

Johnson City Board of Education Special Meeting
November 7, 2022 5:00 PM
Central Office

1. CALL TO ORDER AND PURPOSE OF MEETING

1.A. Policies - Sections One: School Board Operations, Three: Support Services and Four: Instructional Services

- 1.A.1. 1.102 - Board Members Legal Status
- 1.A.2. 1.105 - School Board Legislative Involvement
- 1.A.3. 1.106 - Boardmanship Code of Conduct
- 1.A.4. 1.1061 - Code of Ethics
- 1.A.5. 1.107 - Board Member Conflict of Interest
- 1.A.6. 1.201 - Duties of Officers
- 1.A.7. 1.202 - Duties of Board Members
- 1.A.8. 1.204 - Board Member Development Opportunities
- 1.A.9. 1.205 - Board-Superintendent Relations
- 1.A.10. 1.400 - School Board Meetings
- 1.A.11. 1.501 - Visitors to the Schools
- 1.A.12. 1.502 - Board Meeting News Coverage
- 1.A.13. 1.503 - News Releases, News Conferences and Interviews
- 1.A.14. 1.600 - Policy Development and Adoption
- 1.A.15. 1.701 - Planning and Evaluation of Board Goals and Objectives
- 1.A.16. 1.705 - School Based Decision Making

- 1.A.17. 1.8011 - Emergency Closings
- 1.A.18. 1.805 - Use of Electronic Correspondence
- 1.A.19. 1.807 - Use of School Name
- 1.A.20. 1.808 - Registered Sex Offenders
- 1.A.21. 1.901 - Charter School Applications
- 1.A.22. 3.201 - Safe and Secure Facilities
- 1.A.23. 3.202 - Emergency Preparedness Plan
- 1.A.24. 3.203 - Crisis Management
- 1.A.25. 3.208 - Long Range Facilities Planning
- 1.A.26. 3.215 - Inspection and Acceptance of New Facilities
- 1.A.27. 3.303 - Waste Reduction and Recycling
- 1.A.28. 3.400 - Student Transportation Management
- 1.A.29. 4.100 - Instructional Goals
- 1.A.30. 4.201 - Basic Program
- 1.A.31. 4.204 - Summer School
- 1.A.32. 4.206 - Alternate Instruction Programs
- 1.A.33. 4.211 - Credit Recovery
- 1.A.34. 4.300 - Extracurricular Activities
- 1.A.35. 4.301 - Interscholastic Athletics
- 1.A.36. 4.402 - Selection of Instructional Materials (Other than Textbooks)
- 1.A.37. 4.403 - Reconsideration of Instructional Materials and Textbooks
- 1.A.38. 4.406 - Use of the Internet

- 1.A.39. 4.101 - Instructional Standards
- 1.A.40. 4.20.1 - Class Size Ratios
- 1.A.41. 4.2121 - Virtual Education Program
- 1.A.42. 4.4031 - Library Materials
- 1.A.43. 4.603 - Promotion and Retention
- 1.A.44. 5.200 - Separation Practices for Tenured Teacher
- 1.A.45. 5.201 - Separation Practices for Non-Tenured Teachers
- 1.A.46. 5.701 - Substitute Teachers
- 1.A.47. 5.119 - Employment of Retirees
- 1.A.48. 6.204 - Attendance of Non-Resident Students
- 1.A.49. 6.3041 - Title IX & Sexual Harassment
- 1.A.50. 6.308 - Bus Conduct
- 1.A.51. 6.318 - Admission of Suspended or Expelled Students
- 1.A.52. 6.409 - Child Abuse Reporting
- 1.A.53. 6.503 - Homeless Students

2. ADJOURNMENT

Johnson City Board of Education

Monitoring: Review Annually, in September	Board Members Legal Status	Descriptor 1.102	Issue Date 1/3/2022
		Rescinds 1.102	Issued 12/7/2020

The legal status of board members shall be as follows:¹

NUMBER

The Board shall be composed of seven (7) members.

QUALIFICATIONS

Members of the Board shall be residents of the City of Johnson City ~~and elected on a non-partisan basis,~~¹ and shall be citizens of recognized integrity, intelligence, and ability to administer the duties of the office.² To qualify as a candidate, an individual must show proof of graduation from high school or receipt of a G.E.D. No member of the city or county legislative body nor any other city or county governmental official shall be eligible for election as a member of the city or county Board of Education.³

TERMS OF OFFICE

Members of the Board shall serve a term consisting of four (4) years.¹

VACANCIES

Vacancies shall be declared to exist on account of death, resignation, ceasing to be a resident of the city,⁵ or through due process proceedings.⁴

When a vacancy occurs, the Board of Education shall have the power to make an appointment for the unexpired term.⁵ If the Board elects to make an appointment, the Board shall take applications from interested and qualified citizens. The Board will, at the next regular scheduled Board meeting following the deadline for submitting applications, vote on the appointment. Such appointment shall continue until the next regular election.⁶

Legal References:

1. TCA 49-2-201
2. TCA 49-2-202(a)(1)
3. TCA 49-2-202(a)(2)
4. TCA 8-47-101
5. TCA 49-2-202(e); TCA 8-48-101(3)
6. Tennessee Constitution, Article VII, Section 2

Johnson City Board of Education

Monitoring: Review Annually, in September	School Board Legislative Involvement	Descriptor 1.105	Issue Date 10/3/2001
		Rescinds	Issued

The Board will work for the passage of new laws designed to advance the cause of improving education and for the repeal or modification of existing laws and the defeat of proposed laws that impede this cause. To accomplish this:

1. The Board shall stay informed of pending legislation and actively communicate its concerns and make its position known to the elected representatives at both the state and national level;
2. The Board shall work with other school boards in the state, local citizen groups, and other local officials to acquaint them with the Board's legislative priorities and to seek their support;
3. The Board ~~may~~ shall select one (1) of its members to serve as its legislative representative ~~to the Tennessee Legislative Network (TLN);~~
4. The Board shall work with its ~~TLN~~ legislative representative, with TSBA, ~~NSBA~~, and other concerned groups in developing an annual legislative program; and
5. The Board shall include in its budget appropriate resources, including travel expense, necessary for its TLN representative and other board members to accomplish its desired legislative goals.

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Johnson City Board of Education

Monitoring: Review Annually, in September	Boardmanship Code of Conduct	Descriptor 1.106	Issue Date 12/9/2019
		Rescinds 1.106	Issued 3/4/2019

The Board adopts this Code of Ethics as recommended by the Tennessee School Boards Association and the State of Tennessee as a guide to its members as they provide educational leadership for the youth of our state. The Board further agrees that ethical issues regarding the Board or its members may be referred to the TSBA Ethics Advisory Council.

ARTICLE I. MY RELATIONS TO THE CHILDREN

- Section 1. I will at all times think in terms of “children first,” always determining other important things according to how they affect education and training of children.
- Section 2. I will seek to provide equal educational opportunities for all children regardless of ability, race, color, sex, gender, creed or location of residence.

ARTICLE II. MY RELATIONS TO MY COMMUNITY

- Section 1. I will endeavor to appraise fairly both the present and future educational needs of the community and to support improvements as finances permit.
- Section 2. I will represent at all times the entire school community and refuse to represent special interests or partisan politics.
- Section 3. I will endeavor to keep the community informed about the progress and needs of the schools.

ARTICLE III. MY RELATIONS TO TEACHERS AND PERSONNEL

- Section 1. I will support the employment of those persons best qualified to serve as employees and will insist on a regular and impartial evaluation of all staff.
- Section 2. I will support and protect personnel in performance of their duties.
- Section 3. I will not criticize employees publicly but will make such criticism to the Superintendent of Schools for investigation and action if necessary.

ARTICLE IV. MY RELATIONS WITH OTHER BOARD MEMBERS

- Section 1. I will recognize that authority rests only with the Board in official meetings and that the individual member has no legal status as a board member outside of such meetings.
- Section 2. I will refuse to make promises as to how I will vote on a matter which should

properly come before the Board as a whole.

Section 3. I will make decisions only after full discussion of matters at a Board meeting.

Section 4. I will respect the opinion of other members and will accept the principle of "majority rule."

ARTICLE V. MY RELATIONS WITH THE SUPERINTENDENT OF SCHOOLS

Section 1. I will support full administrative authority as well as responsibility for the Superintendent of Schools to properly discharge all professional duties.

Section 2. I will support Superintendent of Schools' accountability for working and requiring staff to work within the framework of policies set by the Board.

Section 3. I will refer all complaints and concerns to the Superintendent of Schools.

ARTICLE VI. MY RELATIONS TO MYSELF

Section 1. I will inform myself about my duties and responsibilities and current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards associations.

Section 2. I will avoid being placed in a position of conflict of interest, and will refrain from using my board position for personal or partisan gain.

CONTRACT AGREEMENT

As members of the Johnson City Board of Education, we also commit ourselves collectively and individually to uphold the following contract, which is to be renewed after each Board of Education election of officers:

1. To abide by the code of ethics of the Tennessee School Boards Association.
2. To strive sincerely to build better relationships with one another and with the Superintendent of Schools.
3. To vote on individual convictions and do what we can to prevent or destroy fractionalism on the Board.
4. To refuse to become involved in micromanagement.
5. To emphasize planning, policy making, and public relations rather than becoming involved in management of the schools.
6. To prepare ourselves carefully before each board meeting so that when we have the floor, we can make comments that are concise, organized, and clear.
7. To listen carefully and with courtesy when other people have the floor and are speaking during board meetings.

Johnson City Board of Education

Monitoring: Review Annually, in September	Code of Ethics	Descriptor 1.1061	Issue Date 12/1/2008
		Rescinds	Issued

CODE OF ETHICS JOHNSON CITY SCHOOL DISTRICT

Section 1. Definitions:

- (1) "School district" means Johnson City School District, which was duly created by a public or private act of the General Assembly; and which includes all boards, committees, commissions, authorities, corporations or other instrumentalities appointed or created by the school district or an official of the school district.
- (2) "Officials and employees" means and includes any official, whether elected or appointed, officer, employee or servant, or any member of any board, agency, commission, authority or corporation (whether compensated or not), or any officer, employee or servant thereof, of the school district.
- (3) "Personal interest" means, for the purpose of disclosure of personal interests in accordance with this Code of Ethics, a financial interest of the official or employee, or a financial interest of the official's or employee's spouse or child living in the same household, in the matter to be voted upon, regulated, supervised, or otherwise acted upon in an official capacity.

Section 2. Disclosure of personal interest in voting matters. An official or employee with the responsibility to vote on a measure shall disclose during the meeting at which the vote takes place, before the vote and to be included in the minutes, any personal interest that affects or that would lead a reasonable person to infer that it affects the official's or employee's vote on the measure. In addition, the official or employee may, to the extent allowed by law, recuse himself themselves from voting on the measure.

Section 3. Disclosure of personal interest in non-voting matters. An official or employee who must exercise discretion relative to any matter other than casting a vote and who has a personal interest in the matter that affects or that would lead a reasonable person to infer that it affects the exercise of the of the discretion shall disclose, before the exercise of the discretion when possible, the interest on an approved disclosure form and file the disclosure form with the school district's central office. In addition, the official or employee may, to the extent allowed by law, recuse himself themselves from the exercise of discretion in the matter.

Section 4. Acceptance of gifts and other things of value. An official or employee, or an official's or employee's spouse or child living in the same household, may not accept, directly or indirectly, any gift, money, gratuity, or other consideration or favor of any kind from anyone other than the school district that a reasonable person would understand was intended to influence the vote, official action or judgment of the official or employee in executing decision-making authority affecting the school district.

It shall not be considered a violation of this policy for an official or employee to receive entertainment, food, refreshments, meals, health screenings, amenities, foodstuffs, or beverages that are provided in connection with a conference sponsored by an established or recognized statewide association of school board officials or by an umbrella or affiliate organization of such statewide association of school board officials.

1 **Section 5. Ethics Complaints.** The school district may create a School District Ethics Committee (the
2 "Ethics Committee") consisting of three members who will be appointed to one-year terms by the Chairman of
3 the Board of Education with confirmation by the board of education. At least two members of the committee
4 shall be members of the board of education. The Ethics Committee shall convene as soon as practicable after
5 its appointment and elect a chair and a secretary. The records of the Ethics Committee shall be maintained by
6 the secretary and shall be filed in the office of the Superintendent of schools, where they shall be open to
7 public inspection.

8
9 Questions and complaints regarding violations of this Code of Ethics or of any violation of state law
0 governing ethical conduct should be directed to the chair of the Ethics Committee. Complaints shall be in
1 writing and signed by the person making the complaint, and shall set forth in reasonable detail the facts upon
2 which the complaint is based.

3
4 The School District Ethics Committee may investigate any credible complaint against an official or employee
5 charging any violation of this Code of Ethics, or may undertake an investigation on its own initiative when it
6 acquires information indicating a possible violation, and make recommendations for action to end or seek
7 retribution for any activity that, in the Committee's judgment, constitutes a violation of this Code of Ethics. If
8 a member of the Committee is the subject of a complaint, such member shall recuse **himself themselves** from all
9 proceedings involving such complaint.

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1 The Committee may:

- 2
3 (1) Refer the matter to the Board Attorney for a legal opinion and/or recommendation for action:
4 (2) In the case of an official, refer the matter to the school board body for possible public censure if the
5 board body finds such an action warranted;
6 (3) In the case of an employee, refer the matter to the official responsible for supervision of the
7 employee for possible disciplinary action if the official finds discipline warranted; or
8 (4) In a case involving possible violation of state statutes, refer the matter to the district attorney for
9 possible ouster or criminal prosecution.

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1 The interpretation that a reasonable person in the circumstances would apply shall be used in interpreting this
2 Code of Ethics. When a violation of this Code of Ethics also constitutes a violation of a personnel policy or a
3 civil service policy, the violation shall be dealt with as a violation of the personnel or civil service provisions
4 rather than as a violation of this Code of Ethics.

Johnson City Board of Education

Monitoring:	Board Member Conflict of Interest	Descriptor 1.107	Issue Date 12/7/2020
Review Annually, in September		Rescinds 1.107	Issued 7/1/2000

1 A Board member shall not be directly interested in any contract in which the Board may be interested.
2 "Directly interested" means any contract with the board member or with any business in which the board
3 member is sole proprietor, a partner, or the person having controlling interest. "Controlling interest" shall
4 include the individual with the ownership or control of the largest number of outstanding shares owned
5 by any single individual or corporation.

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7 This policy shall not prohibit any board member from voting on the school budget or any budget
8 amendments, unless the vote is on a specific budget amendment in which such board member is directly
9 interested.

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1 A board member shall not be indirectly interested in any contract in which the Board may be interested
2 unless the board member publicly acknowledges such interest. "Indirectly interested" means any contract
3 in which the board member is interested but not directly so, as defined above, including contracts in which
4 the board member may have a direct interest but is the sole supplier of goods or services in the county.

5
6 Any board member who is an employee of the city and whose employment predates his initial election/
7 appointment to the Board may vote on matters in which ~~he~~ they has a conflict of interest if the member
8 informs
9 the Board immediately prior to the vote as follows: "Because I am an employee of (name of governmental
0 unit), I have a conflict of interest in the proposal about to be voted. However, I declare that my argument
1 and my vote answer only to my conscience and to my obligation to my constituents and the citizens the
2 Board represents." The vote of any board member having a conflict of interest who does not inform the
3 Board of such conflict shall be void if challenged during the same Board meeting at which the vote was
4 cast and prior to the transaction of any further business by the Board.

5
6 Any board member who is also an employee of the city and whose employment began on or after the date
7 on which ~~he was they were~~ initially elected to serve on the Board shall not vote on matters in which ~~he has~~
8 they have a conflict of interest.

