student on school grounds and restore order or protect others, the principal will call local law enforcement to assist in removing the student from school premises.

## **Reasons for Suspension**

A principal may suspend any student from attendance at such school, including its sponsored activities, for good and sufficient reasons, including, but not limited to, the following:

- A. Willful and persistent violation of the rules of school;
- B. Immoral or disreputable conduct or vulgar or profane language;
- C. Violence or threatened violence against any person attending or assigned to any school;
- D. Willful or malicious damage to real or personal property of the school, or the property of any person attending or assigned to the school;
- E. Inciting, advising or counseling of other to engage in any of the act enumerated above;
- F. Marking, defacing or destroying school property;
- G. Possession of a pistol, gun or firearm, or a facsimile thereof, on school grounds or at school sponsored events or activities;
- H. Possession of a knife or blade on school property or at school sponsored events or activities;
- I. Assaulting any person attending or assigned to any school with vulgar, obscene or threatening language;
- J. Bullying;
- K. Unlawful use or possession of barbitol or legend drugs or any other intoxicant on school property or at school sponsored events or activities;
- L. Two or more students initiating a physical attack on an individual student on school property or at school sponsored events or activities, including travel to and from school;
- M. Making a threat, including a false report, to use a bomb, dynamite, any other deadly explosive or destructive devise including chemical weapons on school property or at school sponsored events or activities;
- N. Engaging in behavior which disrupts a class or school sponsored event or activity;
- O. Off campus criminal behavior which results in felony charges when the continued presence of the charged student in school poses a danger to persons or property or disrupts the educational process; and
- P. Any other conduct which is prejudicial to good order or discipline in any school.

## **Procedures for Suspension**

Upon suspension of any student other than for in-school suspensions of one (1) day or less, the principal shall:

- A. Within twenty-four (24) hours notify the parent/guardian and the Superintendent of Schools or the Superintendent of Schools' designee of:
  - 1. The suspension, which shall be for a period of no more than ten (10) days;
  - 2. The cause for the suspension; and
  - 3. The conditions for readmission, which may include, at the request of either party, a meeting of the parent/guardian, student and principal.

If applicable, the principal shall follow the procedures for sending a student home during the school day.

- B. If the suspension is for more than five (5) days, the principal shall develop and implement a plan for improving the behavior which shall be made available for review by the Superintendent of Schools upon request.

- C. If a suspension occurs during the last ten (10) days of any term or semester, the suspended student shall be allowed to take such final examinations or submit such required work as necessary to complete the course of instruction for that semester, subject to conditions prescribed by the principal or the final action of the Board of Education upon any appeal from an order of a principal continuing a suspension.
- D. A student suspended from one school in the school system cannot enter another school in the system for the duration of the suspension. This does not preclude the principal's assignment of the student to an alternative school.

### **Discipline of Students with Disabilities**

Students with disabilities identified in the Individuals with Disabilities Act (IDEA) and served by an Individualized Education Plan (IEP) will be disciplined in accordance with Federal and State Regulations provided by this act and Johnson City Schools policy. Students with disabilities may not be suspended for more than 10 cumulative days in a school year without appropriate services being provided. Upon expulsion or suspension, educational services will be provided as determined by the IEP team.

### **Alternative School Program Placement**

Terms and conditions for participation in alternative programs will be specified in writing, and a student must agree to such terms and conditions prior to admission. The student shall not acquire any right or privilege to participate in any alternative program except as mutually agreed upon by the student and the staff in charge of the program. In order to remain in the program, the student must meet all the terms and conditions imposed. Failure of the student to do so, based upon the judgment of the staff, shall be grounds for termination of participation of the student. Termination of participation shall not entitle the student to enter any other program.

#### **A. Out of School Suspension for Not More Than Ten Days:**

A school principal may provide an alternative placement in lieu of out-of-school suspension for not more than ten (10) days. Any student eligible to attend Johnson City Schools who has been suspended, withdrawn, or terminated from the basic educational program may be enrolled in an alternative program as established by the school staff and approved by the Board, but only on terms and conditions specified for that program and only upon the recommendation of the suspending principal.

#### **B. Out of School Suspension for More Than Ten Days (Expulsion) for Students in Grades 1-6 (TCA 49-6-3402):**

A school principal may assign a student to an alternative program in lieu of out-of-school suspension for more than ten (10) days (expulsion) on terms and conditions specified for that program.

**C. Out of School Suspension for More Than Ten Days (Expulsion) for Students in Grades 7 – 12 (TCA 49-6-3402):**

1. Attendance in alternative placement is mandatory for students in grades 7-12 who have been suspended for more than ten (10) days from the regular school program if there is space and staff available.
2. Attendance in alternative program is not mandatory for students in grade 7–12 who have been expelled from the regular school program for committing a zero-tolerance offense. The Superintendent of Schools or their designee shall determine whether to assign a student who has been expelled from the regular school program to an alternative placement on a case-by-case basis.

**IV. RIGHT TO APPEAL**

**Procedure for Appeal of In-School Suspension and Out-of-School Suspension for Ten (10) School Days or Less**

- A. The **parent/guardian**, or the student if 18 years old or older, shall file a request, either orally or in writing, for permission to return to the regular classroom, in cases of in-school suspension, or to school, in cases of out-of-school suspension, to the principal as soon as possible, but in no event later than two (2) days after the suspension.
- B. Upon receipt of the request, the principal shall schedule a meeting with the student and **parent(s)/guardian(s)** to hear reasons for the request.
- C. The principal shall make a written response to the request. If the student is allowed to return to the classroom or to school, no further action is required. If the student's suspension is upheld, the matter may be appealed to the Superintendent for a review of the appropriateness of the procedures. The authority for in-school suspension or out-of-school suspension of up to and including ten (10) school days lies solely with the principal.

**Procedure for appeal of Out-of-School Suspension for More than Ten (10) School Days (Expulsion) or removal to an Alternative Placement for More than Ten (10) School Days**

- A. If a student is suspended for more than ten (10) days or remanded to an alternative placement for more than ten (10) days, the principal must immediately give written notice to the **parent/guardian** and the student of the right to appeal the decision to the Disciplinary Hearing Authority (DHA), which is appointed by the Board of Education.
- B. All appeals must be filed with the principal, either orally or in writing, within five (5) days of receipt of the notice. Appeals may be filed by the student, the **parent/guardian**, or upon request of the student, by any person holding a teaching license who is employed by the school system.
- C. When an appeal is filed, the DHA shall hold a hearing no later than ten (10) days after the beginning of the suspension or removal. The DHA shall give written notice of the time and place of the hearing to the **parent/guardian**, the student and the school official designated above who ordered the suspension. Notice shall also be given to any employee referenced above who requests a hearing on behalf of a suspended student. The Superintendent/designee may schedule a different date for the appeal hearing if the

student, the principal, or one of the Disciplinary Hearing Officers shows a good and sufficient cause.

- D. The **parent/guardian**, or the student if 18 years old or older, shall be notified of the DHA's decision by certified letter within five (5) school days following the hearing.

### **Composition of the Disciplinary Hearing Authority**

The DHA is established by the Board of Education to conduct hearings of suspension appeals. The DHA is to consist of three (3) to five (5) members, appointed to a one (1) year term and subject to reappointment. Each hearing must be conducted by at least three (3) members of the DHA, one of whom must be a principal or assistant principal, but not from the home school of the suspended student. The Superintendent of Schools/designee serves as chairman of the DHA.

The Chairman shall:

- A. Identify the members of the DHA assigned to hear each appeal.
- B. Be available before the hearing to answer questions that a **parent/guardian** or student may have about the proceedings.
- C. Take full charge of the hearing by directing its proceedings and controlling the conduct of all persons present subject to procedural requirements.
- D. Write the DHA's findings of facts and recommendations for action. The Chairman has the authority to delegate this responsibility to another member of the DHA.
- E. Transmit the DHA's written findings and recommendations to the Superintendent, the principal and the **parent/guardian** or the student if 18 years old or older.

No person who was a witness to or has been involved in the investigation of the student's alleged misconduct, or who could be called to give testimony to the DHA, shall serve as a member of the hearing board.

### **Group Hearings**

When multiple students are charged with violating the same rule and have acted in concert and the facts are basically the same for all students, a single hearing may be conducted for them if the Chairman of the DHA believes that the following conditions exist:

- A. A single hearing will not be likely to cause confusion; and
- B. No student will have their interest substantially prejudiced by a group hearing. If, during the hearing, the Chairman finds that a group hearing will prejudice a student's interest, they may order a separate hearing for that student.

### **Witness Statements**

At least two (2) days before an appeal hearing the signed statements of all persons on whose information the charges are based, and any additional information related to the alleged misconduct, shall be available for review in the principal's office. These statements may be

examined and copied by the student, **parents/guardians** or any representative, at the student's expense. If the principal receives additional material that will be used at the hearing, they must promptly notify the **parent/guardian** or the student if 18 years old or older and make the material available for review.

The student shall file with the principal, at least two (2) days prior to the hearing, signed statements of any persons who have defensive information that they wish to have considered at the hearing, including the student's own statement if ~~to~~ they wish make one.

All statements must set out, with some particularity, the information known to the persons making them. For example, if a student is charged with consistently failing to follow a teacher's directions, the consistent nature of the failures must be specifically described.

