

Johnson City Board of Education Regular Meeting
September 4, 2025 6:00 PM
Central Office

1. CALL TO ORDER AND OPENING

1.A. Call to Order and Welcome

Mr. Jonathan Kinnick, Board Chair

1.B. Moment of Silence

Mr. Jonathan Kinnick, Board Chair

1.C. Pledge of allegiance to the flag

Students from Fairmont

1.D. Opening

Students from Fairmont

1.E. Art work on display

Students from Fairmont

1.F. Update on Fairmont

Dr. JoDee Dotson, Principal

1.G. Introduce board members from other school systems who are in attendance to critique the board meeting as part of the Tennessee School Board Associations Board of Distinction Award Program: Mr. Michael Hughes of Sullivan County, and Mr. Eddie Pless of Elizabethton City.

2. RECOGNITIONS

3. ADOPTION OF AGENDA

4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS

4.A. PTA Membership Enrollment Emphasis Months Proclamation

Mrs. Jennifer Bradford & Mrs. Theresa Shaw

5. REPORTS FROM SUPERINTENDENT AND STAFF

5.A. Building Projects Update

Mr. Brian Ross

5.B. Financial Report from Johnson City Schools Foundation Board

Mrs. Tembrea Aldridge, Foundation President

5.C. Approval of Star Lab MOU

Mrs. Tembrea Aldridge, Foundation President

5.D. Superintendent's Update

5.E. Attendance / Enrollment Report

Ms. Tammy Larkey

5.F. Financial Reports - June 2025

Ms. Leia Valley

5.G. Update on Sales Tax - PEP

Ms. Leia Valley

5.H. Supplement Pay Scale

Ms. Leia Valley

6. UNFINISHED BUSINESS

7. CONSENT AGENDA

7.A. Approval of Minutes

7.B. Proposed Fundraising Activities

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

7.D. Overnight Field trip Requests

7.E. Request to Transfer Funds

7.F. Wireless upgrades via e-rate funding

8. RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION

8.A. Policies - First Reading

9. NEW BUSINESS

9.A. Current Meeting Communication Follow Up

- Monday, September 29, 2025, for the October Regular Board Meeting, 6 p.m., Board Room

10. INFORMATION ITEMS

10.A. BOE Calendar of Events

10.B. Personnel Items

10.C.Donations

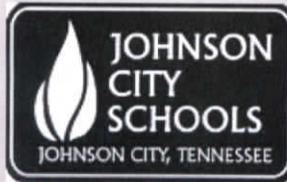
10.D.Professional Development

11. **COMMITTEE REPORTS**

12. **BOARD UPDATES AND DISCUSSION**

13. **MEETING DATES**

14. **ADJOURNMENT**



BELIEFS

To be successful, Johnson City Schools must...

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

MISSION

To enable all students to achieve excellence.

VISION

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

GOAL

Advance student achievement in all curricular and extra-curricular programs

GOAL

Pursue and efficiently manage internal and external school funding

GOAL

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

GOAL

Improve communication, collaboration, and involvement

GOAL

Champion innovation and the effective use of technology



JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

Recognitions for JCBOE School Board Meeting: September 4, 2025

Tennessee PTA Reflections Contest:

Callie Athon (LBMS)
Analise Butler (TA)
Honora Davis-Clanin (LBMS)
Magnolia Allen (LBMS)
Evelyn Keaton (TA)
Alice Keaton (TA)
Quinn Street (TA)
Violet Hoover (SHHS)
Yeonsoo Ko (SHHS)
Sailor Jones (LBMS)
Cunxi Hu (TA)
Allison Comerford (TA)
Lily McAllister (SHHS)
James Sandos (TA)
Turner Nguyen (SHHS)
Morgan Schultz (MV)

Tennessee PTA Safety Poster Contest:

Andrea Bowling (TA)
Cheng-Xi Hou (LBMS)
Aishani Shah (TA)
Olivia Southerland (WO)
Chunra Hu (TA)
Olivia Hou (TA)

Tennessee PTA Citizenship Essay Contest:

Andrea Bowling (TA)
Olivia Hou (TA)

National PTA Reflections Winners:

Cunxi Hu - Award of Merit, Literature (TA)
Yeonsoo Ko - Award of Merit, Literature (SHHS)