9
0 If a board member has a conflict of interest in a matter to be voted on by the Board, ~~he~~ they may abstain for
1 cause by announcing such to the chairman. Any board member who abstains from voting for cause on
2 any issue coming to a vote before the Board shall not be counted for the purpose of determining a majority
3 vote.¹

4 **PENALTY FOR UNLAWFUL INTEREST**

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6 If a board member becomes directly or indirectly interested in any such contract, ~~he~~ they shall forfeit all pay
7 and compensation and shall be dismissed from the Board and be ineligible to serve in the same or similar
8 position for ten (10) years.¹

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2 Legal References:
3 1. TCA 12-4-101,102

Cross Reference:
Boardmanship Code of Conduct 1.106

Johnson City Board of Education

Monitoring: Review Annually, in September	Duties of Officers	Descriptor 1.201	Issue Date 1/3/2022
		Rescinds 1.201	Issued 12/09/2019

CHAIRMAN

The chairman of the Board shall have the following duties:

1. To assist the Superintendent of Schools in preparing meeting agendas;
2. To preside at all meeting of the Board;¹
3. To appoint committees authorized by the Board;¹
4. To function as chairman of the executive committee;¹
5. To countersign all warrants authorized by the Board and issued by the Superintendent of Schools for all expenditures of the school system;¹
6. To conduct Board hearings;²
7. To prepare the school budget with the Superintendent of Schools;³
8. To authorize the use of mechanical checkwriting equipment;⁴
9. To certify the value of surplus property valued less than \$250;⁵
10. To certify the official copy of approved minutes for each regular and special meeting of the Board; and
11. To carry out other such duties as may be assigned by the Board.

VICE CHAIRMAN

The vice chairman shall assume the duties of the chairman in their absence or function as the chairman until a new chairman can be elected in the event the chairman is incapacitated or the office becomes vacant. The vice chairman shall also chair the Superintendent's Compensation Committee.

SECRETARY

The secretary shall conduct all correspondence of the Board, keep and preserve all of its records, receive all reports acquired by the Board, and see that such reports are in proper form.

The Board may assign some or all of these duties to a clerk; however, the responsibility resides with the secretary.

CHAIRMAN PRO TEM

At any meeting where neither the chairman nor the vice chairman is present a chairman pro tem shall be elected to preside.

Legal References:

1. TCA 49-2-205
2. TCA 49-5-512(5)
3. TCA 49-2-203(a)(10)
4. TCA 49-2-113
5. TCA 59-6-2007

Cross References:

- Duties and Powers of the Board 1.101
- Duties of Board Members 1.202

Johnson City Board of Education

Monitoring: Review Annually, in September	Duties of Board Members	Descriptor 1.202	Issue Date 12/05/2005
		Rescinds 1.202	Issued 10/15/2001

The duties of an individual board member shall be as follows:

1. To become familiar with State school laws, regulations of the State Department of Education, and school board policies, rules and regulations;
2. To participate in State-mandated board training;¹
3. To have a general knowledge of the educational aims and objectives of the system;
4. To work harmoniously with other board members without trying either to dominate the Board or neglect ~~his~~ their share of the work;
5. To vote and act impartially for the good of the school system;
6. To accept the will of the majority vote in all cases and give support to the resulting action;
7. To represent the Board and the school system to the public in such a way as to promote both interest and support;
8. To refer complaints to the Superintendent of Schools and to abstain from individual counsel and action in regard to staff members;
9. To prepare for board meetings by reviewing the Board of Education agenda and support material prior to meeting; and
10. To share relevant information obtained at workshops, conferences, and committee meetings.

Legal References:

1. TCA 49-2-202(a)(5); TRR/MS 0520-1-2-11

Cross References:

- Duties and Powers of the Board 1.101
Ethics 1.106

Johnson City Board of Education

Monitoring: Review Annually, in September	Board Member Development Opportunities	Descriptor 1.204	Issue Date 1/3/2022
		Rescinds 1.204	Issued 1/5/2015

1 The Board shall participate in activities designed to assist board members in improving their skills as members
2 of a policy-making body.

3
4 In order to control both the investment of time and funds necessary to implement this policy, the Board
5 establishes these principles and procedures for its guidance:

- 6 1. A calendar of school board conferences, conventions and workshops shall be maintained by the
7 board secretary and provided to each board member. At least annually the Board will identify
8 which meetings should be attended and the benefits which would be derived from participation
9 in such meetings;
- 0 2. Funds for participation at such meetings shall be budgeted on an annual basis. The Board, as a
1 whole, shall retain the authority to approve or disapprove the participation of members in
2 planned activities;
- 3 3. Reimbursement to board members for their travel expenses shall be in accord with their
4 reasonable and actual expenses;
- 5 4. When a conference, convention or workshop is not attended by the full Board, those
6 participating will be requested to share information, recommendations and materials acquired at
7 the meeting; and
- 8 5. The public shall be kept informed about the Board's continuing in-service education and about
9 the programs anticipated for short- and long-range benefits to the schools.

0 The Board regards the following as the kinds of activities and services appropriate for implementing this
1 policy:

- 2 1. Participation in school board conferences, workshops and conventions held by the state,
3 regional and ~~N~~national ~~S~~school ~~B~~boards ~~A~~associations;¹
- 4 2. Local and district-sponsored training sessions for board members; and
- 5 3. Subscriptions to publications addressing the concerns of board members.

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Legal Reference:

1. TCA 49-2-2001

Cross References:

- Board Self-Evaluation 1.103
- Membership 1.104
- School Board Legislative Involvement 1.105
- School District Goals and Planning 1.700
- School Calendar 1.800
- Expenses and Reimbursements 2.804

Johnson City Board of Education

Monitoring: Review Annually, in September	Board-Superintendent Relations	Descriptor 1.205	Issue Date 7/01/2000
		Rescinds	Issued

1 The Board shall be responsible for specifying its requirements and expectations of the Superintendent of
2 Schools and then holding the Superintendent accountable by evaluating how well those requirements and
3 expectations have been met. In turn, the Superintendent shall be responsible for specifying requirements and
4 expectations for all administrators who report to ~~him~~ them and then holding each accountable by evaluating
5 how well requirements and expectations have been met.
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Cross References:

Duties and Powers of the Board of Education 1.101
Evaluation of the Superintendent of Schools 5.803

Johnson City Board of Education

Monitoring: Review Annually, in September	School Board Meetings	Descriptor 1.400	Issue Date 12/7/2020
		Rescinds 1.400	Issued 1/4/2018

1 The Board will transact all business at official meetings which may be either regular or special.

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3 Every meeting of the board shall be open to the public, except for those meetings in which the law
4 allows closed sessions.¹ Open meetings will be physically accessible to all students, employees, and
5 interested citizens.³

6
7 The Board may restrict the recording of Board meetings via camera, camcorder or other photographic
8 equipment when such recording creates a threat to public safety and welfare or impedes the conducting
9 of efficient and orderly public meetings.⁴

10 11 **REGULAR MEETINGS**

12
13 Regular meetings of the Board shall be held on the first Monday of the month at 6:00 p.m. in the
14 Columbus Powell Building (Central Office) or at another location as announced.

15
16 In instances when any regular meeting date falls on a legal holiday or in other special circumstances,
17 the meeting shall be held on the following day or rescheduled by the Superintendent of Schools and the
18 chairman. If rescheduled, adequate public notice of such meetings must be given.

19 20 **SPECIAL MEETINGS**

21
22 The Board shall hold special meetings as necessary to transact the business of the Board. Such
23 meetings shall be called by the chairman or Superintendent of Schools whenever the interests of the
24 schools require it, or when requested to do so by a majority of the Board.²

25
26 Only business related to the call of the meeting, and details related to agenda items shall be discussed
27 or transacted by the Board at a special meeting. A written copy of the notice shall be placed on file in
28 the Superintendent of Schools' office.

29 30 **ELECTRONIC ATTENDANCE** ⁵

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32 Absent Board members may attend a regular or special meeting by electronic means if the member is
33 absent because of work, a family emergency, or the member's military service. If a board member is
34 absent due to military service, he/she may participate electronically as often as he/she is able to do so.
35 However, a board member may not participate electronically more than two (2) times per year for
36 absences due to work and/or family emergencies.

1 **General Requirements**

2
3 The following requirements apply to all electronic attendance, regardless of the reason for the
4 member's absence:

- 5 1. A quorum of the Board must be physically present at the meeting in order for any member to
- 6 attend electronically.
- 7 2. Any member wishing to participate electronically must do so using technology which allows
- 8 the Chairman to visually identify the member.
- 9 3. The responsibility for the connection lies with the member wishing to participate electronically.
- 10 No more than three (3) attempts to connect shall be made, unless the Board chooses to make
- 11 additional attempts.

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13 **Work Related Absence**

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15 The following requirements apply to electronic attendance due to a work related absence:

- 16 1. The Board member must be absent from the county due to work.
- 17 2. The member wishing to participate must give the Chair and Superintendent at least five (5)
- 18 days notice prior to the meeting of the member's desire to participate electronically.

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20 **Family Emergency**

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22 The following requirement applies to electronic attendance due to a family emergency:

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24 The member must be absent due to the hospitalization of the member or the death or
25 hospitalization of the member's spouse, partner, father, mother, son, daughter, brother, sister,
26 son-in-law, daughter-in-law, step-son, step-daughter, father-in-law, mother-in-law, brother-in-
27 law, or sister-in-law.

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0 Legal References:

- 1 1. TCA 8-44-102 49-6-804(b)
- 2 2. TCA 49-2-202(c)(1)
- 3 3. 28 CFR § 36.201(a); 36.202
- 4 4. OP Tenn. Atty Gen 95-126
- 5 5. TCA 49-2-203(c)

Cross References:

- School Board Legal Status and Authority 1.100
- Public Hearings 1.401
- Grievances & the Americans with Disabilities Act

Johnson City Board of Education

Monitoring: Review Annually, in September	Visitors to the Schools	Descriptor 1.501	Issue Date 1/3/2022
		Rescinds 1.501	Issued 12/7/2020

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Professional visitors and observers will be welcome as long as the following conditions are met:

1. Visits and observations are arranged in advance;
2. Purpose of the visit is established prior to visitation; and
3. Number in the group visiting is small enough to be accommodated without disruption to the educational program.

Principals may limit entrance to a school in the event of an emergency or at any time they believe it to be in the best interest of the school.

In order to maintain the conditions and atmosphere suitable for learning, no other person shall enter onto the grounds or into the school buildings during the hours of student instruction except students assigned to that school, the staff of the school, parents/legal guardians of students, approved volunteers and other persons with lawful and valid business on the school premises.

Visitors with international or national groups sanctioned by the state or national government may visit schools if appropriate sponsorship and programming are in place and if the Superintendent has approved the visit in advance.

Visitors ~~may be~~ are required to sign in with a visitor management system.

Any person improperly on the premises of the school shall depart on the request of the school principal or other authorized person.

The principal or their designee has the authority to exclude from the school premises any persons disrupting the educational programs in the classroom or in the school, disturbing the teachers or students on the premises, or on the premises for the purpose of committing an illegal act.¹

The principal shall engage law enforcement officials when they believes the situation warrants such measures.

Students may not bring visitors to school to visit during the school day without the prior permission of the principal.

VISITOR PASSES

Except on occasions, such as school programs, athletic events, open house and similar public events, all visitors will report to the school office when entering the school and will register as a visitor. Authorization to

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visit elsewhere in the building or on the school campus will be determined by the principal or ~~his~~ their designee. Visitor passes shall be issued for all persons other than students and employees of the school system. ²

Legal Reference:

1. TCA 49-6-2008; TCA 39-14-406
2. TCA 49-2-303(b)(4)

Cross References:

- Section 504/ADA Grievances Procedures 1.802
- Vendor Relations 2.809
- Security 3.205
- Care of School Property 6.311

Johnson City Board of Education

Monitoring: Review Annually, in September	Board Meeting News Coverage	Descriptor 1.502	Issue Date 12/7/2020
		Rescinds 1.502	Issued 10/5/2009

1 A copy of the agenda and agenda materials will be sent in advance to members of the news media as
2 requested. Additionally, all reports approved by the Board shall be made available to the media. However,
3 reports-in-progress on which the Board has taken no final action shall be released only upon the Board's
4 authority as "tentative reports."

5
6 A press table shall be provided to enable reporters to follow discussion without difficulty.

7
8 The press will be provided with working copies of the agenda and agenda materials upon request.

9
0 In order that the Board may transact its business with dispatch, questions from the press will not be entertained
1 while meetings are in progress.

2
3 The Chairman of the Board and/or the Superintendent of Schools will be available after each meeting to
4 answer questions and to clarify points of discussion and action.

5
6 When individual Board members receive requests from news media representatives for information about
7 Board meetings in regard to their own statements or actions, the members may choose to respond or refer the
8 media to the Board chairman, who is the spokesperson for the Board, except as ~~he~~ they specifically delegates
9 this responsibility to others.

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Cross References:

Board-Community Relations 1.500
News Releases, Conferences and Interviews 1.503

Johnson City Board of Education

Monitoring: Review Annually, in September	News Releases, News Conferences and Interviews	Descriptor 1.503	Issue Date 12/5/2005
		Rescinds 1.503	Issued 7/1/2000

The release of official news from the system and schools shall be coordinated as follows:

1. The Board Chairman will be the official spokesperson for the Board, except as this duty is delegated to others;
2. News releases which are of a systemwide nature or pertain to established system policy are the responsibility of the Superintendent of Schools or a designated member of the administrative staff; and
3. News releases which are of concern to only one school or to an organization of one school **are the responsibility of shall be coordinated by** the principal of that particular school.

When individual Board members or the Superintendent of Schools express their views on any issue which is in opposition to a view expressed in Board policy, they have the duty to make clear that the view expressed is not the official view of the Board or school system.

Cross References:

Board-Community Relations 1.500
Board Meeting News Coverage 1.502
Crisis Management 3.203

Johnson City Board of Education

Monitoring: Review Annually, in September	Planning and Evaluation of Board Goals and Objectives	Descriptor 1.701	Issue Date 12/9/2019
		Rescinds 1.701	Issued 3/4/2019

1 The Board of Education intends to ensure that the school district and its students will be better able to meet
2 the demands of the future by instituting an ongoing, comprehensive planning process resulting in a five (5)
3 year plan that has as its goals:

- 4
- 5 1. Identifying, analyzing, and planning to ~~cope~~ successfully address with the major internal and
6 external factors that will affect what and how students learn and how the public schools
7 function as a vital element of society.
- 8
- 9 2. Establishing a limited number of program improvement goals to be achieved through
0 sustained effort by all district staff over three-to-five-year periods;¹
- 1
- 2 3. Developing written, multi-year plans for all major priorities and initiatives, including major
3 activities, expected outcomes, timelines, responsible persons, and required resources; and
- 4
- 5 4. Basing major budget decisions on strategic plans.
- 6

7 The Board will participate in planning through an annual conference or retreat with the Superintendent of
8 Schools and administrative staff to review progress on the implementation of priorities, initiatives, and
9 strategic plans, to determine which goals have been achieved, whether any new efforts are needed, and to
0 review major issues that may affect the future. It also will consider and act upon annual objectives and
1 strategies proposed by the Superintendent of Schools to achieve goals.

2
3 The Superintendent of Schools will develop necessary procedures, forms or other measures to implement the
4 goals of this policy using simple, logical, and collegial processes.

5
6 A planning coordinator may be designated by the Superintendent of Schools to help the Superintendent
7 coordinate system-wide planning efforts, establish and coordinate an issues management process, aid district
8 staff in developing specific plans, and monitor implementation schedules.

9
0 The Board shall annually assess the productivity of each goal and establish standards for each area.

1
2 The basic features of the assessment shall be as follows:

- 3
- 4 1. The form for self-assessment of each area of responsibility shall be designed to indicate
5 strengths and weaknesses;
- 6
- 7 2. All resources, including personnel, shall be used in the process;
- 8
- 9 3. Each evaluation shall be reported to the Board for its approval;
- 0
- 1 4. Board-approved reports shall become goals and objectives for each department for the
2 forthcoming year.

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Legal Reference

1. TRR/MS 0520-1-3-.03(16)

Cross References:

- Duties and Powers fo the Board of Education 1.101
Duties of the Superintendent of Schools 5.802

Johnson City Board of Education

Monitoring: Review Annually, in September	School-Based Decision Making	Descriptor 1.705	Issue Date 10/5/2009
		Rescinds 1.705	Issued 7/1/2005

1 The Board shall operate its schools under principles of school based decision making. Principals will operate
2 and manage schools with the assistance of local decision making teams representative of school stake holders.