### **Conduct of the Appeal Hearing**

#### **1. Closed Hearing**

The appeal hearing shall not be open to the general public. The Superintendent of Schools/designee, the principal/designee, the student, the student's **parent(s)/guardian(s)**, the student's representative and any witnesses may attend the hearing. Any of the attendees may give testimony. Upon the request of the Chairman, the principal, the student, the student's parent/guardian or the student's representative, witnesses may be excluded from the hearing except when they are giving information or are being questioned by the DHA.

#### **2. Student May Remain Silent**

The student may speak in their own defense and may be questioned on their testimony or may choose not to testify. No student shall be threatened with punishment or later punished for refusal to testify.

#### **3. Record of the Hearing**

The Chairman shall provide for making a summarized transcript of any information orally presented at the hearing. Statements and other written matter presented to the DHA should be kept on file by the Superintendent.

#### **4. Principal's Presentation of Statements and Records**

It shall be the principal's duty to present to the DHA at the hearing the signed statements of all persons known to have information about the student's alleged misconduct. These shall be the same statements that previously have been available to the student in the principal's office and those statements that the student has submitted to that office. Upon the request of the student, the **parent/guardian**, the student's representative or the DHA, the principal shall submit to the DHA the student's record of previous behavior and their academic record. If the principal or the DHA deems it necessary, the information contained in such records shall be explained and interpreted to the DHA by a person trained in their use and interpretation.

#### **5. Use of Witness**

The appeal hearing shall consist of a review of the statements and records presented by the principal under section D and any statements or records presented by the student,

parent/guardian, or student representative in the student's defense. Any written statements from a person not present must be dated and signed by the person making the statement.

#### **6. Examination of Witness**

Members of the DHA, the principal, the student, the parent/guardian, or the student's representative may question witnesses, the student, or the principal about any matters logically relevant to the charge(s) against the student and the proper disposition of the matter. The Chairman is responsible for limiting unduly long, repetitious, unproductive, or irrelevant questioning.

#### **7. Role of the Parent/Guardian**

The parent/guardian should be present at the hearing and shall have an opportunity to make a statement to the DHA regarding their opinion about the proper disposition of the case and to answer questions. Any statement the parent/guardian makes needs not be filed with the principal before the hearing. The parent/guardian should be able to advise the student during the hearing. If allowed by section F, the parent/guardian may also question any witness.

#### **8. Adult Representative in Addition to Parents/Guardians**

If the parent/guardian cannot be present or if the student or their parent/guardian thinks the student's interest can be better protected by the presence of an additional adult at the hearing, the student may bring another adult to the hearing. The non-parent/non-guardian adult may act as a representative in the defense of the student and shall have the right to present and question witnesses, make a statement on the nature of the evidence and the proper disposition of the case, and otherwise assist the student. The non-parent/non-guardian adult may be an attorney. If the Chairman thinks the presence of the school board attorney will be helpful at the hearing, they may request the school board attorney's presence.

#### **Disposition of the Case**

The DHA shall make a decision on whether the student's due process rights were violated and the appropriateness of the disciplinary action. The DHA may affirm the decision of the principal, order removal of the suspension, unconditionally or upon such terms and conditions as it deems reasonable, assign the student to an alternative program, or suspend the student for a specified period of time. The decision must be based solely on the evidence presented at the hearing and should state substantial findings of fact on which the DHA's decision rests. The determination should explain, in terms of the needs of both the student and the school, the reasons for the particular action taken. The parent/guardian shall be notified of the DHA's decision by certified letter within five (5) school days after the hearing. A written record of the proceedings, including a summary of the facts and the reason supporting the decision, shall be made by the DHA.

#### **Appeal of Disciplinary Hearing Authority Decision**

The student or principal may appeal within five (5) school days of their receipt of the decision of the DHA, first to the Superintendent of Schools and then to the Board of Education. Absent a timely appeal, the decision will be final.

## **V. PROCEDURE FOR APPEAL TO SUPERINTENDENT AND BOARD OF EDUCATION**

### **Appeal to the Superintendent**

The student or principal may appeal the decision of the DHA to the Superintendent of Schools within five (5) school days. This appeal must be in writing. The Superintendent shall set a date for a review hearing within six (6) school days and notify the student by certified letter of the time and place of the hearing. The appeal to the Superintendent shall be solely on the record of the hearing before the DHA, except for the new evidence which has come to light and may affect the outcome of the appeal. The Superintendent shall notify the student and principal of their decision within five (5) school days. Notice to the student shall be by certified mail.

### **Appeal to the Board of Education**

If a student or principal wishes to appeal the decision of the Superintendent of Schools, the appeal shall be by a letter directed to the Board of Education within five (5) school days of receipt of the decision of the Superintendent. The Board of Education, meeting in regular or special session, and based upon a review of the record, may grant or deny a request for a Board hearing, and may affirm or overturn the decision of the DHA without a hearing, provided the Board may not impose a more severe penalty than that imposed by the DHA without first providing an opportunity for a hearing before the Board. If a hearing is granted, the Chairman of the Board of Education/designee shall, within six (6) school days of the decision to grant a hearing, set a date for a hearing before the Board of Education and shall notify the student and the principal of the date, place, and time that such hearing will be held. Such notice to the student shall be by certified mail. The hearing shall be held within twenty (20) school days from the date of the decision to grant a hearing unless circumstances in the discretion of the Board require a later date. The hearing shall be closed to the public unless the student or student's parent/guardian requests in writing within five (5) days after receipt of written notice of the hearing that the hearing be conducted as an open hearing. The hearing will be based on the entire file and record in the matter and such new or additional material evidence as the staff and/or the student and/or their representatives may wish to introduce. The action of the Board of Education shall be final.

## **VI. MANDATORY ONE-YEAR EXPULSION (ZERO TOLERANCE)**

In order to ensure a safe and secure learning environment free of drugs, violence and dangerous weapons, any student who, while on a school bus, on school grounds, or while attending any school event or activity, engages in the following behaviors shall be expelled from school for a period of not less than one (1) calendar year. The Superintendent of Schools has the authority to modify this expulsion requirement on a case-by-case basis. Incidents that result in expulsion for one year are:

- **Unlawful possession of any drug, including any controlled substance, controlled substance analogue, or legend drug on school grounds or at a school-sponsored event.**
- **Commission of aggravated assault or commits an assault that results in bodily injury upon any teacher, principal, administrator, any other employee of an LEA or a school resource officer.**
- **Possession of a firearm on school grounds or at a school sponsored event.**
- **Threatening mass violence, meaning an act which a reasonable person could conclude would lead to serious bodily injury or death of two or more persons, on school property or at a school-related activity.**

A student who has committed an offense which results in a mandatory one (1) year expulsion shall be entitled to ask for a hearing at which time any statements, explanations, evidence, or excuses for failures will be heard and recorded by the staff. Action of the staff following this hearing shall be final except that a student may request, in writing, a review by the Superintendent. The Superintendent shall decide whether or not to sustain the action of the staff based upon a review of the entire file as presented.

The mandatory one (1) year penalty will be enforced for all violations listed above, including first offenses. Upon a first offense, the student and/or **parent/guardian** on behalf of the student may apply for readmission after thirty days out of school. Upon the second or more offense, the student and/or **parent/guardian** may apply for readmission after sixty days out of school.

Before readmission will be considered, the following conditions must be met:

- A. The student and/or **parent/guardian** seek(s), and the student has received, a psychological evaluation and/or help from an institution accredited to diagnose the need for counseling and/or treatment for alcohol/drug abuse. In cases of drug or alcohol violations, evaluation or assistance must be from a certified drug/alcohol abuse counselor or a counselor approved by the administration.
- B. An authorized official of the accredited institution or organization who is qualified to do so certifies that the student either does not need treatment and/or rehabilitation or has completed a program of treatment and/or rehabilitation and is ready for successful re-entry into the school system. In cases of drug or alcohol violations, certification must be by a certified drug/alcohol abuse counselor.

Requests for all readmissions must be filed, in writing, with the office of the principal. A readmission hearing may be scheduled to consider the request. Consideration will be given to the reasons for the long-term suspension and the length of time the student has been out of the regular school program. The principal will hear from the student and/or parent/guardian any evidence or justification in support of readmission and will make a recommendation to the Superintendent regarding readmission.

Upon application for readmission, the principal may take into consideration such factors as previous suspensions, patterns of misconduct, attitudes adversely affecting progress and efficiency of the educational process, and whether readmission is in the best interest of the student in order to accomplish rehabilitation.

### **School Based Management Alternative to Mandatory Penalty**

Upon recommendation by the principal, alternatives to the mandatory penalty may be offered by way of a contract between the school and the student. The **parent/guardian** must be aware of the terms of the contract and encouraged to attend a conference with the student to plan for its implementation, and may be asked to accept some responsibility, along with the student, for seeing that its conditions are met. If conditions of the contract are not met, the mandatory penalty process will be initiated. All alternatives to a mandatory penalty must be approved by the Superintendent of Schools.

*Neither the foregoing conditions of the Code of Conduct nor any penalty prescribed therein shall constitute a waiver to the Tennessee Code Annotated to invoke a more severe penalty than herein prescribed, as prescribe in the General Acts of the State of Tennessee, including but not limited to Section 49-2-203 (a), and as the same may be supplemented or amended.*

**JOHNSON CITY BOARD OF EDUCATION  
JOHNSON CITY PUBLIC SCHOOLS  
JOHNSON CITY, TENNESSEE**

**ADOPTED JANUARY 10, 1980**  
Last Amended April 7, ~~2025~~ **6, 2026**

## Notification of Rights under FERPA for Elementary and Secondary Schools

The Family Educational Rights and Privacy Act (FERPA) affords **parents/guardians** and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. These rights are:

1. The right to inspect and review the student's education records within 45 days after the day the Johnson City Schools receives a request for access.