BOARD OF EDUCATION

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

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



JOHNSON CITY SCHOOLS

Johnson City, Tennessee

PROCLAMATION

PTA MEMBERSHIP ENROLLMENT EMPHASIS MONTHS

WHEREAS, the objects of PTA are to promote the welfare of children and youth in the home, school, community, and place of worship; to raise the standards of home life; to secure adequate laws for the care and protection of children and youth; to bring into closer relation the home and school, that parents and teachers may cooperate intelligently in the education of children and youth; and to develop between educators and the general public such united efforts as mental, social, and spiritual education; and

WHEREAS, Parents, teachers, students, government officials, community leaders, and all other citizens are needed to provide concerted and sustained efforts if these objectives are to be achieved, and

WHEREAS, Membership in PTA is a proven method and forum through which to organize and pursue such efforts; therefore, be it

RESOLVED, that I, Mr. Jonathan Kinnick, Chairman of the Board of Education, Johnson City Schools, do hereby proclaim the months of September and October 2025, as PTA Membership Enrollment Months in Johnson City, Tennessee and urge all concerned and interested citizens to join a local PTA Unit.



Mr. Jonathan Kinnick, Chairman of the Board

September 4, 2025

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

- Construction plans have been approved by COJC Building Department
- TN Fire Marshal approval still pending
- Seven GCs attended the mandatory pre-bid meeting on 8/7/25
- There seems to be heavy bidder participation
- Bid opening: 9/4/25 (pending results of construction plan review)
- Projected Phase 1 new school start: Nov 2025
- Projected Phase 1 new school completion: Jun 2027
- Projected Phase 2 demolition and site improvements completion: Dec 2027

Secure Vestibule Improvements – Cherokee, North Side, Mountain View, Market Street

- Mountain View, Cherokee, and North Side are in progress
- Framing, rough-ins, and masonry continue at all three locations
- Market Street scheduled to begin in early September



**Johnson City Public Schools Foundation
Report to School Board – September 4, 2025**

Foundation Facts:

- The Foundation was Established in 1989 to enrich public education in the Johnson City Schools
- We have a 501C3 non-profit status.
- The Foundation acts as a non-profit channel by which scholarships and awards can be given to SHHS students on behalf of private citizens and other organizations.
- The Board consists of 14 directors, Kathy Hall and Celia Martin are the representatives from the School Board, and Melissa Stukes is the representative from the Johnson City Schools.
- 2025 JCPSF officers:
 - Tembra Aldridge, President
 - Bob Parker, Vice President
 - Ed Basconi, Treasurer
 - Jenni Greenwell, Secretary
- The board meets quarterly, and other times as needed.

Financial Report

- Reporting Period - April 2025-June 2025
 - Checking Account - \$109,337.96
 - Money Market: - \$27,848.56
 - Designated Funds - \$85,113.27
 - Non-Designated Funds - \$24,224.69
 - **Total Designated and Non-Designated Funds - \$109,337.96**
- We have two accounts with the East Tennessee Foundation. One that includes money from JCPSF, SHHS Class of 1970 and the South Side Library. This account has a balance of \$ 94,728.01, We received an interest check in the amount of \$1,800 which we used to provide Scholarships for Science Hill Seniors.

- The Gullong Endowment account is the other account. The Foundation took over this fund from the School Board in October 2023. It now has a balance of \$ 221,266.90. We received an interest check in the amount of \$8,200, which allowed us to provide 4 \$2,000 scholarships to SHHS Students going into Engineering.

Fundraising:

- Spell-A-Bration
 - Our major fundraiser is Spell-A-Bration, which is an Adult Spelling Bee and held in the spring of each year.
 - This year, Spell-a-bration was held on Thursday, April 11th in the SHHS Gymnasium.
 - We had 21 teams participating.
 - Our “Cause” this year was a new Star Lab for the school system.
 - We reached our goal of \$60,000.
 - A new Star Lab was purchased on 6.27.2025 by the JCPSF and should arrive any day now.
 - Plans are to donate to the new Star Lab to the Johnson City Schools.
 - We want to thank Eastman Credit Union, Jeff Beddard, WJHL, as well as all the others who contributed to the success of Spell-a-bration.