3
4 The following functions are retained by the Board of Education and the Superintendent of Schools:

- 5
- 6 1. policy;
 - 7 2. budget and financial practices;
 - 8 3. legal and regulatory provisions;
 - 9 4. ethical practices;
 - 0 5. legal requirements for personnel employment and evaluation; and
 - 1 6. other areas as designated by the Superintendent of Schools.

2 The Board shall provide the necessary resources and training to institute school-based decision making.
3 Further, it directs the Superintendent of Schools to present annual reports to the Board indicating the benefits
4 attained through the implementation of school-based decision making principles and structures.
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Johnson City Board of Education

Monitoring: Review Annually, in September	Emergency Closings	Descriptor 1.8011	Issue Date
		Rescinds 1.8011	Issued 3/4/2019

1 The Board authorizes the Superintendent of Schools or ~~his~~ their designee to close schools, certain schools or
2 individual classrooms in the event of hazardous weather or any other emergency which presents a threat to the
3 safety or health of students, staff members or school property.¹
4

5 As soon as the decision to close schools is made, the Superintendent of Schools will notify the public media
6 and request that an announcement be made. Closings and schedule adjustments will also be posted on the
7 system's website and on social media and other available communication lines.
8

9 If school is not in session or is dismissed early due to snow or inclement weather, most scheduled activities in
0 which students are involved will be postponed or cancelled. Athletic events may or may not be postponed,
1 depending on weather near game time.
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9 Legal References:
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- 1 1. TCA 49-6-3004(e)(1); TRR/MS 0520-1-3-.02(1)(b)
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Johnson City Board of Education

Monitoring: Review Annually, in September	Use of Electronic Correspondence Mail (e-mail)	Descriptor 1.805	Issue Date 1/3/2022
		Rescinds 1.805	Issued 12/7/2020

Electronic communication capability among board members and school system staff exists for the purpose of enabling all to better perform tasks associated with their positions and assignments. Therefore all staff and board members who have access to the district network shall adhere to the following guidelines when sending or receiving messages via any systemwide electronic means mail (e-mail):

1. Because all computer hardware and software belong to the Board, all data including e-mail communications stored or transmitted on school system computers shall be monitored. Employees/board members have no right to privacy with regard to such data. Confidentiality of e-mail electronic communication cannot be assured. E-mail Electronic correspondence may be a public record under the public records law and may be subject to public inspection.¹
2. Messages Electronic correspondenceshall pertain to legitimate board/system business.
3. Staff/board members will be asked to sign an application for terms and conditions for use of the Internet. Staff/board members shall not reveal their passwords to others in the network or to anyone outside of it. If anyone has reason to believe that a password has been lost or stolen or that e-mail electronic correspondence has been accessed by someone without authorization, ~~he/she~~ they shall contact the technology coordinator immediately.
4. It is the responsibility of the sender not to violate copyright laws.
5. Messages shall not be sent that contain material that may be defined by a reasonable person as obscene or that are racist, sexist or promote illegal or unethical activity.
6. All employees will adhere to the System's Responsible Use Agreement.

Any usage contrary to the above shall be reported immediately to the Superintendent of Schools and may result in the suspension and/or revocation of system access or if deemed necessary, appropriate disciplinary action may be taken.

E-mail shall not be used to circumvent requirements of the Open Meetings Act.²

Legal Reference:

1. TCA 10-7-512
2. TCA 8-44-102

Cross Reference:

Use of the Internet 4.406

Johnson City Board of Education

Monitoring: Review Annually, in September	Use of School Name	Descriptor 1.807	Issue Date 7/1/2000
		Rescinds	Issued

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No school or community organization, employee, student or other person may use the ~~school~~ name of any school or the school sytem in any promotional manner or for personal benefit without prior approval of the Board/designee.

Cross Reference:
Board-Community Relations 1.500

Johnson City Board of Education

Monitoring: Review Annually, in September	Registered Sex Offenders	Descriptor 1.808	Issue Date 1/3/2022
		Rescinds 1.808	Issued 4/5/2016

1
2 Individuals registered as sex offenders in Tennessee or any other state are prohibited from the premises of
3 any school in this system, except for the limited circumstances stated in this policy.¹
4

5 **EMPLOYMENT**

6
7 An individual listed by the state of Tennessee or any other state as a registered sex offender is ineligible for
8 employment within the school system.
9

0 **PRESENCE ON SCHOOL PROPERTY**

1
2 No registered sex offender, other than a student enrolled in the school in question, shall come on, about, or
3 within 1,000 feet of a local school's property line except as provided below.² If any employee of the school
4 system becomes aware of any registered sex offender's presence on school property, they shall immediately
5 inform the principal, who shall direct the individual to leave the premises immediately. The principal shall
6 request assistance from local law enforcement authorities if offender resists the principal's directives. If the
7 registered sex offender ~~repeats this restriction of coming~~ continues to come on to school property, the
8 principal may confer with legal counsel to take appropriate legal action.
9

0 Neither this policy nor state law impose any duty upon a principal or any other employee of the local school
1 system to review the sex offender registry for individuals who may come upon the property.
2

3 **PARENTS WHO ARE REGISTERED SEX OFFENDERS**

4
5 A parent or legal guardian of a child who is enrolled in the school may attend a conference with the school
6 officials with the written permission of the school's principal.
7

8 An offender may come within the 1,000 feet limit provided the individual is dropping off or picking up a child
9 or children enrolled in the school after having given written notice of their sex offender status to the school
0 principal.
1

2 Principals shall speak with the parent upon learning of their status as a sex offender to communicate the
3 restrictions of this policy and to establish open dialogue with the parent, as much as is possible or reasonable.
4 The principal shall take all appropriate measures to protect the privacy of the sex offender's child.
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8 Legal References:

- 9 1. TCA 49-5-413
0 2. TCA 40-39-201, *et seq.*
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Johnson City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 12/09/19
		Rescinds:	Issued:

1 *General*

2 This policy shall apply to sponsors and potential sponsors of charter schools. It shall not apply to
3 charter schools converting from existing public schools. Proposals from existing charter school
4 operators or replicators and applicants proposing to contract with educational service providers shall
5 include the information required by state law.¹

6 **APPLICATION PROCESS²**

7 A prospective charter school sponsor shall send the Superintendent of Schools notice of its intent sixty
8 (60) days prior to February 1st of the year preceding the year in which the proposed charter school
9 plans to begin operation as a charter school.

10 A sponsor seeking board approval of an initial charter school application shall complete the forms
11 provided by the Department of Education. The application shall provide all the information required by
12 law. The sponsor shall demonstrate that the proposed charter school meets the purpose prescribed by
13 law for the formation of a charter school, and the proposed charter school will be able to implement a
14 viable program of quality education for its students.³

15 Applications shall be submitted to the Board and Department of Education on or before 4:30 p.m. on
16 February 1st of the year preceding the year in which the proposed charter school plans to begin
17 operation as a charter school. If the 1st of February falls on a Saturday, Sunday, or holiday on which
18 the school district offices are closed, applications will be accepted on the next business day on or
19 before 4:30 p.m. Late applications will not be accepted, without exception. The sponsor shall pay an
20 application fee of \$2,500.00.²

21 **REVIEW TEAM¹**

22 If necessary, the Board shall appoint a review team to assist in reviewing and evaluating charter school
23 applications. The team shall be composed of members of the administrative staff for the district,
24 community members, and a member of the Board, with relevant educational, organizational, financial,
25 and legal experience. At the board meeting in December of each year, the Superintendent of Schools
26 shall make a recommendation to the Board on which members of ~~his/her~~ their administrative staff
27 should be appointed to the team. The Board shall name the members of the team at its meeting in
28 January of each year. The Board shall designate a Chair of the review team as the contact person for
29 answering questions about the application process and receiving applications. The Superintendent of
30 Schools shall develop an orientation for the team to ensure consistent evaluation standards and the
31 elimination of real or perceived conflicts of interest.

1 The Board shall require the Superintendent of Schools to develop a procedure for receiving, reviewing,
2 and ruling on applications for the establishment of charter schools by the review team. The procedure
3 shall include a timeline for the application and review process. A copy of the procedure, including the
4 review criteria, shall be available to any interested party upon request.

5 The review team shall:

- 6 1. Evaluate all charter school applications based on the review criteria adopted by the Board;
- 7
- 8 2. Recommend one of the following options to the Board for each application: approve, reject, or
9 reject with stipulations for reconsideration; and
- 10
- 11 3. Make recommendations for revocation, renewal, or non-renewal of charter school contracts.

12 **APPROVAL/DENIAL OF APPLICATION⁴**

13 The Board shall rule by resolution on the approval or denial of a charter school application within
14 ninety (90) days of receipt of the completed application, or the application shall be deemed approved
15 by law. The Superintendent of Schools shall report the action taken by the Board to the Department of
16 Education.

17 *Approval*

18 The sponsor of a charter school that is approved by the Board shall enter into a written agreement with
19 the Board which shall be binding on the charter school's governing body. The charter school agreement
20 shall be in writing and signed by the sponsor and the Board.

21 The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state
22 and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁵

23 Charter schools approved by the Board are expected to implement the application as submitted and
24 approved. Material variations in operations from the approved application require amendment pursuant
25 to statute and the charter school agreement.

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

30 New charter school agreements are approved for a ten (10) year period.⁶ The Board may revoke or
31 deny renewal of a charter school agreement for any of the reasons enumerated in state law.⁷

32 *Denial*

33 Upon written receipt of the grounds for denial, the sponsor shall have thirty (30) days within which to
34 submit an amended application to correct the deficiencies. The Board shall have sixty (60) days either
35 to deny or to approve the amended application, or the application shall be deemed approved by law.⁴

- 1 Within ten (10) days of final denial, an appeal may be filed with the State Board of Education.

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01; Public Acts of 2019, Chapter No. 219
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01
5. TCA 49-13-128
6. TCA 49-13-121
7. TCA 49-13-122

Johnson City Board of Education

Monitoring: Review Annually, in October	Safe and Secure Facilities	Descriptor 3.201	Issue Date 1/3/2022
		Rescinds 3.201	Issued 12/9/2019

1 Within Board policy, the ~~principal~~ **Superintendent** shall develop procedures for keeping school facilities safe
2 ~~and free from hazards.~~

3
4 All staff members shall report current and potential hazards to their immediate supervisors.

5
6 Inspections of buildings and grounds shall be made on a regular basis to ensure that they are maintained in a
7 manner conducive to the safety of occupants.

8
9 Each principal is responsible for seeing that the practice of safety is a part of the instructional program of the
0 school and that it is appropriately geared to students at different grade levels.¹

1
2 A safety program shall include:

- 3 1. Fire prevention
- 4 2. Accident prevention
- 5 3. Warning systems
- 6 4. Emergency drills
- 7 5. ~~Intruder/Active~~ **Armed** Shooter Drills
- 8 6. Emergency closings
- 9 7. Traffic safety
- 0 8. Traffic and parking controls
- 1 9. Safety inspections
- 2 10. First aid
- 3 11. A disaster preparedness plan for any other major emergency.

4
5
6 Only students assigned to the school, the staff of the school, and other persons who have registered with the
7 school office and have lawful and valid business on the school premises shall enter onto the grounds or into
8 the buildings of the schools during the hours of student instruction. All staff members shall immediately
9 report persons who appear to be improperly on school premises or school buses to the principal.²

0
1 The principal shall secure the assistance of law enforcement officials whenever they deems it necessary.

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6 Legal References:

- 7 1. TCA 49-6-1003
- 8 2. TCA 49-6-2008

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6 Cross References:

- 7 Visitors to the School 1.501
- 8 Care of School Property 6.311
- 9 Emergency Preparedness Plan 3.201

Johnson City Board of Education

Monitoring: Review Annually, in October	Emergency Preparedness Plan	Descriptor 3.202	Issue Date 12/7/2020
		Rescinds 3.202	Issued 12/9/2019

1 The Superintendent of Schools shall be responsible for developing, maintaining and acquiring Board approval
2 of the district Emergency Preparedness Plan,¹ which shall include procedures for ~~cases of~~ bomb threats, civil
3 disturbances, armed intruders, earthquakes, fire, tornados, and other severe weather and medical emergencies
4 such as pandemic outbreaks.

5
6 Emergency preparedness drills will be developed and implemented by each principal, with approval of the
7 Superintendent of Schools, and when appropriate, be held in conjunction with emergency response agencies.
8 Drill procedures shall be published and distributed to all staff, students and parents.
9

0 **FIRE AND SAFETY DRILLS**

1 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30) school days,
2 with two (2) fire drills occurring during the first thirty (30) full days of the school year. Additionally, they
3 shall ensure that four (4) fire safety educational announcements are conducted throughout the year.²

4
5 The principal shall ensure that three (3) additional safety drills are given during the school year.³ These drills
6 may cover inclement weather, earthquakes, armed intruders, or other emergency drills that do not require full
7 evacuation. A record of all fire or safety drills, including the time and date, shall be kept in each school's
8 office.³

9
0 The principal/designee shall regularly check the quantity, locations, and conditions of fire extinguishers and
1 shall give all school personnel instructions on how to properly use fire extinguishers.

2 **ARMED INTRUDER DRILLS**

3 The Superintendent of Schools or ~~his/her~~ their designee shall ensure that each school safety team conducts at
4 least one (1) armed intruder drill annually in coordination with local law enforcement.⁴

5 **AED DRILLS**

6 Schools shall conduct a CPR and an AED drill to ensure students are aware of the steps that must be taken in
7 the event of a medical emergency. The principal shall be responsible for ensuring the drill occurs.⁵

8 The Superintendent of Schools shall develop the necessary administrative procedures on AED and CPR
9 training, planning, notification and maintenance to comply with laws.

6 **MEDICAL EMERGENCIES/PANDEMIC/FLU⁶**

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8 In the event of medical emergencies, such as a pandemic flu outbreak, school officials shall cooperate and
9 consult with the local and state health departments and other local emergency or healthcare providers in

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protecting students and the community from further infection. The Superintendent of Schools shall develop procedures for health emergencies in accordance with state law and regulations.⁴

~~This~~ **The** emergency preparedness plan shall be reviewed and updated annually and distributed to law enforcement and other emergency personnel as needed.

REMOTE LEARNING DRILLS⁷

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

- Legal Reference:
1. TRR/MS 0520-1-02-.30(2); TCA 49-6-804; 805(8)
 2. TCA 68-102137(b)
 3. TCA 68-102-137(f)
 4. TCA 49-6-807
 5. TCA 49-2-122; 49-6-1208
 6. TCA 49-6-3004(a), e; TCA 49-5-404
 7. Public Act of 2022, Chapter No. 936

- Cross Reference:
- Emergency Closings 1.8011
 - Safety 3.201
 - Community Use of School Facilities 3.206

Johnson City Board of Education

Monitoring: Review Annually, in October	Long Range Facilities Planning	Descriptor 3.208	Issue Date 1/3/2022
		Rescinds 3.208	Issued 11/3/2008

1 The Board will develop a long range facilities plan which will be designed to meet the needs of the school
 2 system in the future. This plan shall be reviewed annually.

3
 4 The objectives of such a plan shall be:

- 5 1. To improve the educational environment for students and teachers by raising the physical
 6 standards in all buildings to match the most effective facilities already existing in the district;
- 7 2. To establish priorities based upon the established need and financial resources available; and
- 8 3. To create school complexes which are the best possible balance of effective grouping of
 9 educational resources, effective management and operations, and community concerns for the
 0 character of the school system.
- 1 4. To consider coordinate school facilities planning with the Master Plan of the City of Johnson
 2 City ~~in~~ Facility Planning.

3
 4 Planning for new facility construction or facility renovation or expansion shall begin as soon as a need is
 5 recognized. Needs shall be based upon student population, enrollment, condition of existing facilities and
 6 equality in physical standards. Once a need has been recognized, the Board shall begin planning the project,
 7 in accordance with the school program, and with the involvement of all stakeholders who will be served by the
 8 facility.