**Parents/Guardians** or eligible students who wish to inspect their child's or their education records should submit to their or their student's school principal a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the **parent/guardian** or eligible student of the time and place where the records may be inspected.

2. The right to request the amendment of the student's education records that the **parent/guardian** or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

**Parents/Guardians** or eligible students who wish to ask their school to amend their child's or their education record should write the school principal, clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the **parent/guardian** or eligible student, the school will notify the **parent/guardian** or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the **parent/guardian** or eligible student when notified of the right to a hearing.

3. The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a **parent/guardian** or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a **parent/guardian**, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill **their** ~~his or her~~ professional responsibility.

Upon request, the school discloses education records without consent to officials of another school or school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by their school to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202

FERPA permits the disclosure of PII from students' education records, without consent of the **parent/guardian** or eligible student, if the disclosure meets certain conditions found in § 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the **parent/guardian** or eligible student, § 99.32 of the FERPA regulations requires the school to record the disclosure. **Parents/Guardians** and eligible students have a right to inspect and review the record of disclosures. A school may disclose PII from the education records of a student without obtaining prior written consent of the **parents/guardians** or the eligible student –

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in § 99.31(a)(1)(i)(B)(I) - (a)(1)(i)(B)(3) are met. (§ 99.31(a)(1))
- To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of § 99.34. (§ 99.31(a)(2))
- To authorized representatives of the U. S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the State educational agency (SEA) in the **parent/guardian** or eligible student's State. Disclosures under this provision may be made, subject to the requirements of § 99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf, if applicable requirements are met. (§§ 99.31(a)(3) and 99.35)

- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary for such purposes as to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§ 99.31(a)(4))
- To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to § 99.38. (§ 99.31(a)(5))
- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction, if applicable requirements are met. (§ 99.31(a)(6))
- To accrediting organizations to carry out their accrediting functions. (§ 99.31(a)(7))
- To parents/guardians of an eligible student if the student is a dependent for IRS tax purposes. (§ 99.31(a)(8))
- To comply with a judicial order or lawfully issued subpoena if applicable requirements are met. (§ 99.31(a)(9))
- To appropriate officials in connection with a health or safety emergency, subject to § 99.36. (§ 99.31(a)(10))
- Information the school has designated as "directory information" if applicable requirements under § 99.37 are met. (§ 99.31(a)(11))
- To an agency caseworker or other representative of a State or local child welfare agency or tribal organization who is authorized to access a student's case plan when such agency or organization is legally responsible, in accordance with State or tribal law, for the care and protection of the student in foster care placement. (20 U.S.C. § 1232g(b)(1)(L))
- To the Secretary of Agriculture or authorized representatives of the Food and Nutrition Service for purposes of conducting program monitoring, evaluations, and performance measurements of programs authorized under the Richard B. Russell National School Lunch Act or the Child Nutrition Act of 1966, under certain conditions. (20 U.S.C. § 1232g(b)(1)(K))

## Family Educational Rights and Privacy Act (FERPA) Notice for Directory Information

The *Family Educational Rights and Privacy Act* (FERPA), a Federal law, requires that Johnson City Schools, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your child’s education records. However, Johnson City Schools may disclose appropriately designated “directory information” without written consent, unless you have advised the School System to the contrary in accordance with School System procedures. The primary purpose of directory information is to allow Johnson City Schools to include information from your child’s education records in certain school publications.

Examples include:

- A playbill, showing your student’s role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent’s/guardian’s prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, two federal laws require local educational agencies (LEAs) receiving assistance under the Elementary and Secondary Education Act of 1965, as amended (ESEA) to provide military recruiters, upon request, with the following information – names, addresses and telephone listings – unless parents/guardians have advised the LEA that they do not want their student’s information disclosed without their prior written consent.

If you do not want Johnson City Schools to disclose any or all of the types of information designated below as directory information from your child’s education records without your prior written consent, you must notify the Johnson City School System in writing by **September 4, 2026**. Johnson City Schools has designated the following information as directory information:

Student Name	Student Address
Telephone Listing	Electronic Mail Address
Photograph	<del>Date and Place of Birth</del>
Major Field of Study	Dates of Attendance
Grade Level	Degrees, Honors and Awards Received
Participation in Officially Recognized Teams	
Weight and Height of Members of Athletic Teams	
Most Recent Educational Agency or Institution Attended	

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# **Johnson City Schools**

## **Technology Responsible Use Agreement**

### **Use of District-Provided Technology Resources:**

To ensure that students receive a quality education in an intellectually stimulating environment, it is the goal of the Johnson City Schools to provide all students with access to a variety of technological resources.

Johnson City Schools recognizes that digital information resources help facilitate, inform, measure and sustain improvements in the quality and delivery of education. The creation of a large and varied technological environment demands that technology usage be conducted in legally and ethically appropriate ways consistent with the policies and instructional goals of the Johnson City Schools.

The purpose of this Responsible Use Policy (RUP) is to set expectations for the ethical, responsible, and safe use of technology resources in our school district. These resources include computers, internet access, email, and all other devices and systems provided by the district. This policy applies to all students, staff, and other users of the district's technological resources.

### **I. ACCESS:**

- A. All users are granted access to the district's technology resources (including the internet, devices, email, and network services) in accordance with the educational goals of the district.
- B. Any student or employee who accesses the district's network or any device for any purpose agrees to be bound by the terms of the Agreement, even if no signed Agreement is on file.
- C. Users will be issued usernames and passwords to access district systems. These credentials must be kept confidential and not shared with others.
- D. Access to the Internet by students by any means other than the District's network while in a Johnson City School facility is prohibited.
- E. Except at approved locations or as otherwise approved, all devices connected to the Johnson City Schools physical network (a device located at a Johnson City School facility, either wired or wireless) must be the property of Johnson City Schools. Mobile equipment may be taken home or to other locations by staff and by students at designated locations, however the staff and/or student is responsible at all times for the care and appropriate use of the equipment.
- F. Technology equipment is configured for use on the school system network. The Technology Department will not be able to assist with connections to Internet providers outside of the district network.
- G. Students and staff are responsible for securing technology devices when not in use and for returning them in good working condition.
- H. Access to district technology is a privilege, not a right. The district may restrict or revoke access at any time due to misuse or violations of this policy.

- I. Individuals identified as a security risk may be denied access to the District's technological resources.

## **II. PRIVACY AND CONFIDENTIALITY**

- A. The district respects the privacy of users and will make reasonable efforts to protect the confidentiality of personal information stored or transmitted using district technology.
- B. However, users should be aware that the district may monitor the use of its technology resources to ensure compliance with this policy and applicable laws.
- C. Email accounts, files, and communications are not considered private and may be accessed or monitored for compliance with district policies. Because communications on the Internet are often public in nature, all users should be careful to maintain appropriate and responsible communications.
- D. Users must respect the privacy of others. Personal data such as passwords, student records, or sensitive information must not be shared or accessed without proper authorization.
- E. All data, including search histories and email communications, transmitted on school system computers or by means of the school system network are subject to monitoring and may be archived.
- F. Users are encouraged to avoid storing personal and/or private information on the district and/or schools technological resources.
- G. All users are responsible for the backup and storage of any critical files and/or data. Cloud storage drives are available for all users in the district for file storage.

## **III. COPYRIGHT:**

- A. Users must comply with all copyright laws and respect the intellectual property of others. Copying, distributing, or using materials without proper authorization is prohibited.
- B. Plagiarism, or the act of presenting someone else's work as your own, is prohibited.
- C. Users may not download, share, or use unauthorized software, files, or resources that violate copyright or licensing agreements.
- D. Duplication of any copyrighted software is prohibited unless specifically allowed for in the license agreement.
- E. Fair use of copyrighted material for educational purposes is allowed, but users must adhere to appropriate guidelines for citations and permissions when necessary.
- F. For licensed software, it is the responsibility of the purchaser to ensure the correct number of licenses are purchased.

## **IV. EMAIL USE:**

- A. District-provided email accounts are for educational purposes only and should not be used for personal or inappropriate communication.
- B. Email accounts should not be used to send unsolicited or spam messages, including commercial solicitations.

- C. Email correspondence should be respectful and appropriate for the school environment. Harassment, bullying, or offensive language in email communications will not be tolerated.
- D. All email communications transmitted via district accounts shall be monitored.
- E. Users should be cautious when sending personal or sensitive information through email.
- F. Electronic mail correspondence may be a public record under the public records law and may be subject to public inspection.

#### **V. INTERNET:**

- A. Internet access is provided to enhance learning and support educational activities. However, all users are expected to use the internet in a responsible, ethical, and legal manner.
- B. All school rules and guidelines for appropriate technology usage shall apply to usage of the Internet.
- C. Teachers will screen all Internet resources that will be used in the classroom prior to their introduction.
- D. Students will gain access to the Internet by agreeing to conduct themselves in a considerate and responsible manner and by providing written permission from parents/guardians via this signed agreement.
- E. Personal hotspots are not permitted for use inside Johnson City School buildings during the instructional day. Wireless Internet connectivity is provided for all wi-fi capable district-owned devices.
- F. District-owned devices can connect to any standard wi-fi network for which the user has the appropriate network key or password. The Technology Department does not provide support in connecting to outside services.