Grants Awarded:

- Teacher grants are mainly funded through a \$30,000 grant from the Mooneyhan Family Foundation
- In October 2024 we had the privilege of awarding 28 Teacher grants totaling \$30,706.51
- The Breakdown of Grants Awarded are as follows:
 - Science Hill High School
 - Rebecca Mazoff-\$1951.00
 - Melissa Phillips- \$1550.96
 - Russell MInatel-\$1993.00
 - Jeff Price-\$2,000.00
 - Alex Kinder-\$1997.00
 - Keith Green0\$2,000.00
 - Jody Smith-\$336.25 (partially funded)
 - Tara Crosby-\$336.25 (partially funded)
 - Brittany Farmer-\$336.25 (partially funded)
 - Tracy Coggins-\$336.25 (partially funded)

- Liberty Bell:
 - Kelli Pratt-\$1,420.00
 - Anna Armstrong-\$710.00
 - Joe Crabtree-\$1,420.00
 - Town Acres:
 - Donna Patterson-\$710.00
 - Indian Trail Middle:
 - Carleton Lyons-\$1,794.55
 - Teleah Rogers-\$610.71
 - Brandi Sanchez-\$692.00
 - Northside:
 - Westley Harris-\$1,015.00
 - Jennifer King-\$2,000.00
 - Southside:
 - Johnnie Sue Hawley-\$710.00
 - Woodland
 - Laura Evans-\$2,000.00
 - Jane Teser-\$234.32
 - Fairmont
 - Jodie Casey-\$335.00 (Partically Funded)
 - Leslie Snapp-\$335.00 (Partically Funded)
 - Laura Mays-\$335.00 (Partically Funded)
 - Amy O’Neal-\$500.00
 - Lori Campbell-\$1,883.52
- **Total (2016-2024): 232 Grants Funded totaling \$229,589.00**

Scholarships:

- The Foundation holds funding for a variety of scholarships funded by individuals for SHHS students.
- In May the Johnson City Public Schools Foundation was honored to play a part in recognizing outstanding student achievement at Johnson City Schools Awards Day.
- A total of 19 Scholarships were awarded through the JCPSF.
- The following Scholarships were awarded:
 - Sandra Bayne Scholarship: Grace Denny- \$1000
 - Logan Hopper- \$1000
 - MP West Women in Science Award: Jebbeh Kargbo- \$1000

- o Barnabas Award: Baleigh McKeegan- \$1000
- o Mark Slagle History Scholarship: Matthew Adair- \$3000
- o Cheerleading Scholarship: Nikyra Wilson- \$1000
- o Amanda Minutolo Scholarship: Andrew Joyner- \$500
- o Love of Community Scholarship: Ellen Hong- \$5000
- o Jeff Forney Baseball Scholarship: Samuel Lane- \$1400
- o MD Fund Scholarship: Katherine Niyah Jones- \$1000
- o JCPSF: Lauren Yobst- \$1000
- o Paycen Odom- \$1000
- o Class of 1970: Kate Carter- \$1000
- o E. E. Hawkins: George Huxley Stout- \$100
- o Golling Engineering: Ellen Hong- \$2000
- o Nathan Prunkard- \$2000
- o Elijah Irutingabo- \$2000
- o Kaley Vermette- \$2000
- o Rose Scholarship: Kinsley Lane- \$1111

Other Updates:

- The Johnson City Public School Foundation continues to participate on the Kermit Tipton Board to learn their guidelines and processes for choosing scholarship winners. The Foundation will take the management of the scholarship when the current Board Members can no longer.

A Picture is Worth a Thousand Words

Surprising Teachers with Grants-October 2024



2025 Spell-A-Bration





Scholarships Awarded



We value your input! Please send any suggestions you have for future projects, or ways to improve the Foundation to: foundation@jcschools.org



MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into on this ___ day of _____, 2025, by and between Johnson City Public Schools Foundation (hereinafter referred to as "the Donor") and the Johnson City Board of Education (hereinafter referred to as "the Recipient").

WHEREAS, the Donor is committed to supporting the Recipient as to how it operates, including educational initiatives that benefit the local schools and students and by raising funds through activities such as Spellabration; and

WHEREAS, the Recipient is accepting the donation of a new Starlab, which was achieved through the 2025 Spellabration to enhance the educational experience of Recipient's students; and

WHEREAS, the Starlab is a sophisticated piece of equipment whose educational value will be maximized by the Recipient's promotion and deployment of the Starlab;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1. **Donation:** The Donor hereby agrees to donate and transfer any and all claim of title to the brand new Starlab for ownership and use by Recipient. The Donor will gift the lab to the Recipient, with the understanding that the care, management, storage, oversight and coordination of use for the Starlab will be maintained by the Library Media Specialist, or other qualified personnel, assigned to Liberty Bell Middle School. Such personnel shall become as knowledgeable as practicable about the Starlab, assuming the duties of custodian and trainer for the Recipient.
2. **Duties:** In consideration of the donation, the Recipient shall, at all times practicable:
 - a. Operate and maintain the Starlab in accordance with the manufacturer's recommendations, including necessary software updates, cleaning, proper set up/teardown, etc.; and
 - b. Assume responsibility for the expenses involved with necessary software updates, additional modules, and the like, and shall be responsible for processing any warranty claims with/to the manufacturer; and
 - c. Insure the Starlab falls under and is provided coverage through the Recipient's appropriate insurance policy, allowing for replacement value coverage; and
 - d. Use the Starlab solely for educational purposes for the Recipient's students (and/or related personnel training).