9 All equipment, fixtures and furniture purchases for any new, renovated or expanded facility shall be approved
 0 by the Board pursuant to normal purchasing procedures.
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Johnson City Board of Education

Monitoring: Review Annually, in October	Inspection and Acceptance of New Facilities	Descriptor 3.215	Issue Date 2/7/2017
		Rescinds 3.215	Issued 12/5/2005

New construction will not be accepted until all details are certified complete by the Superintendent of Schools or designee.

PROJECT ADMINISTRATION

The Board shall appoint a staff member to represent the school system's interest in building projects. The staff member shall make periodic reports regarding the work of the construction contractor and the architect and that to the best of ~~his~~their knowledge their work is being performed in accordance with plans, specifications, and contracts.

If no additional funds are required, the Superintendent of Schools/designee may approve change orders and present to the Board at the next regular meeting of the Board. If additional funds are required, change orders must be approved by the Board before being implemented.

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Johnson City Board of Education

Monitoring: Review Annually, in October	Student Transportation Management	Descriptor 3.400	Issue Date 1/3/2022
		Rescinds 3.400	Issued 12/2/2020

1 The city of Johnson City Transit Authority shall be responsible for providing student transportation services,
2 and shall be in compliance with all federal and state laws, rules and regulations¹ as outlined in this policy.

3
4 Each bus shall be equipped with the phone number for reporting safety complaints. This number shall appear
5 on the rear bumper.²

6
7 All accidents, regardless of the damage involved, must be reported to the transportation supervisor, including
8 incidents in which any part of the bus contacts any other object or vehicle.

9
0 The Superintendent of Schools shall develop procedures to ensure compliance with the statutory and
1 regulatory requirements for the transportation program.

2 3 **RESPONSIBILITIES OF BUS OWNERS**

4
5 In the event the Johnson City Transit Authority hires an outside bus company to provide transportation, the
6 following will apply:

- 7
8 1. Each school bus and all related equipment shall be maintained in condition to operate safely at all
9 times during the school year and shall conform to specifications as set forth by the State Board of
0 Education¹ and National Highway Traffic Safety Administration.
- 1
2 2. Each bus driver shall obey all applicable state rules and regulations.
- 3
4 3. A school bus owner shall give four weeks written notice to the board when they wish to terminate their
5 bus operation contract.
- 6
7 4. A school bus owner shall secure the approval of the Superintendent of Schools before ~~he/she they may~~
8 sell a bus during the period of their contract. The sale of a bus does not obligate the Superintendent of
9 schools to enter into contract with the new owner.
- 0
1 5. Each school bus owner shall have on file in the Superintendent of Schools' office a current statement of
2 liability and property damage insurance coverage carried on the bus.
- 3
4 6. Each school bus owner must specify for the Superintendent of Schools' approval the name of the
5 designated driver and at least one substitute driver of their bus.
- 6
7 7. Each school bus driver shall submit to the Superintendent of Schools the results of ~~his~~ their latest
8 physical examination.
- 9
0 8. By the end of the first month of each school year, each bus owner shall file with the Superintendent of
1 Schools, on forms approved by the board, a report giving an accurate record of the names of all
2 students transported on ~~his/her~~ their bus and the school to which each student is transported.

1 9. Participate fully in the complaint process as outlined below.

2
3 10. Comply with recordkeeping requirements as outlined below. This includes the responsibility to furnish
4 the transportation supervisor with all necessary records on a regular basis.

5 6 7 **TRANSPORTATION SUPERVISOR³**

8
9 The Superintendent of Schools shall appoint a Transportation Supervisor for the system. They shall be
0 responsible for the monitoring and oversight of transportation services for the system.

1
2 The Transportation Supervisor shall complete a student transportation management training program upon
3 appointment. ~~Every year~~ The Transportation Supervisor shall complete a minimum of four (4) hours of
4 training annually.

5
6 The Superintendent of Schools shall ensure that training is completed and provide the state department of
7 education with appropriate documentation.

8
9 Any individual may contact the Transportation Supervisor at any time using the information below:

0 Title: Dr. Greg Wallace

1 Mailing address: P.O. Box 1517, Johnson City, Tennessee 37605

2 Phone number: 423-434-5200

3 Email: wallaceg@jcschools.org

4 5 6 **COMPLAINT PROCESS⁴**

7
8 The following procedure will govern how students, teachers, staff, and community members shall submit bus
9 safety complaints:

- 0
- 1 1. All complaints shall be submitted to the Transportation Supervisor; and
 - 2 2. Complaints may be submitted in person, via phone call, mail, or email. Written complaints shall be
3 submitted on forms located on the system's website. In the case of a complaint received via phone, the
4 person receiving the phone call shall be responsible for filling out the form and submitting it to the
5 Transportation Supervisor.

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7
8 The Transportation Supervisor shall begin an investigation of all bus safety complaints within twenty-four
9 (24) hours of receipt.

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1 Within forty-eight (48) hours of receipt of the initial complaint, the Transportation Supervisor shall submit a
2 preliminary report to the Superintendent of schools. This report shall include:

- 3
4 1. The time and date the complaint was received;
- 5

2. The name of the bus driver;
3. A copy or summary of the complaint; and
4. Any prior complaints or disciplinary actions taken against the driver.

Within sixty (60) school days of receiving the initial complaint, the Transportation Supervisor shall submit a final written report to the Superintendent of Schools that details the investigation's findings as well as the action taken in response to the complaint.

An annual notice of this complaint process shall be provided to parents and students. This information shall be made available in the student handbook.

RECORDKEEPING⁵

The Transportation Supervisor shall be responsible for the collection and maintenance of the following records:

1. Bus maintenance and inspections forms;
2. Bus driver credentials, including required background checks, health records, and performance reviews;
3. Driver training records; and
4. Complaints received and any records related to the investigation and complaints.

Legal Reference:

1. TCA 49-6-2101 through 2113; TRR/MS 0520-1-5-.01(4)
2. TCA 49-6-2116(d)(3)
3. TCA 49-6-2116
4. TCA 49-6-2116(d)
5. TCA 49-6-2116(d)(5)

Cross Reference:

Bus Management and Objectives 3.100

Johnson City Board of Education

Monitoring: Review Annually, in November	Instructional Goals and Objectives <u>Philosophy</u>	Descriptor 4.100	Issue Date 1/4/2018
		Rescinds 4.100	Issued 1/3/2012

The Board approves the following broad-based instructional goals:

- Advance student achievement, participation, and support in all curricular and extra-curricular programs
- ~~Pursue and efficiently manage internal and external school funding~~ Strengthen stakeholder communication and community connections
- ~~Promote physical and mental health and wellness in a safe and secure environment~~ Recruit, support, and retain a high-quality workforce.
- ~~Improve communication, collaboration, and involvement~~ Create and enhance safe, effective learning environments.
- ~~Champion innovation and the effective use of technology~~ Promote physical, social, and mental wellness.

VISION STATEMENT

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

MISSION STATEMENT

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

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
- Foster a caring, safe, and inclusive environment

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Cross Reference:

School District Goals & Objectives 1.700

Johnson City Board of Education

Monitoring: Review Annually, in November	Basic Program	Descriptor 4.201	Issue Date 6/3/2002
		Rescinds 4.201	Issued 12/3/2001

1 The Board shall not discriminate nor shall it condone discrimination on the basis of sex, race, color,
2 national origin, gender, creed, handicapping condition or age in its educational programs or activities.

3
4 Curriculum material utilized shall reflect the cultural and racial diversity present in the United States and
5 Johnson City and the variety of careers, roles, and life experiences open to all members of our society. One
6 of the objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias
7 on the basis of gender, race, ethnicity, religion and disability. The curriculum shall foster respect and
8 appreciation of the cultural diversity found in our country and an awareness of the rights, duties and
9 responsibilities of each individual as a member of a community and our society.¹

0
1 The course of study in the schools shall include those subjects required by the Legislature and Tennessee State
2 Board of Education.^{2,3}

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4 The Board reserves the right to add additional courses and to amend the content of prescribed courses as
5 experience and the process of curriculum development indicate the desirability of such change.
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Legal References:

1. 42 U.S.C. 12101; CFR §106.34
2. TCA 49-6-1001 through 49-6-1205; TCA 49-6-1301
3. TRR/MS 0520-1-3-.05(1)(c)

Cross References:

Student Goals and Objectives 6.100
Complaints and Grievances 6.305
~~Waste Reduction and Recycling 3.303~~
Controversial Materials 4.801

Johnson City Board of Education

Monitoring: Review Annually, in November	Alternate Instruction Programs	Descriptor 4.206	Issue Date 1/3/2022
		Rescinds 4.206	Issued 1/7/2013

REMEDIAL INSTRUCTION

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

HOMEBOUND INSTRUCTION¹

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

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

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

COVID-19 QUARANTINE

~~Students on homebound instruction who are temporarily quarantined due to a positive COVID-19 test result or possible exposure to COVID-19 may participate in remote instruction during the period of quarantine only.~~

Legal References:

1. TCA 49-10-1102
2. TRR/MS 0520-1-2-.10

Cross Reference:

- Alternative Credit Options 4.209
- Virtual Education Program 4.212
- Student Communicable Diseases 6.403
- Acquired Immune Deficiency Syndrome 6.404
- Promotion and Retention 4.603

Johnson City Board of Education

Monitoring: Review Annually, in November	Credit Recovery	Descriptor 4.211	Issue Date 1/3/2022
		Rescinds 4.211	Issued 12/7/2020

GENERAL¹

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

ADMISSION AND REMOVAL²

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

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

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

The Board shall track students enrolled in credit recovery courses as directed by the Tennessee Department of Education.

INSTRUCTION AND CONTENT¹

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

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

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

Students in credit recovery programs shall:

1. Complete a course skill-specific diagnostic to determine skill-specific goals;
2. Meet individual skill-specific goals in a flexible time frame as established by identified student need; and
3. Master all individualized skill-specific goals as established by the diagnostic process in order to earn credit.

GRADES²

Students passing credit recovery shall receive a grade of ~~seventy percent (70%)~~ sixty percent (60%) under the state uniform grading system. If the system utilizes a locally-adopted grading scale that differs from the uniform grading scale, a student passing credit recovery shall receive a D.³

~~Grades awarded in credit recovery courses shall adhere to the State Board of Education's Uniform Grading Policy.~~

Legal References:

1. SBOE Policy 2.103 (7)(b); TRR/MS 0520-01-03-.03(1)
2. SBOE Policy 2.103 (7)(a)
3. SBOE Policy 3.301

Cross Reference:

- Virtual Education Program 4.212
 Grading Systems 4.600
 Promotion and Retention 4.603

Johnson City Board of Education

Monitoring: Review Annually, in November	Extracurricular Activities	Descriptor 4.300	Issue Date 1/3/2022
		Rescinds 4.300	Issued 12/7/2020

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

1. The Superintendent or Designee shall initially approve each specific extracurricular activity so that proper support and supervision may be assured;
2. The principal, after obtaining the recommendation of the faculty and approval of the Superintendent of Schools, shall determine which clubs and organizations will be permitted;
3. Student activities must be under the guidance and direction of a staff member ~~and must have the approval of the principal~~;
4. Student activities occurring before or after regularly scheduled school hours must be under the supervision of the principal or their designee;
5. Secret organizations shall not be operated in any school;
6. A student shall not be required to attend a school-sponsored student activity that is scheduled at a time which conflicts with his religious practices;
7. School-sponsored student activities during vacation periods shall be restricted to regularly scheduled athletic programs and major events which cannot be scheduled otherwise;
8. Student groups shall not participate in state or national activities which are not listed as approved activities by regional accrediting associations or state and national principals' associations without the approval of the Superintendent of Schools;
9. A student on out-of-school suspension/expulsion or a health related quarantine shall not be permitted to participate in school-sponsored activities;
10. Activities which restrict participation because of race, color, religion, sex, gender, disabilities, or national origin are forbidden;¹ and
11. Activities sponsored by outside groups or agents will be approved only if they are co-sponsored by the school.

Legal Reference:

1. 20 U.S.C. § 1703

Cross References:

Interscholastic Athletics 4.301
 Field Trips and Excursions 4.302
 Student Clubs and Organizations 6.702

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Johnson City Board of Education

Monitoring: Review Annually in November	Interscholastic Athletics	Descriptor 4.301	Issue Date 12/7/2020
		Rescinds 4.301	Issued 3/4/2019

1 No person shall, on the basis of gender, be excluded from participation in, be denied the benefits of, be treated
2 differently from another person or otherwise be discriminated against in any athletic program of the school.
3 Equal athletic opportunity shall be provided for members of both genders.¹

4
5 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
6 principal's responsibility. Athletic schedules shall be filed in each school principal's office. The principal/
7 employee designee must accompany all athletic teams on out of town trips.

8
9 The Board approves transportation of teams to athletic events, however such transportation must comply
0 with the procedures and guidelines in place for all student trips. In addition, the athletic department must
1 pay its own mileage and other related expenses.

2
3 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
4 of secondary athletics.²

5
6 There shall be a complete annual physical examination of every student prior to ~~his~~ their participation in
7 interscholastic athletics.³ A record of the examination shall be on file at the school.

8
9 No principal or teacher of any school under the control of the Board shall dismiss ~~his~~ their school or any
0 group of students for the purpose of permitting them to practice for or play interscholastic athletics within the
1 regular school hours of any school day of the week without written permission from the Superintendent of
2 Schools. This does not prevent the inclusion of regular physical education classes in the daily school
3 program.⁴

4
5 Students shall not be required to attend a school athletic event, or event related to participation on a school
6 athletic team, if the event is on an official school holiday, observed day of worship, or religious holiday. The
7 student's parent or legal guardian shall notify the coach in writing three (3) full school days prior to the event
8 if there is a conflict.⁵

9
0 Participation in interscholastic athletics or marching band shall not be substituted for the lifetime wellness
1 graduation requirement.⁶

2
3 Coaches and other employees of the school district shall not encourage, permit, condone, or tolerate hazing
4 activities as part of the athletic program.⁷

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7 Legal References:

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1. Title IX, Education Amendment of 1972,
20 U.S.C. §1681, et seq. ; 34 CFR §106.41
 2. TRR/MS 0520-1-2-.08(1)
 3. TRR/MS 0520-1-3-.08(2)(b)
 4. TCA 49-6-1002
 5. Public Acts of 2017, Chpt. No. 260

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7 Cross Reference:

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- Student Insurance Program 3.601
 - Discrimination/Harassment 6.304
 - Disruption of School and Student Activities 6.306

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- 6. TRR/MS 0520-1-3-.05 (6)(e)(2)(ii)
- 7. TCA 49-2-120

Johnson City Board of Education

Monitoring: Review Annually, in November	Selection of Instructional Materials (Other than Textbooks)	Descriptor 4.402	Issue Date 1/3/2022
		Rescinds 4.402	Issued 12/7/2020

The Board will provide a wide range of instructional materials¹ representing all levels of difficulty, with diversity of appeal and incorporating different points of view. The Board will provide procedures for review and reconsideration of **allegedly inappropriate challenged** instructional materials.