#### **VI. USE OF ARTIFICIAL INTELLIGENCE (AI)**

The district recognizes AI as a powerful tool for learning and productivity. Use of AI must follow these "Three Pillars":

##### **A. Academic Integrity (Students)**

*Disclosure:* Students must cite the use of AI in any project or assignment. Failure to do so may be considered plagiarism.

*Authorized Use:* AI should only be used when explicitly permitted by the student's teacher. It is a supplement to – not a replacement for – critical thinking.

*Verification:* AI can "hallucinate" (provide false information). Students are responsible for fact-checking all AI-generated content against reliable sources.

##### **B. Professional Ethics (Staff)**

*Instructional Design:* Staff are encouraged to use AI for lesson planning and administrative efficiency but must review all output for pedagogical accuracy and bias.

*Grading:* While AI can assist in feedback, final grading and assessment decisions must remain the responsibility of the human educator.

**C. Data Privacy and Safety (All Users)**

*PII Protection:* Users must not input Personally Identifiable Information (PII) – such as student names, ID numbers, or home addresses – into any AI platform.

*Age Compliance:* Users must adhere to the age requirements set by AI services providers (often 13+ or 18+).

**VII. INTERNET FILTERING:**

- A. The district employs internet filtering tools to block access to inappropriate websites and content that is not suitable for educational purposes.
- B. Users must adhere to the district’s guidelines on acceptable internet use. Accessing inappropriate content (such as adult content, violent materials, or hate speech) is prohibited.
- C. Users should avoid accessing websites that are not related to school activities during instructional time, unless authorized by a teacher or administrator.
- D. All students will participate in Internet safety training, which is integrated into the District’s instructional program in grades K-12. Schools will use existing avenues of communication to inform **parents/guardians**, grandparents, caregivers, community stakeholders and other interested parties about Internet safety.

**VIII. WEB PUBLISHING:**

- A. The Johnson City Schools' web page cannot be used for profit, commercial purposes, to express personal opinions, or for editorializing.
- B. Students and staff must obtain permission from a teacher or administrator prior to publishing content on any district-related website or online platform.
- C. Published content must adhere to the district’s standards for appropriate behavior and educational focus. Content deemed discriminatory, offensive, or inappropriate will be removed.
- D. Students and staff should not publish personal identifying information (e.g., addresses, phone numbers, or photos) without prior consent from a parent or guardian (for students) or the appropriate district personnel.
- E. No written permission is required to list faculty/staff and their school contact information (phone extension, electronic mail address, etc.)
- F. Employees may opt out of having their photograph published by notifying their school’s webmaster and the webmaster of the district website.
- G. Consent is required for posting employee photographs.
- H. Posting content that infringes upon copyright laws, or includes obscene, pornographic, harassing, or threatening materials is prohibited by law and will result in disciplinary action and/or legal prosecution.
- I. All published content must be ADA compliant and meet high standards for accuracy, spelling, usage, and mechanics.
- J. Pages must to be reviewed and updated on a regular basis to ensure pertinent and timely content and must include the page editor name and date last updated.
- K. All website administrators must complete required training prior to gaining or retaining access.

- L. District website administrators reserve the right to reject all or part of a proposed web page and its location as well as revoking accounts when web publishing guidelines are not followed.

#### **IX. PROHIBITED USES:**

The following activities are examples of inappropriate activities on any Johnson City Schools network, electronic mail system, or the Internet. This list is not all-inclusive. Anything that would be considered inappropriate in "paper form" is also considered inappropriate in electronic form.

- A. Pretending to be another individual online or using someone else's credentials.
- B. Sharing your own password.
- C. Cyberbullying, including harassing, insulting, threatening, or attacking others via technological resources.
- D. Damaging district-owned devices or the district network in any way.
- E. Accessing inappropriate web sites (sites containing information that is violent, illegal, sexually explicit, racist, etc.)
- F. Sending, displaying, or downloading offensive messages or pictures.
- G. Using obscene, racist, profane, lewd, discriminatory, threatening, or inflammatory language.
- H. Posting any false, damaging or libelous information about another person, the school system or other organizations, or impersonating another individual.
- I. Posting any personal information about another person without their written consent.
- J. Broadcasting network messages and/or participating in sending/perpetuating chain letters.
- K. Violating copyright laws and/or plagiarism of materials.
- L. Use of technology resources to create illegal materials (i.e. fake identification, etc.)
- M. Use of any Johnson City Schools' technology resources for personal gain, commercial or political purpose.
- N. Use of Johnson City Schools' technological resources for purposes of hacking into other local area networks or outside networks or another person's account.
- O. File-sharing or downloading file-sharing programs.
- P. Use of tor browsing, p2p file sharing, VPNs, or attempting to bypass the District's Internet filter.
- Q. Participating in any other activity that is detrimental to students, the school, the School District or school employees or officials.

#### **X. CONSEQUENCES FOR MISUSE:**

- A. Any violation of the Responsible Use Agreement may result in disciplinary action, including but not limited to loss of access to technology resources, suspension, or expulsion, in accordance with district policies.
- B. Depending on the severity of the violation, students or staff may face disciplinary action according to the district's student handbook or employee guidelines.

- C. In cases of illegal activity, the district may refer the matter to law enforcement authorities.
- D. Users have the right to appeal a discipline decision to the site administrator or Superintendent of Schools. All Johnson City Schools students and their parent/guardians and all Johnson City Schools employees must sign this agreement as acknowledgment of receipt of these procedures and policies.

**Liability:**

Johnson City Schools does not guarantee the reliability of the data connection and does not verify the accuracy of information found on the Internet. Johnson City Schools recognizes that **parents/guardians** of minors are responsible for setting and conveying the standards their children should follow when using information sources. Accordingly, before a student may independently access the Internet, the student's parent must be made aware of the possibility the student could obtain inappropriate material while engaged in independent use of the Internet.

## Student Device and Online Applications User Agreement

The educational program at your student’s school includes a device that will be issued to your student for their use at school and home (grades 6-12 only unless extenuating circumstances occur). We are very excited to be able to make these powerful tools available to our students. We also understand that both students and **parents/guardians** are concerned about keeping these tools secure and in good working order.

Like textbooks, team uniforms and other school property issued to your student, there is a responsibility to take appropriate care of these valuable resources. The device is no different, but it does represent an increased cost to the district and liability to students and **parents/guardians**. We know that loss and accidents will happen. District policies, regulations and practices require that a fee be levied to cover the repair or replacement cost of district property. With computing devices, like iPads and Chromebooks, the cost of loss or damage can be significant. The district does not assess an annual Technology Fee. However, lost Chromebooks or damaged Chromebooks/iPads (after the first claim) are the responsibility of the student and family.

*Any device lost or stolen will be remotely disabled and all functionality removed until the device is returned. Students who withdraw or leave the Johnson City School District and do not return the student issued device will be subject to a fine and possibly reported to the local law enforcement as having possession of a stolen device. Records may also be withheld.*

Johnson City Schools uses applications from the Google Chrome Store, the Microsoft Store, and the Apple App Store. These apps are vetted internally by instructional and technology staff for use in instruction. Students do not have access to these online stores to download their own applications. With this agreement, parents/guardians signify their acceptance of this practice by the district.

*Because we cannot repair power adapters, students must always cover the cost of damage to or loss of the power supply/cord. Deliberate damage, as determined by the school, to any device is NOT covered and students will be responsible for up to full replacement costs. Other damage/loss is outline below.*

	<b>First Claim (screen/keyboard)</b>	<b>All Other Claims</b>
Accidental Damage	None	Full cost of repair
Theft (with Police Report)	None	Full cost to replace
Lost	Full cost to replace	Full cost to replace

**Agreement and Acknowledgment:**

All users (staff, students and parents/guardians) must sign an acknowledgement of the Responsible Use Policy and Device and Online Applications Agreement, indicating they have read, understood, and agree to comply with the terms outlined. Parents or guardians of students under the age of 18 must also sign the agreement for their student.

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Staff Member Signature

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Student Signature

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Parent/Guardian Signature

July 2026

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August 2026

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October 2026

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November 2026

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December 2026

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- Jul.23-24 New Teacher Orientation Days
- Jul.27 Required Curriculum Day for K-8 Teachers
- Jul.28 Innovation Academy
- Jul.29 Administrative Day
- Jul.30 In-Service Day/District Opening Day
- Jul.31 Administrative Day
- Aug.3 First Day of School for Students**
- Aug.6 In-Service Day
- Sept.7 Labor Day
- Oct.2 First Quarter Ends**
- Oct.5-9 Fall Break
- Nov.3 Teacher/Parent Conference Day (Appointments vary by school.)
- Nov.25-27 Thanksgiving Break
- Dec.18 Half-Day | 2nd Quarter Ends**
- Dec.21-Jan.1 Winter Break
- Jan.4 Administrative Day
- Jan.5 In-service Day
- Jan.18 MLK Jr. Day
- Feb.12 Snow Day
- Feb.15 Snow Day
- Feb.26 In-Service Day
- Mar.12 3rd Quarter Ends**
- Mar.15-19 Spring Break
- Mar.26 Good Friday
- Mar.29 Snow Day
- May 27 Last Day of School for Students | Half-Day | 4th Quarter Ends**
- May 28 In-Service Day
- May 29 Administrative Day

**Color Code Legend**

- Student Days
- TPC Day | No Students
- Holidays & Vacation Days | No School
- Half-Days for Students
- Snow Days | No School
- In-Service & Administrative Days | No Students
- Optional In-Service Day | No Students

**Half-Day Dismissal Times:**

- Elementary Schools - 11:30 a.m.
- Middle & High Schools - 11:00 a.m.