3. **Schedule:** The Library Media Specialist, or other qualified personnel, will be the point of contact for Starlab scheduling, with teachers and other district personnel requesting use of the Starlab through their site-based Library Media Specialist, or other qualified personnel. School librarians will work with building level administrators to place a maintenance request for the Starlab to be transported to/from their school sites and Liberty Bell. The Recipient will maintain an electronic calendar for reserving the Starlab, which is accessible to all district librarians. An individual school can request the Starlab for no longer than two (2) weeks each semester. One school day can be added to the beginning and end of said time period to allow time for maintenance to deliver and pick up.
4. **Training:** Any Recipient employee requesting use of the Starlab must first receive training from the Library Media Specialist, or other qualified personnel, assigned to Liberty Bell Middle School. In the event of damage to the Starlab, the Library Media Specialist at Liberty Bell, as well as the Principal at Liberty Bell, is to be notified.
5. **Protection:** When the Starlab is used for an event at a school open to the public, the Recipient will ensure appropriate and practical steps are taken to protect the Starlab.
6. **Communication:** The Recipient will ensure, annually, that all librarians and library media specialists are reminded of this MOU and its related processes and procedures.
7. **Press:** In further consideration of the donation, the Recipient will publicly acknowledge the donation from the Donor in all press releases, social media posts, and any other public communications regarding the Starlab. The Recipient also agrees to prominently display the Donor and related sponsors' names and logos (Eastman Credit Union, Jeff Beddard and WJHL) on the Starlab as a token of appreciation and recognition. The Recipient shall also honor and abide by the obligations agreed to within the Sponsorship Agreement, attached hereto, whose terms are incorporated herein by reference.
8. **Reporting:** The Recipient shall provide the Donor with a quarterly report detailing the use of the Starlab, including statistics on numbers of students and schools served, frequency of use, receipts and photographs of the apparatus in use, and other pertinent information that demonstrates the type of use, events at which use occurs, and identity of and number of users. If the Donor should receive photographs or videos depicting students using the Starlab, then the Donor will only publish and utilize the same in press releases or other marketing efforts after confirming the related students' parents authorized such publicity in writing.



9. **Term:** This MOU shall be effective upon the date of the last signature hereto, and shall remain in effect until the fulfillment of all obligations herein has occurred, or at such time that the Starlab and/or its software no longer work or are supported.
10. **Modification:** Any modifications or amendments to this MOU must be made in writing and signed by both parties.
11. **Transfer:** The Starlab may not be loaned or transferred to another entity without the express written consent of the Donor. If the Recipient discontinues its use, Starlab must be returned to Donor upon surplus property designation by the Board of Education.
12. **Law:** This MOU shall be governed by and construed in accordance with the laws of the State of Tennessee.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding as of the date first above written.

Johnson City Public Schools Foundation

Johnson City Board of Education

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

This MOU represents a mutual agreement between Johnson City Public Schools Foundation and Johnson City Public Schools for the donation and use of a new Starlab, signifying a shared commitment to enhancing the educational environment for students and the community.

**SCHOOL BOARD AGENDA ITEM
SEPTEMBER 2025 MEETING**

ACTION ITEM

TOPIC: Financial Report for the month ending June 30, 2025.

BACKGROUND INFORMATION:

The un-audited financial report for the year ending June 30, 2025 is attached for your review. These are not final figures. Audit adjustments and other minor closing adjusting entries may still be posted. The year-end entry for the Hybrid Stabilization Reserve account has not been recorded at the time this report was done. We are waiting on the information from the State of TN to record the entry. If there is a significant change once final entries are recorded, a restated financial statement will be presented to the board.

Revenues for the year totaled \$101,800,927 and expenditures totaled \$101,602,544, resulting in a net increase to Fund Balance of \$198,383. Revenues for the year were over the amended budget by \$2,491,255. Local Option Sales Tax revenues came in at \$1,160,263 above budget. Property Tax Revenues also came in above budget by \$730,879. Additionally, Subscription-Based information Technology Agreements were recorded above budget of \$682,389. GASB (Governmental Accounting Standards Board) Statement 96 requires when a multi-year contract is established for SBITAs that the full amount of the contract be recognized similar to a lease with an offsetting expenditure and revenue recorded for the full value of the contract.