OBJECTIVES OF SELECTION

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

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

Legal References:

1. TRR/MS 0520-1-3-.07(2)
2. TCA 49-3-359

Cross Reference:

Controversial Materials 4.801

Johnson City Board of Education

Monitoring: Review Annually, in November	Reconsideration of Instructional Materials and Textbooks	Descriptor 4.403	Issue Date 12/7/2020
		Rescinds 4.403	Issued 12/7/2009

~~The Board supports principles of intellectual freedom inherent in the First Amendment of the Constitution of the United States¹ and expressed in the *Library Bill of Rights* of the American Library Association.~~

~~Because opinions differ, there may be questions concerning some instructional and library materials despite the quality of the selection process. If a complaint is made, the following procedure is to be followed:~~

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

1. Inform the complainant of the selection procedures and make no commitments;
2. Request the complainant to submit a ~~formal~~ "Citizen Request for Alternative Instructional Materials form;
3. Inform the principal (and other appropriate personnel) of the complaint;
4. Keep challenged materials available during the reconsideration process. The materials shall be removed immediately if they:²
 - a. Were created to align exclusively with Common Core; or
 - b. Are marketed or otherwise identified as Common Core textbooks or instructional materials.
5. Upon receipt of the completed Citizen Request for Alternative Instructional Materials form, the principal shall notify the Superintendent of Schools. request review of the challenged materials by an ad hoc materials review committee as soon as possible but no longer than fifteen (15) working days, and shall notify the appropriate supervisor and the Superintendent of Schools that such review is being done. The review committee shall be appointed by the principal, and shall include certificated library media personnel, representatives from classroom teachers, one or more parents, and may include one or more students.
6. The principal shall request review of the challenged materials by an ad hoc materials review committee within fifteen (15) working days. The review committee is appointed by the principal and includes representatives from classroom teachers, one or more parents, and may include one or more students. The principal will inform the Director of Schools of the review committee's progress.
7. The review committee shall take the following steps after receiving the challenged materials:
 - a. Read, view or listen to the material in its entirety;
 - b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - c. Determine the extent to which the material supports the curriculum;

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d. Complete the appropriate "Checklist for Reconsideration of Instructional Materials", judging the material for its strength and value; and

e. Present a recommendation to the principal for further action and to the Superintendent of Schools for purposes of information.

7. ~~Upon receipt of committee decision, the principal shall make a decision regarding continued use of the material;~~

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 Superintendent of Schools; and**

~~9. The final decision concerning the use of all materials and textbooks shall rest with the Board.~~

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)
2. TCA 49-1-302(a)(8); TCA 49-1-314; TCA 49-6-2206; Public Acts of 2022, Chapter No. 1085

Cross References

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

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Johnson City Board of Education

Monitoring: Review Annually, in November	Use of the Internet	Descriptor 4.406	Issue Date 12/7/2020
		Rescinds 4.406	Issued 1/4/2018

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

4 **Employees**

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

11
12 The Superintendent of Schools shall develop and implement appropriate procedures to provide
13 guidance for teacher use of the Internet. Procedures shall address the following:

- 14
15 1. Development of the Technology Responsible Use Agreement.
- 16
17 2. General rules and ethics of Internet access.
- 18
19 3. Guidelines regarding appropriate instruction and oversight of student Internet use.
- 20
21 4. A uniform signature block for use by all system employees.
- 22
23 5. Prohibited and illegal activities, including but not limited to the following:¹
 - 24
25 * Sending or displaying offensive messages or pictures
 - 26
27 * Using obscene language
 - 28
29 * Harassing, insulting, bullying or attacking others
 - 30
31 * Damaging computers, computer systems or computer networks
 - 32
33 * Hacking or attempting unauthorized access to any computer
 - 34
35 * Violation of copyright laws
 - 36
37 * Trespassing in another's folders, work or files
 - 38
39 * Intentional misuse of resources
 - 40
41 * Using another's password or other identifier (impersonation)
 - 42
43 * Use of the network for commercial purposes
 - 44
45 * Revealing the personal address or phone number of another person

46 **Students**

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

3
4 Procedures shall address the following:

5
6 1. General rules and ethics of Internet use.

7
8
9 2. Prohibited or illegal activities, including, but not limited to:¹

- 10
11 * Sending or displaying offensive messages or pictures
12 * Using obscene language
13 * Harassing, insulting, bullying or attacking others
14 * Damaging computers, computer systems or computer networks
15 * Hacking or attempting unauthorized access
16 * Violation of copyright laws
17 * Trespassing in another's folders, work or files
18 * Intentional misuse of resources
19 * Using another's password or other identifier (impersonation)
20 * Use of the network for commercial purposes
21 * Buying or selling on the internet
22 * Revealing the personal address or phone number of another person

23
24 **INTERNET SAFETY MEASURES**

25
26 Internet safety measures shall be implemented that effectively address the following:

- 27
28 * Controlling access by students to inappropriate matter on the Internet and World
29 Wide Web
30 * Educating students about appropriate online behavior, such as interacting with other
31 individuals on social networking websites and in chatrooms and cyberbullying
32 awareness
33 and response
34 * Safety and security of students when they are using electronic mail, chat rooms, and
35 other forms of direct electronic communications
36 * Preventing unauthorized access, including "hacking" and other unlawful activities by
37 students on-line
38 * Unauthorized disclosure, use and dissemination of personal information regarding
39 students
40 * Restricting students' access to materials harmful to them
41

42 The Superintendent of Schools/designee shall establish a process to ensure the district's education
43 technology is not used for purposes prohibited by law or for accessing sexually explicit materials. The
44 process

45 shall include, but not be limited to:

46

- 1 * Utilizing technology that blocks or filters Internet access (for both students and
2 adults) to material that is obscene, pornographic or harmful to students
3 * Maintaining and securing a usage log
4 * Monitoring on-line activities of students 2
5

6 The Board shall provide reasonable public notice of, and at least one (1) public hearing or meeting
7 to address and communicate its Internet safety measures. 2
8

9 A written parental consent shall be required prior to the student being granted access to electronic
10 media involving district technological resources. The required permission/agreement form, which
11 shall specify acceptable uses, rules of on-line behavior, access privileges and penalties for policy/
12 procedural violations, must be signed by the parent/legal guardian of minor students (those under 18
13 years of age) and also by the student. This document shall be kept on file as a legal, binding
14 document.

15 In order to modify or rescind the agreement, the student's parent/guardian (or the student who is at
16 least 18 years old) must provide the Superintendent of Schools with a written request.
17

18 **School officials shall apply the same criterion of educational suitability used to review other**
19 **educational resources when questions arise concerning access to specific databases or other**
20 **electronic media. Complaints alleging a violation of the internet safety measures shall be**
21 **submitted to the Superintendent/designee. All complaints shall be reviewed to determine how to**
22 **appropriately respond.**

23 24 E-MAIL

25
26 Because all computer hardware and software belong to the Board, all data including e-mail
27 communications
28 stored or transmitted on school system computers shall be monitored. Employees/students should have
29 no
30 expectation of privacy with regard to such data. Confidentiality of e-mail communication cannot be
31 assured.

32 E-mail correspondence may be a public record under the public records law and may be subject to
33 public
34 inspection. 3
35

36 INTERNET SAFETY INSTRUCTION⁴

37
38 Students will be given appropriate ongoing instruction at least annually in Internet safety as a part of
39 regular instruction utilizing computer resources. **The Superintendent/designee shall provide**
40 **adequate in-service instruction on internet safety.** Parents and students will be provided with
41 material to raise awareness of the dangers posed by the Internet and ways in which the Internet may be
42 used safely.
43

44 SOCIAL NETWORKING

45

- 1 1. School system staff who have a presence on social networking websites are prohibited from
2 posting data, documents, photographs or inappropriate information that is likely to create a
3 material and substantial disruption of classroom activity or which violates the privacy of other
4 staff or students or which violates FERPA.
5
- 6 2. School system staff are prohibited from accessing personal social networking sites on school
7 computers during school hours except for legitimate instructional purposes.
8
- 9 3. The Board discourages school system staff from socializing with students on social networking
10 websites. The same relationship, exchange, interaction, information or behavior that would be
11 unacceptable in a non-technological medium is unacceptable when done through the use of
12 technology.
13

14 The Superintendent will publish guidelines on appropriate social media use by employees.
15

16 VIOLATIONS

17
18 Violation of this policy or a procedure promulgated under its authority shall be handled in accordance
19 with the existing disciplinary procedures of the Johnson City School System.
20

21 VENDOR CONTRACTS³

22 Prior to entering into any contract for the provision of digital or online materials created or marketed
23 for kindergarten through grade twelve (K-12), the district shall obtain an assurance that the vendor
24 shall adhere to state law. This determination includes ensuring that the vendor filters, blocks, or
25 otherwise prevents access to pornography or obscenity and verifying that the technology prevents a
26 user from sending, receiving, viewing, or downloading materials that are harmful to minors.
27

Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(l); 47 CFR § 54.520(e)(1)(i); 20 USCA § 7131
3. Public Acts of 2022, Chapter No. 1002
4. TCA 39-17-901; Public Acts of 2022, Chapter No. 1002
5. TCA 10-7-512
6. TCA 49-1-221

Cross References

- Use of Email 1.805
- School and System Websites 4.407
- Controversial Materials 4.801
- Student Publications 6.704

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Johnson City Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Board is charged with selection of the curriculum. No subjects or topics prohibited by state or
3 federal law shall be taught.¹ The Superintendent of Schools shall develop administrative procedures to
4 implement this policy.

5 **STATE STANDARDS²**

6 Only Tennessee state standards shall be taught within the school district. The following are 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. District employees shall not include or promote any concepts that would violate state
16 law when providing instruction, using instructional or supplemental materials, or when implementing
17 the instructional program and curriculum.¹

18 The Superintendent shall develop procedures to ensure that the district's instructional program
19 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.³

Legal 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; Public Acts of
2022, Chapter No. 1085
3. TRR/MS 0520-12-04

Cross References

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

Johnson City Board of Education			
Monitoring: Review: Annually, in November	Descriptor Term: Class Size Ratios	Descriptor Code: 4.201	Issued Date: 01/03/22
		Rescinds:	Issued:

1 *General*¹

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.

4 **WAIVERS**

5 The Director Superintendent of Schools/designee may seek a waiver from the Commissioner of
6 Education to extend the career and technical education (CTE) classes in grades nine through twelve (9-
7 12) as long as these class sizes do not exceed the maximum.

8 If a natural disaster results in the enrollment of displaced students, the Commissioner of Education
9 may grant a waiver from the maximum class sizes.

10 The Director Superintendent of Schools shall apply for additional waivers as needed in compliance
11 with state law.

Legal References

1. TCA 49-1-104; TRR/MS 0520-01-02-.31(4)

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: Virtual Education Program	Descriptor Code: 4.2121	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Johnson City Schools virtual education program is a course or series of courses offered by a
3 school district to provide students a broader range of educational opportunities through the use of
4 technology. Utilizing this program is temporary and shall not replace a student's regular instructional
5 program.¹

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

8 Virtual education programs³ 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;⁴
- 12
- 13 3. Continuity of educational service for students who are quarantining;⁵
- 14
- 15 4. Continuity of educational service for students enrolled in an alternative school;⁶ 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.⁷

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;
- 28
- 29 3. Technology survey; and
- 30

1 ATTENDANCE

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

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

- 5 1. Students participating in a phone call with a teacher, with parent/guardian support as
6 appropriate for the age of the student;
- 7 2. Students participating in synchronous virtual instruction;
- 8 3. Students completing work in a learning management system;
- 9 4. Students submitting work via hard-copy or virtual formats; or
- 10
- 11
- 12
- 13

14 REMOVAL FROM VIRTUAL EDUCATION PROGRAM

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

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

- 19 1. Notification of parent/guardian;
- 20 2. One-on-one assessment conducted by the principal/designee regarding any learning needs and
21 academic performance; and
22
- 23

24 ENROLLMENT AGREEMENT

25 The Superintendent of Schools shall work with the Board's attorney to draft an enrollment agreement
26 for students from other school districts that want access to virtual education program courses.

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)(d)(1)
6. TRR/MS 0520-01-02-.09; Public Acts of 2022, Chapter No. 960
7. Public Acts of 2022, Chapter No. 897

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Library Materials	Descriptor Code: 4.4031	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Secondary Supervisor shall be responsible for library collection development. Library materials
3 shall be reviewed to ensure the content aligns with state law.¹ The library collection shall adhere to the
4 following criteria:

- 5 1. Materials shall be suitable for and consistent with the educational mission of the school;
6
- 7 2. Materials shall be appropriate for the age and maturity levels of the students who may access
8 them. The determining factor will be based on an assessment of any mature themes or content
9 (i.e., violence, sexual content, vulgar language, substance abuse);
10
- 11 3. Materials shall contain literary, historical, and/or artistic value and merit; and
12
- 13 4. The collection as a whole shall offer a variety of viewpoints.

14 The Secondary Supervisor shall be responsible for periodically reviewing the district's library collection
15 in line with these established standards.

16 **COMPLAINTS**

17 If a complaint is made by an employee, student, or parent/guardian, this process is to be followed:

- 18 1. Inform the complainant of the selection procedures and make no commitments.
19
- 20 2. Request the complainant to submit a Citizen's Request for Reconsideration of Library
21 Materials form.
22
- 23 3. Inform the principal (and other appropriate personnel).
24
- 25 4. Keep challenged materials available for use during the reconsideration process.
26
- 27 5. Upon receipt of the completed form, the principal shall notify the Superintendent of Schools.
28
- 29 6. The principal shall request review of the challenged materials by an ad hoc materials review
30 committee within fifteen (15) days. The review committee is appointed by the principal and
31 includes certified library media personnel, representatives from classroom teachers, one or
32 more parents, and may include one or more students. The principal will inform the

1 Superintendent of Schools of the review committee's progress.
2

- 3 7. The review committee shall take the following steps after receiving the challenged materials:
4
5 a. Read, view, or listen to the contested material in its entirety;
6 b. Check general acceptance of the material by reading recognized and evaluative reviews;
7 c. Determine the extent to which the material is appropriate for the age and maturity levels
8 of the students who have access to the materials and whether the material is suitable for,
9 and consistent with, the educational mission of the school;
10 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
11 the material for its strength and value; and
12 e. Present a recommendation to the Director of Schools and the Board.
13
14 8. The Board shall review the recommendation presented by the review committee and make the
15 determination whether the material is appropriate for the age and maturity levels of the students
16 who have access to the materials and whether the material is suitable for, and consistent with,
17 the educational mission of the school.
18
19 9. If it is determined that the material is not appropriate for the age and maturity levels of the
20 students who have access to them or is not suitable for, and consistent with, the educational
21 mission of the school, the Board shall require the school to remove the material from the library
22 collection.

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982); Public Acts of 2022, Chapter No. 744

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Promotion and Retention	Descriptor Code: 4.603	Issued Date: 12/09/19
		Rescinds: 4.603	Issued: 07/01/13

1 **General**

2 **All promotion and retention decisions shall be made on a case-by-case basis and comply with**
3 **state and federal law. All decisions shall be made in consultation with a student's IEP and/or 504**
4 **team, if applicable.¹**

5 **Students who have difficulty in achieving the requirements for promotion may be considered for**
6 **retention. Schools shall identify these students by February 1st. Factors used to identify students**
7 **for retention shall include:²**

- 8 1. **Ability to perform at the current grade level;**
9
10 2. **Results of local assessments, screening, or monitoring tools;**
11
12 3. **State assessments, as applicable;**
13
14 4. **Home Literacy Reports;³**
15
16 5. **Overall academic achievement of the student;**
17
18 6. **Likelihood of success with more difficult material if promoted to the next grade;**
19
20 7. **Attendance record; and**
21
22 8. **The student's maturity.**

23 **Students may be identified for retention after the February 1st deadline if the delay in identifying**
24 **a student is due to:⁴**

- 25 1. **Date of enrollment;**
26
27 2. **Additional information acquired after results of local assessment, screening, or**
28 **monitoring are released; or**
29

30 **PROMOTION PLANS⁵**

1 When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified
2 within fifteen (15) calendar days, and an individualized promotion plan shall be developed to
3 help the student avoid retention. The plan shall be developed in coordination with the student's
4 teachers, IEP or 504 team, if applicable, and may also include input from the student's
5 parent(s)/guardian(s), school counselor, or other appropriate school personnel.

6 Promotion plans shall incorporate evidence-based strategies, including expectations and
7 measurements that will verify whether a student has made sufficient progress to be promoted to
8 the next grade level, and be tailored to the student's learning needs. Promotion plans for
9 students in third and fourth grade will include additional requirements for promoting students
10 in these grades. A copy of the plan will be provided to the student's parent(s)/guardian(s), and
11 the school shall offer the opportunity for a parent-teacher conference to discuss the plan. If a
12 student is not making progress on the promotion plan, then the strategies shall be modified.
13 Parent(s)/guardian(s) shall be provided with any changes to the promotion plan.