January 2027

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February 2027

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March 2027

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May 2027

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June 2027

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

## Title Projected Allocations FY27

Title I, A	2,473,953.55
Title 1, D	26,433.32
Title II, A	411,441.82
Title III	57,198.13
Title IV	149,845.72
IDEA	1,869,669.00
IDEA, Pre-K	54,340.00
Total	5,042,881.54

DRAFT

# FY2027 Consolidated Application Approval for IDEA/ESEA School Year 2026-2027

901  
LEA #

Johnson City Schools  
LEA Name (Legal Name of Agency):

PO Box 1517  
LEA Legal Mailing Address

100 E. Maple Street  
Street Address

Johnson City  
City

TN  
State

37605  
Zip

## Consolidated Project begins July 1, 2026 and ends June 30, 2027

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

April 6, 2026  
Board Meeting Date

\_\_\_\_\_  
Director of Schools (Signature)

\_\_\_\_\_  
Board of Education Official (Signature)

\_\_\_\_\_  
Director of Schools (Print Name)

\_\_\_\_\_  
Board of Education Official (Print Name)

\_\_\_\_\_  
Date Signed

\_\_\_\_\_  
Date Signed



# Indian Trail Middle School

307 Car-Mol Drive • Johnson City, Tennessee 37601 • Phone 423-610-6000 • Fax 423-610-6010

Dr. James Jacobs  
Principal

Dr. Chris Feathers  
Assistant Principal

Mrs. Christy Nelson  
Assistant Principal

**Date:** March 23, 2026

**TO:** Johnson City School Board of Education

**FROM:** James Jacobs, Principal, Indian Trail Middle School  
Alice Anne Goodman, Indian Trail Middle School Bookkeeper

**SUBJECT:** Transfer of School Funds

Indian Trail Middle School requests to transfer \$10,000 from Fee Waiver (Account L 71100.535.000.00400.000) to Instructional Supplies and Materials (Account 71100.429.000.00400.000).

**(RECEIVED ON 3/23/2026 - MB)**



**FROM THE DESK OF KELSEY WALKER, PRINCIPAL  
LIBERTY BELL MIDDLE SCHOOL**

March 24<sup>th</sup>, 2026

To: Dr. Erin Slater, Superintendent Johnson City Schools  
Johnson City School's Board of Education

Liberty Bell Middle School requests permission to transfer \$5000.00 from Copier (L71100399) to Instructional Equipment (L71100722).

Your consideration is greatly appreciated.

Respectfully Submitted,



Kelsey Walker, Principal  
Liberty Bell Middle School

(RECEIVED ON 3/24/2026 - MB)

July 2027						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	H	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21			24
25	Inno Aca	Curric Day	AD	IN	AD	31

August 2027						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2027						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	H	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2027						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					TPC ★	2
3	FB	FB	FB	FB	FB	9
10	IN	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2027						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	V	H	V	27
28	29	30				

December 2027						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	☾★	18
19	V	V	V	V	V	H
26	V	V	V	V	V	



## Johnson City Schools 2027-2028

	New Teachers In-service
AD	Administrative Day
IS	In-service Day for all teachers. 1 additional in-service day will be planned, outside the school calendar, at the school level.
	Student ½ Day Dismissal times: Elementary 11:30 am Middle 11:00 am High School 11:00 am
	Student Day
IN/EL	Election Day- No school for students. In-Service Day for teachers.
H	Holiday for students and staff
FB	Fall Break
★	End of nine-week term
SB	Spring Break
V	Vacation
TPC	Teacher/Parent Conference Day (not a student day; appointments vary by school)
	Science Hill High School Graduation
	3 snow days are built into the calendar.

January 2028						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						H
2	AD	IN	5	6	7	8
9	10	11	12	13	14	15
16	H	18	19	20	21	22
23	24	25	26	27	☼	29
30	31					

February 2028						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	☼	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

March 2028						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	☼	11
12	SB	SB	SB	SB	SB	18
19	20	21	22	23	24	25
26	27	IN/EL	29	30	31	

April 2028						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	V	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2028						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	
21	22	23	24	☾★	26	AD
28	H	30	31			

June 2028						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			





# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

To: Board of Education  
From: Dr. Erin Slater, Superintendent, and Leia Valley, Supervisor of Finance  
Re: 2026-2027 Tuition Rates  
Date: March 25, 2026

We would like to recommend the tuition rates listed below for the 2026-27 school year. Rates would remain the same as the 2025-26 school year.

## Johnson City Schools Tuition Information

<b>26-27 Tuitions Rates:</b>	<b>Full Price</b>	<b>Employee (Half Price)</b>
Carter, Sullivan and Washington Counties	\$1,200	\$600
Other Counties	\$1,700	\$850
Out-of-State	\$12,266	\$6,133

	<b>2024-2025 # of Students</b>	<b>2025-2026 # of Students</b>
Full Price Tuition	115	145
Half Price Tuition (Employees) – Washington Co	64	70
Full Price Tuition – Other Counties	73	112
Half Price tuition (Employees) – Other Counties	49	53
<b>Total</b>	<b>301</b>	<b>380</b>



### BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary  
Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin



The mission of the Johnson City Schools is to enable all students to achieve excellence.

**Johnson City Schools**  
**Tuition Student Summary FY 2025-26**

Number of <u>Existing</u> Tuition Students	274
Number of <u>New</u> Tuition Students	106
<b>Grand Total of Tuition Students Accepted into Various Johnson City Schools</b>	<b><u>380</u></b>

Number of Tuition Students - <u>Not Employees</u>	257
Number of Tuition Students - <u>Employees</u>	123
<b>Grand Total of Tuition Students Accepted into Various Johnson City Schools</b>	<b><u>380</u></b>

**Location Summary:**

Tuition Students from <u>Washington County</u>	215
Tuition Students from <u>other counties</u>	165
<b>Grand Total of Tuition Students Accepted into Various Johnson City Schools</b>	<b><u>380</u></b>

**Employee Summary:**

<u>Existing</u> Tuition Students with Parents Employed by Johnson City	99
<u>New</u> Tuition Students with Parents Employed by Johnson City	24
<b>Tuition Students with Parents Employed Full Time by City of Johnson City</b>	<b><u>123</u></b>

**Fee Summary:**

<u>Existing</u> Tuition Students	\$ 280,115.22
<u>New</u> Tuition Students	\$ 97,244.77
<b>Total Tuition Fees Expected to be Collected</b>	<b><u>\$ 377,359.99</u></b>

Fees to be Collected from <u>Employees</u> of City of Johnson City	\$ 80,168.06
Fees to be Collected from <u>Non-Employees</u>	\$ 297,191.93
<b>Total Tuition Fees Expected to be Collected</b>	<b><u>\$ 377,359.99</u></b>

**Johnson City Schools**  
**Tuition Student Summary FY 2025-26**

**Washington County Tuition Students**  
**Number of Students by City**

**Washington County**

Chuckey	1
Erwin	
Fall Branch	1
Gray	28
Johnson City	80
Jonesborough	90
Kingsport	2
Limestone	3
Telford	10
	<hr/>

**Total Washington County Students**

215

**Johnson City Schools**  
**Tuition Student Summary FY 2025-26**

**Students Outside Washington County**  
**Number of Students by County and City**

<b>Sullivan County</b>		
Blountville	7	
Bluff City	4	
Bristol	2	
Church Hill	2	
Kingsport	19	
Piney Flats	<u>52</u>	
		86
<b>Carter County</b>		
Elizabethton	15	
Hampton	3	
Johnson City	38	
Watauga	<u>2</u>	
		58
<b>Greene County</b>		
Greeneville	4	
Chuckey	<u>1</u>	
		5
<b>Unicoi County</b>		
Elizabethton	1	
Erwin	5	
Johnson City	1	
Unicoi	<u>8</u>	
		15
<b>Out of State</b>		
Fort Blackmore, Virginia	<u>1</u>	
		1
<b>Total Students Outside Washington County</b>		<u><u>165</u></u>

**Johnson City Schools**  
**Tuition Student Summary FY 2025-26**

**Tuition Students FY 2025-26 by School**

<b>School</b>	<b>Existing Students</b>	<b>New Students</b>	<b>Total</b>
Science Hill	118	34	152
Liberty Bell	49	5	54
Indian Trail	26	7	33
North Side	3	-	3
Lake Ridge	5	2	7
South Side	11	6	17
Mountain View	2	-	2
Fairmont	18	31	49
Woodland	19	3	22
Towne Acres	11	2	13
Cherokee	8	13	21
Market Street	4	3	7
<b>Totals</b>	<b>274</b>	<b>106</b>	<b>380</b>

**Tuition Students FY 2025-26 by Grade Level**

<b>Grade Level</b>	<b>Existing Students</b>	<b>New Students</b>	<b>Total</b>
K	-	33	33
1	15	5	20
2	15	12	27
3	16	2	18
4	13	3	16
5	18	3	21
6	17	7	24
7	36	3	39
8	23	2	25
9	19	18	37
10	34	8	42
11	24	5	29
12	44	5	49
<b>Totals</b>	<b>274</b>	<b>106</b>	<b>380</b>