TISA On-Behalf payments were recognized with offsetting revenues and expenditures for the value of Special Education Individual Education Accounts (\$156,426) and ACT Testing (\$110,354). A total of \$291,867 was reimbursed from the State of TN for the State Paid Parental Leave.

Expenditures for the year were \$2,860,236 under budget. The majority of funds budgeted but not spent are listed below.

Outstanding Purchase Orders (Encumbrances)	\$1,156,814
Salaries and Benefits	\$789,068
Special Budget Requests	\$583,000
Student Transportation	\$156,954

Reserves have been set up for unspent funds that will be re-budgeted during the 2025-2026 fiscal year for: Encumbrances, Chromebooks, Extended Assignments, Local Donations, and Special Budget Requests. Expenditures in total were within 2.7% of the budget. In comparison, expenditures for 2023-2024 were within 4.2% of the budget.

Assets as of June 30th totaled \$44,714,660. This consists of \$16,705,553 in Cash on Hand, \$72,122 in Inventories, \$1,189,657 in Investments (TCRS Hybrid Stabilization Funds) and \$7,330,045 in Receivables (the majority is local option sales tax received July, August, and September 2025 for April - June). The remaining assets of \$19,417,284 represent an accounting entry to allow for uncollectible accounts (Property Tax). During the course of the audit, the

audit firm determines this figure from Washington County and the number will change once the audit is completed.

Liabilities as of June 30th totaled \$26,387,433. Accounts payable balance was \$1,072,298 and accrued payroll taxes, retirement contributions, and payroll deductions payable totaled \$5,369,176. The remaining liability balance includes the corresponding liability to the uncollectible accounts receivable of \$19,417,284, other deferred revenue of \$1,503, \$50 due to other funds and \$527,033 for the sales tax receivable that is due to Educational Facilities (PEP Fund).

Total Reserves as of June 30th were \$18,327,227. Designated for 3% is \$3,049,135. This is \$2,208,353 above the fund balance goal. Undesignated Fund Balance as of June 30th was \$11,680,405. The 2025-2026 General Purpose School Fund budget reflects \$3,783,376 to be funded from Fund Balance.

Attached is a breakdown of all reserves that shows the beginning of the year balances, the changes for the year, and the end of the year balances. No reserves were budgeted during the budget process. The exact amount of our reserves is unknown during the budget process and so budget amendments are done for these. Thus, all reserves will be amended into the budget this fall as a budget amendment for 2025-2026.

Tax Rate Information:

Included is the tax rates for the surrounding systems. These are the tax rates for 2024. Once the State posts the 2025 property tax rates we will update the information.