14 A student who demonstrates sufficient academic progress according to his/her promotion plan
15 shall be promoted to the next grade level unless retention is required per additional
16 requirements for students in third and fourth grade.⁶

17 If a student has not demonstrated sufficient academic progress according to their promotion
18 plan by the end of the school year, the student shall be eligible to enroll in a summer reading or
19 learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention
20 at least ten (10) calendar days prior to the start of the next school year if the student was enrolled
21 in a summer program. However, if the student wasn't enrolled in a summer program, the
22 parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days
23 prior to the start of the next school year.⁷

24 RETENTION⁶

25 A student may be retained when such retention is in the best interests of the student or when
26 retention is required per additional requirements for students in third and fourth grade.

27 Decision of Retention – General⁸

28 If a student is retained, the Director of Schools/designee shall develop an individualized academic
29 remediation plan within thirty (30) calendar days after the beginning of the next school year. A
30 copy of the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar
31 days of its development. The plan shall include at least one of the following strategies:

- 32 1. Adjustment to the current instructional strategies or materials;
- 33
- 34 2. Additional instructional time;
- 35
- 36 3. Individual tutoring;
- 37

- 1 4. Modification to the student’s classroom assignment to ensure the student receives
2 instruction from a teacher with a level of overall effectiveness of above expectations
3 (level 4) or significantly above expectations (level 5); or
4
- 5 5. Attendance or truancy interventions.

6 A student shall not be retained more than once in any grade. The progress of students who are
7 retained shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times
8 during the school year in which the student is retained. The Director of Schools shall develop
9 procedures to ensure appropriate recordkeeping of students who are retained.

10 Decision of Retention – Third Grade⁹

11 Third grade students shall not be promoted to the next grade unless they are determined to be
12 proficient (i.e., receive a performance level rating of “on track” or “mastered”) in English
13 language arts (ELA) based on the student’s most recent TCAP test.

14 Students who are not proficient in ELA may still be promoted if the following conditions are
15 met:

- 16 1. A student in third grade receiving a performance level rating of “approaching” on the
17 ELA portion of the student’s most recent TCAP test may be promoted if:
 - 18 a. The student is an English language learner and has received less than two (2) full
19 years of ELA instruction;
 - 20 b. The student was previously retained in grades K-3;
 - 21 c. The student is retested before the next school year and scores proficient in ELA;
 - 22 d. The student attends a learning loss bridge camp before the next school year,
23 maintains a ninety percent (90%) attendance rate, and demonstrates adequate
24 growth on the post-test at the end of the camp; or
 - 25 e. The student receives tutoring for the entirety of the next school year in accordance
26 with state law.
- 27
- 28
- 29 2. A student in third grade receiving a performance level rating of “below” on the ELA
30 portion of the student’s most recent TCAP test may be promoted if:
 - 31 a. The student is an English language learner and has received less than two (2) full
32 years of ELA instruction;
 - 33 b. The student was previously retained in grades K-3;
 - 34 c. The student is retested before the next school year and scores proficient in ELA; or
 - 35 d. The student attends a learning loss bridge camp before the next school year,
36 maintains a ninety percent (90%) attendance rate, and receives tutoring for the
37 entirety of the next school year in accordance with state law.
- 38

39 Decision of Retention – Fourth Grade⁹

1 Students in the following categories shall show adequate growth in the following ways before
2 being promoted to the fifth grade:

- 3 1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of
4 the next school year in accordance with state law or because of attending a learning loss
5 bridge camp must maintain a ninety percent (90%) attendance rate; and
6
- 7 2. A student receiving tutoring for the entirety of the next school year in accordance with
8 state law shall be required to show adequate growth on the fourth grade ELA portion of
9 TCAP before the student may be promoted to fifth grade.

10 A student shall not be retained more than once in fourth grade.

11 *Decision of Retention – Students with Disabilities*¹⁰

12 Retention and promotion decisions shall be made on a case-by-case basis and in consultation
13 with the student’s IEP and/or 504 team to determine whether the student’s performance on the
14 ELA portion of TCAP was due to the student’s disability. The school district shall not retain a
15 student with a disability or a suspected disability that impacts their ability to read.

16 APPEALS^{7,11}

17 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the
18 decision to retain the student and provided with information on the right to appeal the decision.
19 Appeals shall be made to a committee appointed by the principal within ten (10) school days. The
20 student and their parent(s)/guardian(s) shall be provided written or actual notice of the appeal
21 hearing and shall be given the opportunity to address the committee. The committee shall conduct
22 a hearing within ten (10) school days to determine if the student will be promoted and issue such
23 decision within five (5) calendar days. Upon notification of the committee decision, the principal
24 shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s).
25 The notification shall advise parent(s)/guardian(s) of their right to appeal such action within ten
26 (10) calendar days to the Director of Schools/designee.

27 The appeal shall be heard no later than ten (10) business days after the request for appeal is
28 received. A decision shall be issued within five (5) days.

29 Within five (5) business days of the Director of Schools/designee rendering a decision, the student's
30 parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record.
31 Following the review, the Board may affirm or overturn the decision of the Director of
32 Schools/designee. The action of the Board shall be final.

33 For students where retention is required per the additional requirements for students in third
34 and fourth grade, parent(s)/guardian(s) may appeal this decision directly to the Department of
35 Education in accordance with state law.¹²

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. TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)(f)
7. TRR/MS 0520-01-03-.16(6)(e)
8. TRR/MS 0520-01-03-.16(6)(g)
9. TRR/MS 0520-01-03-.16(7)
10. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 et seq.; TRR/MS 0520-01-03-.16(7)(e)
11. TRR/MS 0520-01-03-.16(3); TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)
12. TRR/MS 0520-01-03-.16(7)(f)

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

1 **PROMOTION¹**

2 ~~The Superintendent of Schools/designee shall promote students to the next grade level based on~~
3 ~~the successful completion of required academic work or demonstration of satisfactory progress~~
4 ~~in each of the relevant academic areas. However, no student enrolled in the third grade shall be~~
5 ~~promoted unless the student has shown a basic understanding of curriculum and the ability to~~
6 ~~perform the skills required in the subject of reading as demonstrated by the student's grades or~~
7 ~~standardized test results. This requirement shall not apply to students who are participating in a~~
8 ~~board approved, research-based intervention prior to the beginning of the next school year or to~~
9 ~~students who have an individualized education program (IEP).² English language learners may~~
10 ~~not be retained because of their language skills.³ The school system will enact procedures to~~
11 ~~prevent grade retention based solely on low English proficiency.~~

12 ~~Students who have difficulty in achieving the requirements for promotion may be considered for~~
13 ~~retention. Schools shall identify these students by February 1st. Factors used to identify students~~
14 ~~for retention shall include:¹~~

15 ~~9. Ability to perform at the current grade level;~~

16
17 ~~10. Results of local assessments, screening, or monitoring tools;~~

18
19 ~~11. State assessments, as applicable;~~

20
21 ~~12. Overall academic achievement of the student;~~

22
23 ~~13. Likelihood of success with more difficult material if promoted to the next grade;~~

24
25 ~~14. Existence of special problems, such as risk factors and special needs;~~

26

1 ~~15. Prior use of remedial programs, transitional classes and other non-traditional~~
 2 ~~approaches;~~

3
 4 ~~16. Attendance record; and~~

5
 6 ~~17. Social and emotional maturity.~~

7 ~~Students may be identified for retention after the February 1st deadline if the delay in identifying~~
 8 ~~a student is due to:~~

9 ~~3. Date of enrollment;~~

10
 11 ~~4. Additional information acquired after results of local assessment, screening, or~~
 12 ~~monitoring are released.~~

13
 14 ~~When a student is considered for retention, the student's parent(s)/guardian(s) shall be notified~~
 15 ~~within fifteen (15) calendar days, and an individualized promotion plan shall be developed to~~
 16 ~~help the student avoid retention. The plan shall be developed in coordination with the student's~~
 17 ~~teachers and may also include input from the student's parent(s)/guardian(s), school counselor,~~
 18 ~~or other appropriate school personnel. A copy of the plan will be provided to the student's~~
 19 ~~parent(s)/guardian(s).~~

20 ~~The Superintendent of Schools shall develop procedures governing how decisions on retention~~
 21 ~~will be made after the student begins work on his/her individualized promotion plan.~~

22 ~~*K—3 Reading Notification*~~

23 ~~If it is determined through a student's overall performance or a state or local assessment that a~~
 24 ~~student in grades kindergarten through three (K-3) is not meeting grade level standards in~~
 25 ~~reading, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days of~~
 26 ~~such determination.~~

27 ~~RETENTION¹~~

28 ~~A student may be retained when such retention is in the best interest of the student. However, a~~
 29 ~~student shall not be retained more than once in any grade.~~

30 ~~If a student is retained, the Superintendent of Schools/designee shall develop an individualized~~
 31 ~~academic remediation plan prior to the start of the next school year. A copy of the plan shall be~~
 32 ~~provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its development.~~
 33 ~~This plan shall include at least one of the following strategies:~~

34 ~~6. Adjustment to the current instructional strategies or materials;~~

35
 36 ~~7. Additional instructional time;~~

37
 38 ~~8. Individual tutoring outside of school hours;~~

- 1
- 2 ~~9. Modification to the student's classroom assignment to ensure the student receives~~
- 3 ~~instruction from a teacher with a level of overall effectiveness of above expectations~~
- 4 ~~(level 4) or significantly above expectations (level 5); or~~
- 5
- 6 ~~10. Attendance or truancy interventions.~~
- 7 ~~The Superintendent of Schools shall develop procedures to ensure appropriate recordkeeping of~~
- 8 ~~students who are retained.~~
- 9 ~~For the purpose of determining the effectiveness of retention toward improving student~~
- 10 ~~achievement, the progress of retained students shall be closely monitored and reported to~~
- 11 ~~parent(s)/guardian(s) at least three (3) times during the school year in which the student is~~
- 12 ~~retained.~~

Legal References

13. ~~State Board of Education Policy 3.300; TRR/MS~~
~~0520-01-03-.05(3)(b)~~
14. ~~TCA 49-6-3115; 20 USCA § 1400 et seq.~~
15. ~~Lau v. Nichols, 414 U.S. 563 (1974)~~

Cross References

- ~~Credit Recovery 4.210~~
- ~~Grading System 4.600~~
- ~~Reporting Student Progress 4.601~~
- ~~Attendance 6.200~~
- ~~Student Assignments 6.205~~

Johnson City Board of Education

Monitoring: Review Annually, in February	Separation Practices for Tenured Teacher	Descriptor 5.200	Issue Date 4/4/2022
		Rescinds 5.200	Issued 4/5/2021

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Under no circumstances shall a Superintendent of Schools suspend a tenured teacher with pay. If reinstated, the tenured teacher shall be paid full salary for the period of suspension, unless suspension without pay is deemed to be an appropriate penalty.

SUSPENSION PENDING AN INVESTIGATION¹

The Superintendent of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a department of children's services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration.

SUSPENSION OF THREE DAYS OR LESS^{2,3}

The Superintendent of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a teacher is suspended, they shall be: (1) provided with written notice, including the reasons for the suspension along with an explanation of the evidence; (2) given an opportunity to respond to the Superintendent at a conference, if requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days. Both parties may be represented by counsel at the conference, which shall be recorded.

DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS⁴

The board shall maintain a list of qualified individuals who have indicated a willingness to act as impartial hearing officers as defined under Tennessee law.

When charges are made against a tenured teacher, charging the teacher with offenses which may justify dismissal or a suspension greater than three days, the charges shall be made in writing, specifically stating the offenses which are charged, and shall be signed by the party or parties making the charges.

If, in the opinion of the board, the charges are of such nature as to warrant the dismissal or a suspension greater than three days of the teacher, the Superintendent of Schools shall give the teacher a written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the Commissioner of Education advising the teacher of his/her legal duties, rights, and recourse.

A tenured teacher who has been given notice of charges against them may within thirty (30) days after receipt of notice give written notice to the Superintendent of Schools of their request for a hearing. The Superintendent of Schools shall, within five (5) days after receipt of request, assign a hearing officer from the list maintained by the board.

1 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the parties
2 or the attorneys for the parties, or both, to appear before the hearing officer for simplification of issues and the
3 scheduling of the hearing. That hearing shall be set no later than thirty (30) days following receipt of the initial
4 request for a hearing. In the discretion of the hearing officer, all or part of any prehearing conference may be
5 conducted by telephone if each participant has an opportunity to participate, be heard, and to address proof
6 and evidentiary concerns. The hearing officer is empowered to issue appropriate orders and to regulate the
7 conduct of the proceedings.

8
9 Either party may appeal to the board an adverse ruling by giving written notice of appeal within ten (10)
0 working days of the hearing officer's delivery of the hearing officer's written findings and conclusions. The
1 Superintendent of Schools shall prepare a copy of the proceedings, including all transcripts and evidence,
2 documentary or otherwise, and transmit the same to the board within twenty (20) days of the receipt of the
3 notice of appeal.

4
5 The board shall hear the appeal on the record, and no new evidence may be submitted by either party. The
6 appealing party may appear before the board to argue why the adverse ruling should be overturned. In no
7 event should such argument last more than fifteen (15) minutes, unless the board should vote to extend
8 additional time. At the conclusion of the hearing, any member of the board may vote to sustain the decision of
9 the hearing officer, send the record back for additional evidence, revise the penalty, or reverse the decision.
0 The board shall render its decision within ten (10) working days after the conclusion of the hearing. In the
1 event that the decision of the board is appealed to the chancery court, the board shall transmit the entire record
2 prepared by the Superintendent and reviewed by the board to the chancery court for its review.

3 4 **RESIGNATION**

5
6 A teacher shall give the Superintendent of Schools notice of resignation at least thirty (30) days before the
7 effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable
8 extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days notice
9 requirement and permit a teacher to resign in good standing.⁵

0
1 The conditions under which it is permissible to break a contract with the Board are as follows:

- 2
3 1. The drafting of the teacher into military service by a selective service board;
- 4 2. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
5 statement of a physician approved by the Board;
- 6 3. The release by the Board of the teacher from the contract which the teacher has entered into with
7 the Board.⁶

8
9 Any teacher on leave shall notify the Superintendent of Schools in writing at least thirty (30) days prior to the
0 date of return if the teacher does not intend to return to the position from which he/she has taken leave.
1 Failure to render such notice may be considered a breach of contract.⁷

2
3 Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the
4 State Board of Education and request the suspension of a teacher's certificate. After the State Board of
5 Education has provided the teacher an opportunity for defense during a hearing, the Commissioner of
6 Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-five
7 (365) days.⁸

8 9 **RETIREMENT** 0

Johnson City Board of Education

Monitoring: Review Annually, in February	Separation Practices for Non-Tenured Teachers	Descriptor 5.201	Issue Date 4/4/2022
		Rescinds 5.201	Issued 4/5/2021

1
2 Under no circumstances shall the Superintendent of Schools suspend a teacher with pay. If vindicated or
3 reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.
4

5 **SUSPENSION PENDING AN INVESTIGATION¹**

6
7 The Superintendent of Schools may suspend a teacher at any time that may seem necessary, pending
8 investigation, or final disposition of a case before the board or an appeal. If the matter under investigation is
9 not the subject of an ongoing criminal investigation or a department of children's services investigation, and if
0 no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days
1 in duration.
2

3 **SUSPENSION OF THREE DAYS OR LESS²**

4
5 A Superintendent of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty,
6 unprofessional conduct, and insubordination. Before a teacher is suspended, they shall be: (1) provided with
7 written notice, including the reasons for the suspension along with an explanation of the evidence; (2) given an
8 opportunity to respond to the Superintendent at a recorded conference, if requested within five (5) days; and
9 (3) given a written decision of the suspension within ten (10) days. Both parties may be represented by
0 counsel at the conference, which shall be recorded.
1

2 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²**

3
4 The Superintendent of Schools may dismiss or suspend for more than three days any non-tenured teacher
5 during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty
6 after giving the non-tenured teacher, in writing, due notice of the charges.
7

8 The Superintendent of Schools shall give the non-tenured teacher an opportunity for a full and complete
9 hearing before an impartial hearing officer.
0

1 The board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will hear the
2 case and the teacher shall have the right to:

- 3 1. be represented by counsel;
- 4 2. call and subpoena witnesses;
- 5 3. examine all witnesses; and
- 6 4. require that all testimony be given under oath.
7

8
9 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the
0 affected teacher within ten (10) working days following the close of the hearing. The teacher may appeal the
1 decision to the board within ten (10) working days of the hearing officer rendering the written decision to the
2 teacher. Written notice of appeal to the board shall be given to the Superintendent of Schools. Within twenty

(20) days of receipt of notice, the Superintendent of Schools shall prepare a copy of the proceedings, transcript, documentary, and other evidence presented and provide the board a copy of the same.