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in February</b>	Descriptor Term: <b>Family and Medical Leave</b>	Descriptor Code: <b>5.305</b>	Issued Date: <b>09/04/25</b>
		Rescinds: <b>5.305</b>	Issued: <b>06/04/24</b>

## 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 eligibility<sup>1</sup>) during the previous twelve (12) month period shall be eligible to use FMLA leave.<sup>2</sup>

## 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 their 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.<sup>3</sup>
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

1 agency or other entity handling an adoption, a teacher may also be allowed to use  
2 accumulated leave for adoption of a child. Upon verification by a written statement from an  
3 adoption agency or other entity handling an adoption, a teacher may also be allowed to use  
4 accumulated leave for adoption of a child. If both adoptive parents are teachers employed  
5 by the district, however, only one (1) parent is entitled to use such leave.<sup>4</sup>  
6

7 3. Spouses who are both eligible employees of the school district are limited to a  
8 combined total of twelve (12) workweeks of FMLA leave in a single twelve (12) month  
9 period if the leave is taken for the birth and care of a newborn child, for the placement of a  
10 child for adoption or foster care, or to care for a parent who has a serious health condition.  
11 Under certain circumstances, spouses who share leave for the birth or adoption of a child  
12 may be eligible for limited amounts of additional leave for other qualifying FMLA  
13 reasons.<sup>5</sup>  
14

15 4. *Paid Parental Leave* – Under state law, an additional six (6) work weeks of paid leave  
16 is available to eligible employees after a birth, stillbirth, or adoption of a newly placed  
17 minor child.<sup>6</sup> An eligible employee taking leave under this provision shall not be required to  
18 utilize any other type of accrued leave during this period. Eligible employees include  
19 teachers, principals, supervisors, or other individuals required by law to hold a valid license  
20 of qualification for employment and who meet the following requirements:

- 21
- 22 a. Possess a valid license or an emergency credential issued by the Department of  
23 Education per TCA 49-5-106, required for the position the employee holds;  
24
  - 25 b. Have been employed with the district full time for at least twelve (12) consecutive  
26 months in a position for which the employee is required by law to hold the license  
27 or an emergency credential referenced above at the time of the qualifying event; and  
28
  - 29 c. Have held a valid license or an emergency credential issued by the Department of  
30 Education per TCA 49-5-106 for the entire twelve consecutive months of fulltime  
31 employment.  
32

33 Employees shall provide notice to the school district thirty (30) days prior to the intended use  
34 of the leave. If the employee learns about the need for leave less than thirty (30) days in  
35 advance, the employee shall give notice as soon as reasonably possible in order to be eligible  
36 for the paid leave. ~~This paid leave does not need to be taken consecutively; however, the paid  
37 leave shall be used within twelve (12) months of the qualifying event. The leave shall run  
38 concurrently with FMLA leave.~~<sup>7</sup> **This paid leave shall be either: (1) taken consecutively,  
39 except in extenuating circumstances, as determined by the Superintendent of Schools; or  
40 (2) taken nonconsecutively, but in increments of no less than one (1) week. The paid leave  
41 shall be used within twelve (12) months of the qualifying event and shall run concurrently  
42 with FMLA leave.**<sup>7</sup>  
43

#### 44 LEAVE FOR A SERIOUS HEALTH CONDITION<sup>8</sup>

45

1 Eligible employees, upon request, shall be granted up to twelve (12) weeks of unpaid leave when they  
2 are unable to work because of a serious health condition or to care for an immediate family member  
3 with a serious health condition. Employees shall contact Human Resources to determine if the reason  
4 for leave qualifies as FMLA leave. If the leave is foreseeable, the employee shall give thirty (30) days'  
5 notice. If the leave is not foreseeable, the employee shall notify Human Resources as soon as  
6 practicable, generally, either the same or next business day.  
7

## 8 **LEAVE FOR MILITARY FAMILY MEMBERS**

9

10 1. *Qualifying Exigency Leave*<sup>9</sup> - Eligible employees are entitled to up to twelve (12)  
11 workweeks of leave because of any qualifying exigency arising out of the fact that the  
12 spouse, son, daughter, or parent of the employee, as defined under the FMLA, is on active  
13 duty, or has been notified of an impending call to active duty, or has been notified of an  
14 impended call to active duty status in the Armed Forces. Qualifying exigencies may  
15 include:  
16

- 17 a. Issues arising from the service member's short notice deployment;
  - 18 b. Military events and related activities (e.g., official ceremonies, support  
19 programs);
  - 20 c. Making or updating financial and legal arrangements;
  - 21 d. Attending counseling;
  - 22 e. Taking up to fifteen (15) days leave to spend time with a covered service  
23 member who is on short-term rest and recuperation leave during deployment; or
  - 24 f. Attending post-deployment activities.
- 25

26 2. *Military Caregiver Leave*<sup>10</sup> - An eligible employee who is the spouse, son, daughter,  
27 parent, or next of kin of a covered service member or covered veteran with a serious injury  
28 or illness is entitled to up to twenty-six (26) workweeks of leave in a single twelve (12)  
29 month period. A covered service member is a current member of the Armed Forces,  
30 including a member of the National Guard or Reserves, who is undergoing medical  
31 treatment, recuperation, or therapy, is otherwise in out-patient status, or is otherwise on the  
32 temporary disability retired list for a serious injury or illness.  
33

34 A covered veteran is an individual who was a member of the Armed Forces at any time during  
35 the period of five (5) years preceding the date of the medical treatment, recuperation, or therapy  
36 that has a serious injury or illness who is currently receiving medical treatment, recuperation, or  
37 therapy.  
38

39 The single twelve (12) month period for military caregiver leave begins on the first day the  
40 employee takes leave for this reason and ends twelve (12) months later. An eligible employee is  
41 limited to a combined total of twenty-six (26) workweeks of leave to provide care for a covered  
42 service member. The maximum of twenty-six (26) workweeks may include no more than  
43 twelve (12) workweeks of leave that is taken for the birth and care of a newborn child, for the  
44 placement of a child for adoption or foster care, for care of a parent who has a serious health  
45 condition, or for the employee's own serious health condition.  
46

## 47 **INTERMITTENT LEAVE**<sup>11</sup>

1  
2 Eligible employees may take FMLA leave intermittently when medically necessary to care for a  
3 seriously ill family member, because of the employee's own serious health condition, or for the care for  
4 a newborn, a newly adopted child, or a newly placed foster care child. When an employee requests  
5 foreseeable leave for planned medical treatment and the employee would be on leave for greater than  
6 twenty percent (20%) of the total number of working days in the period during which the leave would  
7 extend, the school district may require that such employee elect either to take the leave for periods of a  
8 particular duration, not to exceed the duration of the planned medical treatment, or to transfer  
9 temporarily to an available alternative position offered by the school district for which the employee is  
10 qualified and that has equivalent pay and benefits and better accommodates recurring periods of  
11 leave.

## 12 **RESTRICTIONS**

### 13 1. Notice Requirements

14  
15  
16  
17 a. *Employee Notice*<sup>12</sup>- For foreseeable leave, the employee shall provide the  
18 Superintendent of Schools with at least thirty (30) days written notice before the  
19 beginning of the anticipated leave.

20  
21 b. *District Notice* - Once it has been established that the leave requested qualifies  
22 for FMLA, the Superintendent of Schools/designee shall notify the employee within  
23 three (3) business days (absent extenuating circumstances) that any leave taken  
24 pursuant to state leave statutes (paid vacation leave, personal leave, sick leave, or  
25 workers' compensation) shall run concurrently with FMLA leave.<sup>13</sup> The notice may  
26 be given orally or in writing. If the notice is oral, it shall be confirmed in writing, no  
27 later than the following pay day.<sup>14</sup>

### 28 2. Certification Requirement<sup>15</sup>

29  
30  
31 a. The Superintendent of Schools may require that a request for leave be supported  
32 by certification issued by a health care provider with the following information:

- 33  
34 i. The date on which the serious health condition commenced;  
35 ii. The probable duration of the condition;  
36 iii. The appropriate medical facts within the knowledge of the health care  
37 provider regarding the condition; and  
38 iv. A statement that the eligible employee is needed to care for the son,  
39 daughter, spouse, or parent and an estimate of the amount of time that such  
40 employee is needed.

41  
42 b. If there is any reason to doubt the validity of the certification provided, the  
43 Superintendent of Schools may require, at the expense of the school district, an  
44 opinion of a second health care provider.

### 45 3. Period Near the End of an Academic Term (Professional Employees)<sup>16</sup>

1 a. If leave is taken more than five (5) weeks prior to the end of the term, the  
 2 Superintendent of Schools may require the employee to continue taking leave until  
 3 the end of the term if the leave is at least three (3) weeks of duration and the return  
 4 of employment would occur during the three (3) week period before the end of the  
 5 term.

6  
 7 b. If the leave is taken five (5) weeks prior to the end of the term, the  
 8 Superintendent of Schools may require the employee to continue taking leave until  
 9 the end of the term if the leave is greater than two (2) weeks duration and the return  
 10 to employment would occur during the two (2) week period before the end of the  
 11 term.