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

Respectfully Submitted: *Leia Valley*

Johnson City Schools
Year To Date Comparisons
For the Month Ending June 30, 2025

	<u>Y-T-D</u> <u>6/30/24</u>	<u>Y-T-D</u> <u>6/30/25</u>	<u>Difference in</u> <u>Dollars</u>	<u>Difference in</u> <u>Percentage</u>	<u>FY24 Actual</u>	<u>FY25 Budget</u>
Revenues:						
County Property Tax - Current	\$ 13,025,608	\$ 13,317,974	\$ 292,366	2.24%	\$ 13,025,608	\$ 12,587,095
Local Option Sales Tax	20,452,380	21,445,655	993,275	4.86%	20,452,380	20,285,391
TISA (Previously BEP)	45,600,346	47,356,761	1,756,416	3.85%	45,600,346	47,489,448
Tuition	238,027	282,249	44,222	18.58%	232,881	250,000
All Other Revenues	18,709,105	19,398,289	689,183	3.68%	17,816,473	18,697,738
Total Revenues	<u>\$ 98,025,465</u>	<u>\$ 101,800,927</u>	<u>\$ 3,775,462</u>	<u>3.85%</u>	<u>\$ 97,127,687</u>	<u>\$ 99,309,672</u>
Percentage of Revenue Budget Collected to Date		102.51%				
Percentage/Dollar Amount of Revenue Budget left to be Collected		-2.51%				<u>\$ (2,491,255)</u>
Expenditures:						
Salaries	\$ 62,469,248	\$ 64,631,326	\$ 2,162,079	3.46%	\$ 62,469,259	\$ 65,053,274
Benefits	17,225,435	18,652,041	1,426,606	8.28%	17,464,091	19,019,160
Electricity	1,832,335	1,979,637	147,302	8.04%	1,842,362	1,987,000
Water/Sewer	278,093	354,414	76,321	27.44%	278,093	332,000
Natural Gas	217,563	230,730	13,167	6.05%	217,563	255,000
Disposal Fees	146,187	144,782	(1,405)	-0.96%	146,187	139,500
Gasoline	51,953	46,063	(5,890)	-11.34%	52,714	52,000
Technology/Instructional Equipment	2,462,647	977,327	(1,485,320)	-60.31%	2,192,616	980,895
Capital Outlay	2,469,449	2,442,009	(27,440)	-1.11%	2,469,449	2,860,161
All Other Expenditures	12,943,966	12,144,215	(799,751)	-6.18%	12,511,636	13,783,789
Total Expenditures	<u>\$ 100,096,876</u>	<u>\$ 101,602,544</u>	<u>\$ 1,505,668</u>	<u>1.50%</u>	<u>\$ 99,643,971</u>	<u>\$ 104,462,780</u>
Percentage of Expenditure Budget Spent to Date		97.26%				
Percentage/Dollar Amount of Expenditure Budget remaining		2.74%				<u>\$ 2,860,236</u>
Year-To-Date Revenues Over (Under) Expenditures	<u>\$ (2,071,412)</u>	<u>\$ 198,383</u>	<u>\$ 2,269,795</u>	<u>-109.58%</u>	<u>\$ (2,516,284)</u>	<u>\$ (5,153,108)</u>
% of Fiscal Year Complete	100.00%					
% of Fiscal Year Remaining	0.00%					

BOE POLICY 2.100 RESERVE FUNDS

Total Expenditure Budget - FY25 Budget	\$	104,462,780
Less:		
Operating Transfers	\$	202,739
Debt Service	\$	2,691,010
Capital Outlay	\$	2,860,161
Early Childhood	\$	514,391
Educare	\$	1,481,232
Total to deduct	\$	<u>7,749,533</u>
 Total Operating Budget	 \$	 96,713,247
 16% of the General Purpose School Fund Operating Budget	 \$	 <u><u>16,119,197</u></u>
 Monthly Operating Expense:		
Annual Operating Expense Budget	\$	96,713,247
Monthly Operating Expenses Budgeted	\$	8,059,437
2 Months Operating Expenses Budgeted	\$	<u><u>16,118,874</u></u>

<p>BOE Policy 2.100 as revised at the 5 o'clock 2-3-2014 BOE Meeting First reading April 2014 Second reading May 2014</p>
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Current Standing on Target Fund Balance		
*Target Unrestricted Fund Balance (as recommended at 2-3-2014 BOE Policy Meeting) 2 Months Operating Expenditures	\$	16,118,874
Current Fund Balance:		
3% Fund Balance	\$	3,049,135
Undesignated Fund Balance	\$	13,153,643
Other Reserves	\$	2,124,449
Total Fund Balance	\$	<u>18,327,227</u>
 Target Overage as of 6/30/25	 \$	 <u>2,208,353</u>