The board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may appear in person or be represented by counsel and argue why the decision should be modified or reversed. The board shall take one of the following actions:

1. sustain the decision;
2. send the record back if additional evidence is necessary; or
3. revise the penalty or reverse the decision.

Before any decision to dismiss is made, a majority of the membership of the board shall concur in sustaining the charges. The board shall render a decision on the appeal within ten (10) working days after the conclusion of the hearing.

The Superintendent of Schools shall also have the right to appeal any adverse ruling by the hearing officer in same manner as the non-tenured teacher.

Within twenty (20) days after receipt of notice of the decision of the board, either party may appeal to the chancery court in the county where the school system is located. The board shall provide the entire record of the hearing to the court.

NONRENEWAL

Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of employment enjoyed by tenured teachers except that they have no claim upon continuing employment or tenure protections.

The principal is responsible for discussing deficiencies as part of the evaluation process with the non-tenured teacher and providing assistance for overcoming these deficiencies.

The Superintendent of Schools is under no obligation to re-employ non-tenured teachers at the end of their contract period. If the Superintendent of Schools determines not to renew the contract of a non-tenured teacher,¹ the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be hand delivered or sent to the teacher by registered mail so that it will be received by the teacher within five (5) business days following the last instructional day for the school year.³

RESIGNATION

A teacher shall give the Superintendent of Schools notice of resignation at least thirty (30) days before the effective date of the resignation.⁴ The Board may waive the thirty (30) days notice requirement and permit a teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:

1. The drafting of the teacher into military service by a selective service board;

2. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board;
3. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.⁶

Any teacher on leave shall notify the Superintendent of Schools in writing at least thirty (30) days prior to the date of return if the teacher does not intend to return to the position from which he/she has taken leave. Failure to render such notice may be considered a breach of contract.⁵

Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a teacher's certificate. After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the Commissioner of Education may suspend the certificate for no less than thirty (30) and no more than three hundred sixty-five (365) days.⁶

RETIREMENT

Retirement shall mean a termination of services under conditions which will allow the teacher to draw benefits from retirement plans and/or social security benefits.

Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from TCRS to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

~~Teachers who retire under TCRS may be employed up to one hundred (120) days per year without loss of retirement benefits. Retired teachers may substitute teach for additional days if the Superintendent of Schools certifies in writing to the Board that no other qualified personnel are available to substitute teach.⁷~~

~~The Superintendent of Schools may employ teachers retired for at least one year for full-time employment as a kindergarten through twelfth grade teacher on a year-to-year basis. Retirement benefits will not be lost or suspended under certain conditions, which include but are not limited to the following:⁸~~

- ~~1. The Superintendent of Schools of the employing system must certify in writing that no other qualified individuals are available to fill the position;~~
- ~~2. The Commissioner of Education must certify that the employing school system serves an area that lacks qualified teachers to serve in the position to be filled;~~
- ~~3. The retired teacher must hold a valid license and shall not be entitled to tenure status;~~
- ~~4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave or receive medical insurance coverage; and~~
- ~~5. The salary paid to the retired member shall not be less than the rate of compensation set by the Board for teachers with no experience filling similar positions, nor more than eighty-five percent (85%) of the rate of compensation set by Board for teachers with comparable training and years of experience filling similar positions.~~

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal procedures outlined in this policy.)

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Legal References:

Cross Reference:

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301 (b)(1)(GG); TCA 49-5-512(d)
3. TCA 49-5-409
4. TCA 49-5-508
5. TCA 49-5-706
6. TCA 49-5-411(b)(4)
7. Public Acts of 2017; Chp No. 287
8. TCA 8-36-821

Johnson City Board of Education

Monitoring: Review Annually, in March	Substitute Teachers	Descriptor 5.701	Issued Date 4/4/2022
		Rescinds 5.701	Issued 4/13/20

1 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies.^{1,2} All
2 substitute teachers shall be employed by the Superintendent of Schools and paid by the Board.² In order to be
3 approved as a substitute, a candidate must hold, at a minimum, a valid high school diploma or a GED. Unless
4 an exception is warranted and granted by the Superintendent, all candidates must attend a training session. All
5 candidates must have a current background check.

6
7 A list of qualified, eligible substitutes will be maintained by the Human Resources Department on an active
8 substitute list.

9
0 All substitute teachers shall be responsible for providing correct addresses and phone numbers, for having
1 fingerprints for TBI/FBI background checks, and for notifying the Human Resources office if they wish to
2 terminate their service as substitutes.

3
4 Applicants whose records with the State Department of Education indicate a license or certificate currently in
5 revoked status shall not be hired.³

6
7 On a regular basis, the Superintendent of Schools, with input from the Human Resources Department and the
8 principals, shall determine which substitute teachers performed at an acceptable level. Substitute teachers who
9 are determined to have performed below an acceptable level shall be removed from the active substitute list.

0
1 When a teacher is unable to meet classes for any reason, the teacher shall call or log in to the online substitute
2 finder and register his absence.

3
4 At the beginning of each day of their teaching assignment, all substitute teachers shall report to the office of
5 the school in which they are to substitute. Each substitute is responsible for signing in and out each day and
6 for securing a "substitute" badge. Substitute teachers will be given a copy of the individual school's
7 guidelines and procedures on the first day they substitute in the school.

8
9 Substitute teachers shall assume the same hours as the regular teacher, including bus duty and playground
0 supervision. Substitute teachers will have those responsibilities and authority as directed by the building
1 principal.

2 3 **CERTIFICATION**

4
5 When substituting for a regular teacher who has been absent for twenty (20) consecutive days for any
6 reason, a teacher licensed in the discipline will be used. When a substitute teacher has substituted in the
7 same position for forty (40) consecutive days, pay will be in accordance with the regular teacher salary
8 schedule based upon the education and experience of the substitute.

9
0 ~~Retired teachers may substitute one hundred twenty (120) days per year without loss of retirement~~

benefits,¹ and may substitute for an additional ninety (90) days if the Superintendent of Schools certifies in writing to the State Board of Education that no other qualified personnel are available to substitute teach.⁴

In order to make the work of the substitute teacher as satisfactory as possible, the regular teacher shall make _____ available:

1. _____ Daily _____ schedule _____ (academic _____ and _____ supervisory);
2. _____ Class _____ rolls; _____ and
3. Lesson plans and other information for the day's activities. In case of emergency when plans are _____ not provided, the principal shall provide the substitute with directions for the day.

When substituting for a teacher without sick leave, the substitute shall be certified and paid according to the state salary schedule.¹

EMERGENCY NEEDS

All teacher aides, secretaries, and clerks are approved substitute teachers for use in emergency situations. Emergency use shall be defined as less than a full day due to the regular or substitute teacher being unable to arrive on time or remain for the full day.

Said substitutes shall receive the proportionate equivalent salary regular substitute teachers would receive under similar circumstances or their regular salary, if higher; however, they shall not receive pay for both positions at the same time.

TRAINING AND ORIENTATION

The Director of Schools shall be responsible for ensuring that there are appropriate training and development programs for substitute teachers.

RESPONSIBILITIES

Substitute teachers shall assume the same responsibilities as the regular teacher, including but not limited to, bus duty and playground supervision.

RE-EMPLOYMENT/TERMINATION

On an annual basis, the Director of Schools, with input from the principals, shall determine which substitute teachers performed at an acceptable level. Substitute teachers who performed below an acceptable level shall not be re-employed.

All substitutes shall be responsible for providing correct addresses and phone numbers and for notifying the principal and/or third-party employer if they wish to terminate their service as substitutes.

Legal References

Cross References

- 1. TRR/MS 0520-01-02-.04(5)
- 2. TCA 49-5-709
- 3. TCA 49-5-413(a)(2)
- 4. TCA 49-2-203(a)(14)
- 5. TCA 49-3-312(b)
- 6. TCA 49-3-312(a); TRR/MS 0520-01-02-.04(5)(b)

Background Investigations 5.118
Employment of Retirees 5.119

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Legal References:

- 1. TRR/MS 0520-1-2-.04(5)
- 2. TCA 49-5-709
- 3. TCA 49-203(a)
- 4. TCA 8-36-805

Cross Reference:

Retirement 5.205

Johnson City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The Superintendent of Schools may hire a retired individual if certain conditions are met as provided
3 for in state law.

4 **EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS**

5 Teachers who retire under the Tennessee Consolidated Retirement System (TCRS) may be employed
6 for up to one hundred twenty (120) days per year without loss of retirement benefits. Retired teachers
7 may substitute teach for additional days if the Superintendent of Schools certifies in writing to the
8 Division of Retirement that no other qualified personnel are available to substitute teach.¹

9 **EMPLOYMENT CONTRACTS FOR ONE YEAR**

10 The Superintendent of Schools may employ teachers retired for at least one (1) year for full-time
11 employment as a kindergarten through twelfth (K-12) grade teacher on a year-to-year basis. Retirement
12 benefits will not be lost or suspended under certain conditions which include, but are not limited to, the
13 following:²

- 14 1. The Superintendent of Schools of the employing district shall certify in writing that no other
15 qualified individuals are available to fill the position;
16
- 17 2. The Commissioner of Education shall certify that the employing school district serves an area
18 that lacks qualified teachers to serve in the position to be filled;
19
- 20 3. The retired teacher shall hold a valid license and shall not be entitled to tenure status;
21
- 22 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
23 receive medical insurance coverage; and
24
- 25 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the
26 Board for teachers with no experience filling similar positions or more than eighty-five percent
27 (85%) of the rate of compensation set by the Board for teachers with comparable training and
28 years of experience filling similar positions.

1 **ADDITIONAL EMPLOYMENT OPTION FOR RETIREES³**

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

- 5 1. The retired member has been retired for at least sixty (60) calendar days;
- 6
- 7 2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the
8 retirement allowance;
- 9
- 10 3. The retired member’s employment can’t be longer than a one (1) year period; however, the
11 retired member can be reemployed for additional one (1) year periods;
- 12
- 13 4. The retired member is not drawing disability retirement benefits; and
- 14
- 15 5. The retired member can’t accrue additional retirement benefits.

16 The Superintendent of Schools shall notify TCRS of the member’s reemployment and certify in
17 writing that the retired member has the required experience and training for the position and that no
18 other qualified persons are available to fill the position.

19 Once the retired member is hired by the district, the district shall pay TCRS as prescribed by state law.
20 The school district shall pay to TCRS during the period of reemployment the greater of (1) a payment
21 equal to the amount the school district would have contributed to TCRS; or (2) an amount equal to five
22 percent (5%) of the retired member’s pay rate.
23

Legal References

- 1. TCA 8-36-805
- 2. TCA 8-36-821
- 3. Public Acts of 2022, Chapter No. 821

Cross References

Application and Employment 5.106
Substitute Teachers 5.701

Johnson City Board of Education

Monitoring: Review Annually, in April	Attendance of Non-Resident Students	Descriptor 6.204	Issued Date 4/6/2009
		Rescinds 6.204	Issued 5/6/2002

- 1 Students residing outside the boundaries of the school system may attend Johnson City Schools. The
 2 following conditions shall apply to non-resident students:
 3
- 4 1. They must be approved by the Superintendent of Schools;¹
 - 5
 - 6 2. They must pay a tuition fee established annually by the Board. Tuition may not exceed per
 7 student, per annum, an amount equal to the amount of funds actually used for school
 8 purposes by the school system per student during the preceding school year minus any
 9 funds received from the state or from the student's resident system;²
 - 0
 - 1 3. They must make application at least two (2) weeks prior to the first day of school. After
 2 two (2) weeks prior to the beginning of school and thereafter during the remainder of
 3 the school year, students wishing to transfer into the system must also have the
 4 approval of the sending system;³
 - 5
 - 6 4. They will be assigned to city schools only when space is available after all resident students
 7 have been assigned;
 - 8
 - 9 5. They will be refunded any unused portion of the tuition on a pro-rata basis if they become
 0 residents of the school system;
 - 1
 - 2 6. They shall be excluded from future attendance until all prior and current tuition is paid, when
 3 payment is not made on all or any part of the required tuition for a previous year;
 - 4
 - 5 7. The parent furnishes transportation for the student. (No transportation will be provided by
 6 the school system for non-resident students.);
 - 7
 - 8 8. **Requests from students from adjoining states to attend school shall be considered on a
 case-by-case basis.**⁴
 - 9
 - 0 9. Acceptance of non-resident students is on an annual basis and acceptance one year does not
 1 guarantee subsequent years;
 - 2
 - 3 10. **If an employee of this school district has a residence outside the school district, their
 children may be allowed to attend if the appropriate tuition requirements are met.**⁵
 - 4
 - 5 11. Failure to abide by school system rules and regulations may result in loss of attendance
 6 privileges.
 - 7
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9 **Legal References:**
 0
 1 1. TCA 49-63104

9 **Cross Reference:**
 0
 1 Foreign Exchange Students 6.502

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- 2. TCA 49-6-3003
- 3. TCA 49-6-3105
- 4. TCA 49-6-3108; 49-6-403(f)
- 5. TCA 49-6-3113; 49-6-3103; Public Acts of 2022,
 Chaprtter No. 709

Revenues 2.400

Johnson City Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Title IX & Sexual Harassment	Descriptor Code: 6.3041	Issued Date: 4/4/2022
		Rescinds: 6.3041	Issued: 04/05/21

1 *General*

2 In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment
3 and discrimination on the basis of sex are prohibited.¹ This policy shall cover employees, employees'
4 behaviors, students, and students' behaviors while on school property, at any school-sponsored activity,
5 on school-provided equipment or transportation, or at any official school bus stop in accordance with
6 federal law. This policy shall be disseminated annually to all school staff, students, and
7 parent(s)/guardian(s).² The Title IX Coordinator as well as any personnel chosen to facilitate the
8 grievance process shall not have a conflict of interest against any party of the complaint.³ These
9 individuals shall receive training as to how to promptly and equitably resolve student and employee
10 complaints.³

11 All employees shall receive training on complying with this policy and federal law.⁴

12 **TITLE IX COORDINATOR⁵**

13 The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of
14 sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and
15 shall provide input on an ongoing basis as appropriate.

16 Any individual may contact the Title IX Coordinator at any time using the information below:

17 Title: Dr. Robbie Anderson

18 Mailing address: P.O. Box 1517, Johnson City, Tennessee 37605

19 Phone number: 423-434-5200

20 Email: andersonr@jcschools.org

21 **DEFINITIONS⁴**

22 “Complainant” is an individual who is alleged to be the victim of conduct that could constitute sexual
23 harassment.

24 “Respondent” is an individual who is reported to be the perpetrator of conduct that could constitute
25 sexual harassment.

26 “Sexual harassment” is conduct on the basis of sex that satisfies one or more of the following:³

- 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,⁶ dating violence,⁷ domestic violence,⁸ or stalking⁹ 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.¹⁰

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.¹¹ If the respondent is an employee, he/she may be placed on
19 administrative leave during the pendency of the grievance process.¹² The Title IX Coordinator shall
20 keep the Superintendent of Schools informed of any employee respondents so that he/she can make
21 any necessary reports to the State Board of Education in compliance with state law.¹³

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
25 requires a complainant to either report or file a formal complaint within a certain timeframe. If the
26 complaint involves the Title IX Coordinator, the complaint shall be filed with the Superintendent of
27 Schools.

28 If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate
29 notification shall be made per the board policy on reporting child abuse.

30 Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:¹⁴

- 31 1. Provide written notice of the allegations, and the grievance process to all known parties to give
32 the respondent time to prepare a response before an initial interview;
- 33
- 34 2. Inform the parties of the prohibition against making false statement or knowingly submitting
35 false information;
- 36
- 37 3. Inform the parties that they may have an advisor present during any subsequent meetings; and
- 38

1 4. Offer supportive measures in an equitable manner to both parties.