### 12 **REQUIREMENTS OF THE BOARD OF EDUCATION<sup>17</sup>**

- 13  
 14  
 15 1. The employee shall be restored to the same position of employment or an equivalent  
 16 position with no loss of benefits, pay, or other terms of employment.  
 17 2. The employee shall be kept under any group health plan for the duration of the leave.  
 18 3. The Board may recover the premium paid under the following conditions:

19  
 20 a. The employee fails to return from leave after the period of leave has expired;  
 21 and

22  
 23 b. The employee fails to return to work for a reason other than the continuation,  
 24 recurrence, or onset of a serious health condition or other circumstances beyond the  
 25 control of the employee.  
 26

---

#### 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](#)

#### Cross References

Sick Leave 5.302  
 Long-Term Leaves of Absence 5.304

17. [29 USCA § 2614](#)

# Johnson City Board of Education

Monitoring: <b>Review: Annually, in September</b>	Descriptor Term: <b>Appearances Before the Board</b>	Descriptor Code: <b>1.404</b>	Issued Date: <b><u>01/06/25</u>DRAFT</b>
		Rescinds: <b>1.404</b>	Issued: <b><u>01/06/25</u>01/05/24</b>

1 The Board of Education desires that all matters be settled at the lowest level of responsibility and will  
2 not hear complaints or concerns which have not advanced through the proper administrative procedure  
3 from the point of origin.

## 4 **APPEARING BEFORE THE BOARD**

5 Individuals desiring to have an item placed on the Board Agenda must submit a written request with  
6 descriptive materials to the office of the Superintendent of Schools at least two (2) weeks before the  
7 meeting for consideration by the Executive Committee. If the request is approved by the Executive  
8 Committee, the item will be placed on the agenda. Individuals who have an item placed on the agenda  
9 will be recognized at the beginning of the meeting and given time to speak when their topic of interest  
10 is addressed on the agenda. All approved requests will be included in the board packet.

## 11 **PUBLIC COMMENT DURING MEETINGS**

12 The public shall be given an opportunity to address the Board at each regularly scheduled monthly  
13 Board meeting about items on that month's agenda and matters that are germane to the jurisdiction of  
14 the Board,<sup>1</sup> with the exception of teacher disciplinary hearings. Public comments will be only be  
15 allowed during the time designated on the agenda and will allocated a total time of thirty (30) minutes.

16 Only those persons who are currently enrolled or have children currently enrolled in Johnson City  
17 Schools, are currently employed by the school system, are residents of the City of Johnson City or are  
18 bona fide property taxpayers to the City of Johnson City will be allowed to address the Board during  
19 the public comments section of the agenda.

20 If an individual wishes to address the Board they must complete and submit the required form by the  
21 end of the last business day before the day of the board meeting. Delegations must select only one  
22 individual to speak on their behalf unless otherwise allowed by the Board.

23 The Chair may recognize individuals who wish to address the Board and who have not previously  
24 signed the required form if they determine that such is in the public interest. A majority vote of  
25 members present can overrule the decision of the Chair.

26 Individuals speaking to the Board shall address remarks to the Chair. Each person speaking shall state  
27 their name, affiliation to the school system and subject of presentation. Remarks will be limited to  
28 three (3) minutes unless time is altered by the Board. No speaker may yield their time to another  
29 speaker.

30 The Chair shall have the authority to terminate the remarks of any individual who is disruptive,  
31 violates state law or does not adhere to Board rules.<sup>+2</sup> Unless a majority of members present vote to do

- 1 otherwise, the members of the Board will not engage in dialogue with those people addressing the
- 2 Board.
  
- 3 Individuals desiring additional information about any item on the agenda shall direct such inquiries to
- 4 the office of the Superintendent of Schools.

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Legal References

1. [TCA 8-44-112](#)
2. [TCA 39-17-306](#)

Cross References

- School Board Meetings 1.400
- Agendas 1.403
- Complaints About School Personnel 5.502

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# **BOARD OF EDUCATION CALENDAR OF EVENTS**

## **April 2026**

April 3, 2026  
**April 6, 2026**

Vacation for students  
**Regular Board Meeting, 6 p.m., Board Room**

## **May 2026**

**May 4, 2026**  
May 22, 2026  
May 23, 2026  
May 23, 2026  
May 25, 2026

**Regular Board Meeting, 6 p.m., Board Room**  
Last Day of School for 2024-2025 SY – ½ day for students  
Administrative Day  
SHHS Graduation, 10 a.m. Freedom Hall  
Holiday for All Schools and All 12-month employees

## **June 2026**

**June 1, 2026**

**Regular Board Meeting, 6 p.m., Board Room**

## **July 2026**

July 3, 2026

Independence Day Holiday for all 12-month employees

**July 6, 2026 (TBD)**

**Regular Board Meeting, 6 p.m., Board Room (Subject to change)**

*April 2, 2026  
April 3, 2026  
April 5, 2026  
April 16, 2026*

*City Commission Meeting, 6 p.m., City Hall  
Good Friday  
Easter Sunday  
City Commission Meeting, 6 p.m., City Hall*

*May 5, 2026  
May 7, 2026  
May 10, 2026  
May 21, 2026  
May 25, 2026*

*Cinco de Mayo  
City Commission Meeting, 6 p.m., City Hall  
Mother's Day  
City Commission Meeting, 6 p.m., City Hall  
Memorial Day*

*June 4, 2026  
June 18, 2026  
June 21, 2026*

*City Commission Meeting, 6 p.m., City Hall  
City Commission Meeting, 6 p.m., City Hall  
Fathers' Day*

*July 4, 2026  
July 2026 (TBD)  
July 2026 (TBD)*

*Independence Day  
City Commission Meeting, 6 p.m., City Hall  
City Commission Meeting, 6 p.m., City Hall*

Posting	Date Closes	School	Position	Person Replaced/ New Position	Reason for Leaving	Date Leaving	Hire	
				<b>CERTIFIED</b>				
3539	12/15/2025	Mkt. St Campus	Interim SS Teacher	Michael Fields	Leave	12/09/2025- 02/06/2026	CLOSED RETIRING	MADE NEW POST
3561	1/27/2026	North Side	Interim STEM Teacher	Luann Rolston	Leave	1/5/2026- 3/24/2026		
3567	2/14/2026	South Side	Interim 1st Grade Teacher	Hayley Icenhour	Leave	2/23/2026- ESY 2025-2026	Ferguson	Jessica
3569	2/20/2026	Lake Ridge	Interim 4th Grade Sci/SS Teacher	Karen Anderson	Leave	4/5/2026- 5/18/2026	Stahnke Joy	Amanda
3573	2/23/2026	SSHS-MS	Social Studies Teacher	Michael Fields	Retirement	Not returning from FMLA	Sutherland	Adam
3584	3/17/2026	LBMS	Interim Pathways Related Arts Teacher	Katie Prince	Leave	3/31/2026 - ESY 25-2026		
3585	Until Filled	CTE	J.R.O.T.C. Instructor	Michael Mestan	Resignation	ESY 2025-2026		
3589	3/24/2026	Mountian View	Interim School Counselor	Jennifer Greer	Leave	3/31/2026- 5/13/2026		

(RECEIVED ON 3/23/2026 - MB)

	Date Closed	School	Position	Person Replaced/ New Positon	Reson For Leaving	Date Leaving	Hire	
				<b>CLASSIFIED</b>				
3537	Until Filled	SHHS	Assistant Lacrosse Coach	Phillip Dunn	Resignation		Thomas	Garrett
3558	1/31/2026	Towne Acres	Acadmeic Tutor	Added Postion booster funded			Wilburn	Kathryn
3562	1/27/2026	Fairmont	PT SPED Assistant	Rachel Forlow	Resignation	1/23/2026	Jackson	Derrick
3563	2/1/2026	South Side	Bookkeeper	Leah Knotts	Transfer CO Bookkeeper	TBD	Elliott	Sydney
3565	2/3/2026	ITMS	Custodian	Sarah Kishi	Terminated	1/16/2026		
3566	2/9/2026	North Side	SPED Assistant	Lily Brock	Resignation	2/13/2026	Templin	Grace
3568	2/14/2026	LBMS	RTI Assistant	Audrey Steele	Resignation	2/6/2026	Boatman	Vicki
3570	2/15/2026	Fairmont	RTI-B Assistant	Greag Besley	Resignation	2/13/2026	Henderson	Taneka
				Elijah Mathes	Resignation	2/9/2026		
3571	Until Filled	SHHS	Assistant Track Coach	Molly Foster	Resignation	2/9/2026		
3572	2/22/2026	Towne Acres	EduCare Assistant	Kinley Thompson	Resignation	1/16/2026	Vann	Mika
3574	2/28/2026	Fairmont	Library Media Assistant	Taneka Henderson	Transfer To RTI-B Assistant	2/20/2026	Comstock	Lori
					Transfer to Library Media Assisatnt	When Hired!	Perrault	Renee
3575	2/28/2026	Fairmont	Instructional Assistant	Lori Combstock				
3576	3/1/2026	Woodland	Special Education CDC Assist.	Jill (Leigh) Showman	Resignation	3/6/2026	Bowling	Sarah
				Ninel Perez- Alonso	Resignation	3/23/2026	Bordies	Brandie
3577	3/9/2026	TBD	Cafe Worker	Tangelia Hollingsworth	Resignation	1/20/2026	Gilliam	Grace
3578	3/7/2026	Lake Ridge	FT Instructional Assistant	Natalie Pinkston	Resignation	3/13/2026	Goehner	Lauren
3579	3/7/2026	SHHS	Custodian	Stefanie Reed	Resignation	3/7/2026	Harris	Jacqueline
				Kaitlyn Arias	Resignation	11/13/2025		
				Megan Cooper	Resignation	3/13/2026		
				Ali Lewis	Resignation			
				Brooklyn Wray	Transferred to Topper Tots at CTE	1/14/2026		
				Astyn Depew	Resignation/ Transferred to interim position	7/23/2026	Isabella Walker	
3580	Until Filled	Lake Ridge	EduCare Assistant (6)	Lexi Keller	Resignation	7/30/2026	Bailey Frue	
					Resigned Last year never filled			
3581	Until Filled	LBMS	Assistant Girls Soccer Coach	Becky Earp				
3582	3/15/2026	LBMS	RTI Assistant	Stephanie Ledford	Resignation	4/2/2026		
3583	3/15/2026	Lake Ridge	PT Instructional Assistant	Lauren Goehner	Transfer to FT IA	3/23/2026	Penninton	Katheirne
3586	3/17/2026	ITMS	RTI-B Assistant	Robert Logan Brown	Terminated	3/4/2026	Davis	Katherine
3587	3/23/2026	LBMS	Registrar/ Admin Secretary	Kelsi New	Terminated	3/13/2026		
3588	3/22/2026	Lake Ridge	Permanent Sub	Katherine Pennington	Transfer to PT IA @ LR	3/23/2026		