Locality	2019 Rate	Increase	2020 Rate	Increase	2021 Rate	Increase	2022 Rate	Residents	Increase	2023 Rate	Residents	Increase	2024	Residents
								Combined Rate			Combined Rate			Combined Rate
Washington County	\$ 2.1500	\$ -	\$ 2.1500	\$ -	\$ 2.1500	\$ -	\$ 2.1500	\$ 2.1500	\$ -	\$ 2.1500	\$ 2.1500	\$ (0.4400)	\$ 1.7100	\$ 1.7100
Watauga	\$ 0.7000	\$ -	\$ 0.7000	\$ (0.1300)	\$ 0.5700	\$ -	\$ 0.5700	\$ 2.7200	\$ -	\$ 0.5700	\$ 2.7200	\$ (0.1600)	\$ 0.4100	\$ 2.1200
Jonesborough	\$ 1.2000	\$ -	\$ 1.2000	\$ -	\$ 1.2000	\$ -	\$ 1.2000	\$ 3.3500	\$ 0.2500	\$ 1.4500	\$ 3.6000	\$ (0.4838)	\$ 0.9662	\$ 2.6762
Johnson City	\$ 1.7100	\$ -	\$ 1.7100	\$ 0.0200	\$ 1.7300	\$ -	\$ 1.7300	\$ 3.8800	\$ 0.2500	\$ 1.9800	\$ 4.1300	\$ (0.6259)	\$ 1.3541	\$ 3.0641
Unicoi County	\$ 2.6838	\$ 0.1700	\$ 2.8538	\$ -	\$ 2.8538	\$ (0.5033)	\$ 2.3505	\$ 2.3505	\$ 0.2600	\$ 2.6105	\$ 2.6105	\$ -	\$ 2.6105	\$ 2.6105
Erwin	\$ 1.8620	\$ -	\$ 1.8620	\$ -	\$ 1.8620	\$ (0.3108)	\$ 1.5512	\$ 3.9017	\$ -	\$ 1.5512	\$ 4.1617	\$ -	\$ 1.5512	\$ 4.1617
Sullivan County	\$ 2.5700	\$ -	\$ 2.5700	\$ (0.1638)	\$ 2.4062	\$ -	\$ 2.4062	\$ 2.4062	\$ -	\$ 2.4062	\$ 2.4062	\$ 0.0900	\$ 2.4962	\$ 2.4962
Bluff City	\$ 1.2800	\$ -	\$ 1.2800	\$ (0.1010)	\$ 1.1790	\$ -	\$ 1.1790	\$ 3.5852	\$ 0.1210	\$ 1.3000	\$ 3.7062	\$ -	\$ 1.3000	\$ 3.7962
Bristol	\$ 2.1612	\$ -	\$ 2.1612	\$ (0.1749)	\$ 1.9863	\$ -	\$ 1.9863	\$ 4.3925	\$ -	\$ 1.9863	\$ 4.3925	\$ 0.2637	\$ 2.2500	\$ 4.7462
Johnson City	\$ 1.9500	\$ -	\$ 1.9500	\$ (0.4000)	\$ 1.5500	\$ -	\$ 1.5500	\$ 3.9562	\$ 0.2500	\$ 1.8000	\$ 4.2062	\$ 0.2298	\$ 2.0298	\$ 4.5260
Kingsport	\$ 2.0643	\$ -	\$ 2.0643	\$ (0.1860)	\$ 1.8783	\$ 0.1200	\$ 1.9983	\$ 4.4045	\$ -	\$ 1.9983	\$ 4.4045	\$ -	\$ 1.9983	\$ 4.4945
Carter County	\$ 2.4700	\$ -	\$ 2.4700	\$ (0.4400)	\$ 2.0300	\$ -	\$ 2.0300	\$ 2.0300	\$ 0.1500	\$ 2.1800	\$ 2.1800	\$ -	\$ 2.1800	\$ 2.1800
Elizabethton	\$ 1.8500	\$ -	\$ 1.8500	\$ (0.2800)	\$ 1.5700	\$ -	\$ 1.5700	\$ 3.6000	\$ 0.0800	\$ 1.6500	\$ 3.8300	\$ -	\$ 1.6500	\$ 3.8300
Johnson City	\$ 1.8300	\$ -	\$ 1.8300	\$ (0.2800)	\$ 1.5500	\$ -	\$ 1.5500	\$ 3.5800	\$ 0.2500	\$ 1.8000	\$ 3.9800	\$ 0.0775	\$ 1.8775	\$ 4.0575
Watauga	\$ 0.7000	\$ -	\$ 0.7000	\$ (0.1300)	\$ 0.5700	\$ -	\$ 0.5700	\$ 2.6000	\$ -	\$ 0.5700	\$ 2.7500	\$ -	\$ 0.5700	\$ 2.7500
Greene County	\$ 2.0145	\$ -	\$ 2.0145	\$ -	\$ 2.0145	\$ -	\$ 2.0145	\$ 2.0145	\$ (0.3645)	\$ 1.6500	\$ 1.6500	\$ -	\$ 1.6500	\$ 1.6500
Greene County for City Residents	\$ 1.9845	\$ -	\$ 1.9845	\$ -	\$ 1.9845	\$ -	\$ 1.9845	\$ 4.1620	\$ (0.3445)	\$ 1.6400	\$ 3.3471	\$ -	\$ 1.6400	\$ 3.3471
Greeneville City	\$ 2.1775	\$ -	\$ 2.1775	\$ -	\$ 2.1775	\$ -	\$ 2.1775	\$ 4.1620	\$ (0.4704)	\$ 1.7071	\$ 3.3471	\$ -	\$ 1.7071	\$ 3.3471
Hawkins County	\$ 2.5323	\$ -	\$ 2.5323	\$ (0.3646)	\$ 2.1677	\$ 0.1500	\$ 2.3177	\$ 2.3177	\$ 0.0070	\$ 2.3247	\$ 2.3247	\$ 0.2299	\$ 2.5546	\$ 2.5546
Rogersville City	\$ 1.6700	\$ -	\$ 1.6700	\$ (0.1835)	\$ 1.4865	\$ -	\$ 1.4865	\$ 3.8042	\$ -	\$ 1.4865	\$ 3.8112	\$ 0.3500	\$ 1.8365	\$ 4.3911
Bulls Gap	\$ 0.7200	\$ -	\$ 0.7200	\$ (0.0636)	\$ 0.6564	\$ 0.0036	\$ 0.6600	\$ 2.9777	\$ 0.2000	\$ 0.8600	\$ 3.1847	\$ 0.1300	\$ 0.9900	\$ 3.5446
Church Hill	\$ 1.1034	\$ -	\$ 1.1034	\$ (0.1418)	\$ 0.9616	\$ -	\$ 0.9616	\$ 3.2793	\$ -	\$ 0.9616	\$ 3.2863	\$ 0.0484	\$ 1.0100	\$ 3.5646
Kingsport	\$ 1.8900	\$ -	\$ 1.8900	\$ (0.0117)	\$ 1.8783	\$ 0.1200	\$ 1.9983	\$ 4.3160	\$ -	\$ 1.9983	\$ 4.3230	\$ -	\$ 1.9983	\$ 4.5529
Mount Carmel	\$ 1.6700	\$ -	\$ 1.6700	\$ (0.2803)	\$ 1.3897	\$ -	\$ 1.3897	\$ 3.7074	\$ 0.2000	\$ 1.5897	\$ 3.9144	\$ -	\$ 1.5897	\$ 4.1443
Surgoinsville	\$ 1.2000	\$ -	\$ 1.2000	\$ (0.2370)	\$ 0.9630	\$ 0.0033	\$ 0.9663	\$ 3.2840	\$ -	\$ 0.9663	\$ 3.2910	\$ 0.1337	\$ 1.1000	\$ 3.6546