2 If the Title IX Coordinator dismisses a complaint, written notice, including the reasons for dismissal,
3 shall be provided to both parties simultaneously.¹⁵

4 **Investigations**¹⁶

5 The ~~Title IX Coordinator~~ Supervisor of Student Services shall serve as the investigator and be
6 responsible for investigating complaints in an equitable manner that involves an objective evaluation
7 of all relevant evidence. The burden for obtaining evidence sufficient to reach a determination
8 regarding responsibility rests on the school district and not the complainant or respondent.

9 Once a complaint is received, the investigator shall initiate an investigation within forty-eight (48)
10 hours of receipt of the complaint. If an investigation is not initiated within forty-eight (48) hours, the
11 investigator shall provide the Title IX Coordinator with appropriate documentation detailing the
12 reasons why the investigation was not initiated within the required timeframe.

13 All investigations shall be completed within twenty (20) calendar days from the receipt of the initial
14 complaint. If the investigation is not complete within twenty (20) calendar days, the investigator shall
15 provide the Title IX Coordinator with appropriate documentation detailing the reasons why the
16 investigation has not been completed.

17 All investigations shall:

- 18 1. Provide an equal opportunity for the parties to present witnesses and evidence;
- 19 2. Not restrict the ability of either party to discuss the allegations under investigation or gather
20 and present relevant evidence;
- 21 22
23 3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that
24 seek disclosure of information protected under a legally recognized privilege unless such
25 privilege has been waived;¹⁷
- 26 27
28 4. Provide the parties with the same opportunities to have others present during any grievance
29 proceeding;
- 30 5. Provide to parties whose participation is requested written notice of the date, time, location,
31 participants, and purpose of all investigative interviews, or other meetings, with sufficient time
32 for the party to prepare to participate;
- 33 34
35 6. Provide both parties an equal opportunity to inspect and review any evidence directly related to
36 the allegations in the formal complaint; and
- 37 7. Result in the creation of an investigative report that fairly summarizes relevant evidence.
38
39 a. Prior to the completion of the investigative report, the investigator shall send to each
40 party the evidence subject to inspection and review. All parties shall have at least ten

1 (10) days to submit a written response which shall be taken into consideration in
2 creating the final report.

3 Within the parameters of the federal Family Educational Rights and Privacy Act,¹⁸ the Title IX
4 Coordinator shall keep the complainant and the respondent informed of the status of the investigation
5 process. At the close of the investigation, a written final report on the investigation will be delivered to
6 the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the
7 Superintendent of Schools.

8 **Determination of Responsibility**¹⁹

9 The respondent is presumed not responsible for the alleged conduct until a determination regarding
10 responsibility is made at the conclusion of the grievance process.²⁰ The preponderance of the evidence
11 standard shall be used in making this determination.²¹

12 The ~~Title IX Coordinator~~ Supervisor of Student Services shall act as the decision-maker. They shall
13 receive the final report of the investigation and allow each party the opportunity to submit written
14 questions that he/she wants asked of any party or witness prior to the determining responsibility.

15 The decision-maker shall make a determination regarding responsibility and provide the written
16 determination to the parties simultaneously along with information about how to file an appeal.

17 A substantiated charge against a student may result in corrective or disciplinary action up to and
18 including expulsion. A substantiated charge against an employee shall result in disciplinary action up
19 to and including termination.

20 After a determination of responsibility is made, the Title IX Coordinator shall work with the
21 complainant to determine if further supportive measures are necessary. The Title IX Coordinator shall
22 also determine whether any other actions are necessary to prevent reoccurrence of the harassment.

23 **APPEALS**²²

24 Either party may appeal from a determination of responsibility based on a procedural irregularity that
25 affected the outcome, new evidence that was not reasonably available at the time of the determination
26 that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator
27 or any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX
28 Coordinator within ten (10) days of a determination of responsibility.

29 Upon receipt of an appeal, the Title IX Coordinator shall:

- 30 1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and
- 31 31
- 32 2. Notify the parties in writing.

33 During the appeal process, the parties shall have a reasonable, equal opportunity to submit written
34 statements. Within ten (10) calendar days, the hearing officer shall issue a written decision describing
35 the result of the appeal and the rationale for the result. The written decision shall be provided
36 simultaneously to both parties.

1 RETALIATION²³

- 2 Retaliation against any person who makes a report or complaint or assists, participates, or refuses to
3 participate in any investigation of an act alleged in this policy is prohibited.

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: Review Annually, in April	Bus Conduct	Descriptor 6.308	Issued Date 4/4/2022
		Rescinds 6.308	Issued 4/13/2020

1 The City of Johnson City Transit Department provides transportation to students of Johnson City
2 Schools in accordance with all applicable laws, rules and regulations.

3
4 No person shall enter onto a school bus except those persons with lawful and valid business on the bus
5 and students assigned to that bus.¹

6
7 Although the Johnson City Transit Authority owns and operates school buses, the school bus is an
8 extension of school activity; therefore, students shall conduct themselves on the bus in a manner
9 consistent with the established standards for safety and classroom behavior and/or bus conduct. While
10 on a school bus students are required to follow the rules and guidelines of both the Johnson City
11 Transit Authority and the Johnson City School System.

12
13 Students are under the supervision and control of the bus driver while on the bus, and all reasonable
14 directions given by the bus driver shall be followed.

15
16 Bus drivers are not to administer corporal punishment or put students off the bus before the destination
17 is reached. If the driver cannot continue safely, the transportation supervisor should be called for
18 removal of the student.

19
20 The principal of the student transported shall be informed by a school transit supervisor of any serious
21 discipline problem and may be called upon to assist if necessary. A student may be denied the
22 privilege of riding the bus if the principal or a transit division official determines that the student's
23 behavior is such as to cause disruption on the bus, or if the student disobeys rules and regulations
24 pertaining to student transportation.

25
26 No student will be allowed to get off a bus until the destination has been reached without presenting
27 the bus driver with a note of authorization from the parent or the principal of the school that the student
28 attends.

29
30 Any student wishing to ride a bus other than the student's designated bus must have written parental
31 permission and the approval of the principal or the designee and the approval of Johnson City Transit.

32
33 Students who transfer from bus to bus while enroute to and from school shall be expected to abide by
34 the discipline policies adopted by the Board and rules adopted by the staff of the terminal school.

35
36 **USE OF VIDEO CAMERAS**

37

1 Video cameras may be used to monitor student behavior on school vehicles transporting students to
2 and from school or extracurricular activities.

3
4 Video surveillance shall be used only to promote the order, safety and security of students, staff and
5 property.

6
7 **Students in violation of bus conduct rules shall be subject to disciplinary action in accordance**
8 **with established board policy governing student conduct and discipline.**

9 **The district shall comply with all applicable state and federal laws related to photographs and**
10 **video footage.³ These materials shall be maintained for six (6) months. Parent(s)/guardian(s)**
11 **may submit requests to view photographs and video footage to the Superintendent of**
12 **School/designee, and a time shall be arranged for viewing. The Superintendent of**
13 **Schools/designee shall be present when parent(s)/guardian(s) are provided the opportunity to**
14 **review photographs and video footage.⁴**

15 **The Superintendent of Schools shall develop procedures governing the use of cameras and video**
16 **cameras in accordance with the provisions of state and federal law and established board**
17 **policies.**

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2 _____
3 Legal Reference:
4 1. TCA 49-6-2008
5 2. TCA 49-6-2118
6
7

- _____ Cross References:
Student Transportation Management 3.400
Scheduling and Routing 3.401
Methods of Discipline 6.313
Student Records 6.600-604

Johnson City Board of Education

Monitoring: Review Annually, in April	Admission of Suspended or Expelled Students	Descriptor 6.318	Issued Date 4/4/2022
		Rescinds 6.318	Issued 5/6/2002

1 The Board may deny admission of any student (except those in state custody) who has been expelled
2 or suspended from another school system in Tennessee or another state even though the student has
3 established residency in the system in which they seeks enrollment.

4
5 After a request for enrollment is made, the Superintendent of Schools/designee shall investigate the facts
6 surrounding the suspension/expulsion from the former school system and make a recommendation to the
7 Board to approve or deny the request.

8
9 The Board shall not deny enrollment beyond the length of the imposed suspension/expulsion.

0
1 ~~If the action of the Board is to deny admission, the Superintendent of Schools shall, on behalf of the~~
2 ~~Board, notify the Commissioner of Education of the decision.~~

3
4 Any school system that accepts enrollment of a student from another school system may dismiss the student if
5 it is determined subsequent to the enrollment that the student has been suspended or expelled from the former
6 school system.¹

7
8 Students who have been expelled or suspended may be assigned to an Alternative School.

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Legal Reference:

1. TCA 49-6-3401 (f); 20 U.S.C.A § 1232G(b)(4)(h)

Cross References:

School Admissions 6.203
Student Records 6.600-604

Johnson City Board of Education

Monitoring: Review Annually, in May	Child Abuse Reporting	Descriptor 6.409	Issued Date 4/4/2022
		Rescinds 6.409	Issued 4/5/2021

GENERAL

The Superintendent of Schools shall:¹

1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;
2. Require that the Coordinator and the Alternate receive appropriate training;
3. Supply the Coordinator with all necessary resources;
4. Ensure that all school personnel employees working directly with students annually complete the child abuse training program required by state law.²

The Coordinator shall assist any employee with appropriately reporting and responding to instances of child abuse or child sexual abuse.

REPORTING

All personnel shall be alert for any evidence of child abuse, sexual abuse, or neglect.³ If personnel know or have reasonable cause to suspect child abuse, sexual abuse, or neglect, a report shall be filed immediately with the Coordinator, the Department of Children's Services (DCS), and law enforcement.⁴ **When alleged abuse involves someone employed by, previously employed by, or otherwise affiliated with the school, the report may be made directly to the DCS and laws enforcement prior to notifying the Coordinator.**⁵

The report shall include, to the extent known by the reporter:⁶

1. The name, address, telephone number, and age of the child;
2. The name, telephone number, and address of the parents or persons having custody of the child;
3. The nature and extent of the abuse or neglect; and
4. Any evidence to the cause or any other information that may relate to the cause or extent of the abuse or neglect.

The Superintendent of Schools/designee shall develop reporting procedures, including sample indicators of abuse and neglect, and shall disseminate the procedures to all school personnel.

CONFIDENTIALITY

District employees shall keep all information regarding any child abuse confidential in accordance with state law.

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INVESTIGATIONS

School administrators and employees have a duty to cooperate, provide assistance, and information in child abuse investigations⁷ including permitting DCS teams to conduct interviews while the child is at school. The principal may control the time, place, and circumstances of the interview but may not insist that a school employee be present even if the suspected abuser is a school employee or another student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the child is to be interviewed even if the suspected abuser is not a member of the child's household.⁸

Legal References

1. Public Acts of 2020, Chapter No. 708
2. TCA 37-1-408
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); 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)

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

8

Johnson City Board of Education

Monitoring: Review Annually, in April	Homeless Students	Descriptor 6.503	Issued Date 4/4/2022
		Rescinds 6.503	Issued 6/6/2019

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:¹

3
4 Homeless students are individuals who lack a fixed, regular and adequate nighttime residence and include
5 the following:²

- 6
7 1. Students who are sharing the housing of other persons due to loss of housing, economic hardship or
8 a similar reason; are living in motels, hotels, trailer parks or camping grounds due to the lack of
9 alternative adequate accommodations; are living in emergency or transitional shelters; are abandoned
0 in hospitals; ~~or are awaiting foster care placement.~~
- 1
2 2. Students who have a primary nighttime residence that is a public or private place not designated for
3 or ordinarily used as a regular sleeping accommodation for human beings.
- 4
5 3. Students are living in cars, parks, public spaces, abandoned buildings, substandard housing,
6 bus or train stations or similar settings.
- 7
8 4. Migratory students who meet one of the above described circumstances.

9 0 **ENROLLMENT**

1 Homeless students shall be immediately enrolled, even if the student is unable to produce records normally
2 required for enrollment (i.e. academic records, immunization records, health records, proof of residency), or
3 missed the district's application or enrollment deadlines.³ Parents/guardians are required to submit contact
4 information to the district's homeless coordinator.³

5 6 **PLACEMENT**

7 For the purposes of this policy, school of origin shall mean the school that the student attended when
8 permanently housed or the school in which the student was last enrolled, including a preschool/pre-k program.
9 School of origin shall also include the designated receiving school at the next grade level when the student
0 completes the final grade level served by the school or origin.⁹

1 Placement shall be determined based on the student's best interest.⁴ At all times, a strong presumption that
2 keeping the student in the school of origin is in the student's best interest shall be maintained, unless doing so
3 would be contrary to a request made by the student's parent/guardian or the student in the case of an
4 unaccompanied youth.⁵ When determining placement, student-centered factors, including but not limited to
5 impact of mobility on achievement, education, health, and safety shall be considered.⁵ The choice regarding

1 placement shall be made regardless of whether the student lives with their homeless parents/guardians or has
2 been temporarily placed elsewhere.⁶

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 explanation of
5 the reasons for the determination, in a manner and form that is understandable to the parent/guardian or
6 unaccompanied youth. The written explanation shall include a statement regarding the right to appeal the
7 placement decision.⁵ If the placement decision is appealed, the district shall refer the parent/guardian or
8 unaccompanied student to the homeless coordinator, who shall carry out the dispute resolution process as
9 expeditiously as possible and in accordance with the law. Upon notice of an appeal, the Superintendent of
0 Schools shall immediately enroll the student in the school in which enrollment was sought pending a final
1 resolution of the dispute, including all available appeals.⁷

2

3 RECORDS

4 Records ordinarily kept by the school shall be maintained for all homeless students. Information regarding a
5 homeless student's living situation shall be treated as a student education record, and shall not be considered
6 directory information.⁸

7

8 SERVICES

9 The Superintendent shall ensure that each homeless student is provided services comparable to those offered
0 to other students within the district, including transportation, special education services, programs in career
1 and technical education (CTE), programs for gifted and talented students, and school nutrition.

2 The Superintendent shall designate a district homeless coordinator who shall ensure this policy is implemented
3 throughout the district. The homeless coordinator shall ensure:

- 4 1. Homeless students are quickly identified and have access to education and support services, to include
5 Head Start and district pre-k programs;
- 6 2. Coordination with local social service agencies and other entities providing services to homeless
7 students;
- 8 3. Coordinate transportation, transfer of records, and other interdistrict activities with other school
9 districts;
- 0 4. Coordinate transportation to the school of origin or choice for homeless students;
- 1 5. Refer homeless students and their families to health care services, dental services, mental health and
2 substance abuse services, and housing services;
- 3 6. Assist homeless students in obtaining immunizations, medical or immunization records, and any
4 additional assistance that may be needed;
- 5 7. Public notice of the educational rights of homeless students is disseminated in places frequented by
6 parents/guardians of homeless students, including schools, shelters, public libraries, and soup kitchens;
7 and
- 8 8. Unaccompanied youth are enrolled and informed of their status as independent students.

9 The Superintendent of Schools shall develop procedures to ensure that homeless students are recognized
0 administratively and that the appropriate and available services are provided for these students. The
1 Superintendent shall ensure professional development is provided to school personnel providing services to
2 homeless students.
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COORDINATOR

The Board designates the following individual to act as the district’s homeless coordinator:

Ms. Sydnee DeBusk
100 East Maple Street
Johnson City, TN 37601
423.434.5200

Legal Reference:

1. 42 USCS §§ 11431 – 11435; McKinney-Vento Education Assistance Improvements Act of 2001, Part C, § 721
2. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 725
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)(A)
5. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 722(g)(3)(B)
6. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 722(g)(3)(F)
7. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 722(g)(3)(E)
8. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 722(g)(3)(G)
9. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 722(g)(3)(I)
10. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 722(g)(4) – (6)

Cross References:

- Student Transportation 3.400
- Parental Involvement 4.502
- Promotion and Retention 4.603
- School Admissions 6.203
- Migrant Students 6.504