(RECEIVED ON 3/23/2026 - MB)



# JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200  
Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: North Side Elementary School

Form Submitted From:

Madison Olson (Bookkeeper)

Date: 3-10-26

Amount: \$700.00

Donor: Charles Muse

Donation Stipulation/Restriction/Use:

This is a restricted donation to be used for the North  
Side food pantry.

(RECEIVED ON 3/10/2026 - MB)

(Donation Form Updated 12/5/2025)



### BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary  
Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.





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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: North Side Elementary School

Form Submitted From:

Madison Olson (Bookkeeper)

Date: 2-27-26

Amount: \$9,431.40

Donor: Johnson City Nissan

Donation Stipulation/Restriction/Use:

This is a restricted donation that is to be used to  
start the North Side books from birth program.

This donation will be received April 1<sup>st</sup>, 2026.

(RECEIVED ON 3/10/2026 - MB)

(Donation Form Updated 12/5/2025)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School \_\_\_\_\_

Form Submitted From:

Kelsey Walker/Heather Lonon

  
\_\_\_\_\_

Date: 3-4-26 \_\_\_\_\_

Amount: \$300.00 \_\_\_\_\_  
(see attached list)

Donor: Various parents

Donation Stipulation/Restriction/Use:

Some parents make donations in conjunction with the Popcorn Fundraiser. These donations will go  
toward the end of the year band trip

(RECEIVED ON 3/5//2025 - MB)

(Donation Form Updated 12/5/2025)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

Science Hill High School

School/Program: Baseball - 95000 acct

Form Submitted From:

Ryan Edwards

Date: 3-6-26

Amount: 15,000.00

Donor: Anonymous

Donation Stipulation/Restriction/Use:

To be used for General Baseball operations,  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 3/6/2026 - MB)

(Donation Form Updated 12/5/2025)



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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

Science Hill High School

School/Program: Baseball 95000

Form Submitted From: Ryan Edwards

Date: 2-23-26

Amount: 1040.<sup>00</sup>

Donor: Anonymous

### Donation Stipulation/Restriction/Use:

Non Restricted to be used for General  
Baseball operations.

(RECEIVED ON 2/23/2026 - MB)

{Donation Form Updated 12/5/2025}



### BOARD OF EDUCATION

Rick Smith, Chair      Kathy Hall, Vice Chair      Paula Treece, Secretary  
Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

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# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

Science Hill High School

School/Program: Topper Academy

Form Submitted From:

Shanna Fudge

Date: February 19, 2026

Amount: \_\_\_\_\_

Donor: Greg Harvey

Donation Stipulation/Restriction/Use:

1 box of chips, 1 case of Dr. Pepper, 1 bag of candy, 1 box of gum, 2 packs mini funkopops, 1 box uno cards, 1 small squishmallows,

(RECEIVED ON 2/24/2026 - MB)

(Donation Form Updated 12/5/2025)



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Dr. Ginger Carter      Thomas Hager, Jr      Jonathan Kinnick      Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.



April Professional Development (As of March 25)

Event Title	Event Categories	Event Start Date	Location	Confirmed
SHHS Computer Science PLT	All Classes	4/1/2026	Science Hill High School	0
SHHS Algebra 1 Content Meeting	All Classes	4/7/2026	Science Hill High School	1
How to Develop an Effective Safety Plan	All Classes	4/7/2026	The Learning Center	2
LBMS New Teacher Monthly Meetings	All Classes	4/8/2026	Liberty Bell Middle School	2
Cohort 10 Teacher Leader Academy	All Classes	4/11/2026	Science Hill High School	4
Returning Teacher Leaders Meeting	All Classes	4/13/2026	Central Office	20
SHHS Algebra 1 Content Meeting	All Classes	4/14/2026	Science Hill High School	1
ITMS/LBMS District Monthly Content Meetings	All Classes	4/15/2026		9
Field Day Plans (Lake Ridge)	All Classes	4/16/2026	Lake Ridge Elementary School	1
LBMS SST Monthly Meeting	All Classes	4/21/2026	Liberty Bell Middle School	5
ESL Quarterly Collaborative Meeting	All Classes ESL	4/21/2026	The Learning Center	13
LBMS Leadership Team Meeting	All Classes	4/22/2026	Liberty Bell Middle School	4
SHHS Algebra 1 Content Meeting	All Classes	4/28/2026	Science Hill High School	1
			<b>TOTAL</b>	<b>63</b>

## 2026 Board Committee Reports

- **Athletic Committee** – Rick Smith, Jonathan Kinnick and Paula Treece
- **Communications Committee** – Celia Martin and Paula Treece
- **Collaborative Learning Council (CLC):**  
 (Usually, the 4th Tuesday of every month from 3:30-5:30 pm)
  - January 27, 2026 - Kathy Hall – (Location: Towne Acres)
  - February 24, 2026 - Celia Martin – (Location: Fairmont)
  - March 24, 2026 - Dr. Ginger Carter - (Location: SHHS CTE)
  - August 2026 TBD - Tom Hager – (Location: TBD)
  - September 2026 TBD - Rick Smith – (Location: TBD)
  - October 2026 TBD - Jonathan Kinnick – (Location: TBD)
  - November 2026 TBD - Paula Treece – (Location: TBD)
- **Facilities/Capital Improvements/Site Selection Committee** – Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Finance Committee** – Rick Smith, Tom Hager, Kathy Hall, and Jonathan Kinnick
- **Foundation Board** – Celia Martin and Kathy Hall
- **Policy Committee** – Kathy Hall, plus one other Board Member:

Section	Committee Meets	Board Review 5:00 pm	Board Member
One – School Board Operations	August	November	Celia Martin
Three – Support Services	September	November	Tom Hager
Five – Personnel	October	November	Paula Treece
Six – Students	November	February	Dr. Ginger Carter & Student Reps
Four – Instructional Services	December	March	Jonathan Kinnick
Two – Fiscal Management	January	March	Rick Smith

- **School Zone Assignment Advisory Committee** – Celia Martin, Tom Hager and Paula Treece
- **Sick Leave Bank Trustee** – Tom Hager
- **Superintendent’s Compensation Committee** – Paula Treece (Chair) and Rick Smith
- **Legislative Liaison** – Paula Treece
- **Safety Security Committee** - Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Student Activities Committee** – Rick Smith, Kathy Hall, and Paula Treece
- **JC Council of PTAs Committee** - Paula Treece
- **Hall of Fame Committee** – Paula Treece
- **Student Health Advisory Committee: SHAC** - Dr. Ginger Carter and Paula Treece

<b>COMMITTEE</b>	<b>BOARD REP(S)</b>	<b>CO SUPERVISOR/JCS EMPLOYEE</b>	<b>FREQUENCY / Special Notes</b>
Athletic Committee	Smith, Kinnick, Treece	K. Turner, J. Carter	As needed
Communications Committee	Martin, Treece	C. Brooks	Quarterly
Collaborative Learning Council	Rotates by month	A. Frizzell	Monthly
Facilities/Capital Improvements/Site Selection Committee	Carter, Hall, Kinnick	J. Barnes, G. Wallace, E. Slater	As Needed
Finance Committee	Smith, Hager, Hall, Kinnick	L. Valley	As Needed
Foundation Board	Martin, Hall	M. Stukes	Quarterly
Policy Committee	Hall, + board rotation	A. Forbes	August - January as scheduled
School Zone Assignment Advisory Committee	Martin, Hager, Treece	T. Larkey	As Needed
Sick Leave Bank Trustee	Hager	T. Larkey	As Needed
Superintendent's Compensation Committee	Hall, Smith	L. Valley; A. Forbes	As Needed

Legislative Liaison	Treece	None	
Safety Security Committee	Carter, Hall, Kinnick	G. Wallace	As Needed
Student Activities Committee	Smith, Hall, Treece	J. Carter	As Needed
JC Council of PTA's Committee	Treece	None	
Hall of Fame Committee	Treece	C. Brooks	As Needed
Student Health Advisory Committee	Carter, Treece	G. Wallace, J. Norton	As Needed