JOHNSON CITY SCHOOLS					
Statement of Revenues, Expenditures, and Changes in Fund Balance					
For the Period Ended June 30, 2025					
					100.00%
		Amended	Actual	Budget Amount	Percentage
		Budget	Amounts	Remaining	of Budget to Date
Revenues					
40110	Current Property Tax - Washington Co.	\$ 12,243,386	12,874,916	\$ (631,530)	105.16%
40110	Current Property Tax - Sullivan Co.	\$ 238,036	231,202	\$ 6,834	97.13%
40110	Current Property Tax - Carter Co.	\$ 105,673	211,856	\$ (106,183)	200.48%
40120	Trustee's Collections - Prior Year	\$ 280,555	68,227	\$ 212,328	24.32%
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000	58,966	\$ 41,034	58.97%
40140	Interest & Penalty	\$ 135,000	48,904	\$ 86,096	36.23%
40150	Pick-Up Taxes	\$ 5,500	8,169	\$ (2,669)	148.52%
40162	Payments in Lieu of Taxes - Local Utilities	\$ 215,000	195,804	\$ 19,196	91.07%
40163	Payments in Lieu of Taxes - Other	\$ 18,000	25,268	\$ (7,268)	140.38%
40210	Local Option Sales Tax - Washington Co.	\$ 19,980,455	20,951,869	\$ (971,414)	104.86%
40210	Local Option Sales Tax - Sullivan Co.	\$ 176,648	233,074	\$ (56,426)	131.94%
40210	Local Option Sales Tax - Carter Co.	\$ 128,288	260,711	\$ (132,423)	203.22%
40270	Business Tax	\$ 517,000	483,223	\$ 33,777	93.47%
40275	Mixed Drink Tax	\$ 3,500	3,989	\$ (489)	113.98%
40320	Bank Excise Tax	\$ 95,000	67,267	\$ 27,733	70.81%
	Total County Taxes	\$ 34,242,041	\$ 35,723,446	\$ (1,481,405)	104.33%
41110	Marriage Licenses	\$ 1,700	1,473	\$ 227	86.67%
	Total Licenses and Permits	\$ 1,700	\$ 1,473	\$ 227	86.67%
43511	Tuition - Regular Day Students	\$ 250,000	282,249	\$ (32,249)	112.90%
43517	Tuition - Online Learning	\$ 5,500	36,250	\$ (30,750)	659.09%
43542	Contracts for Instructional Services - JDC	\$ -	34,115	\$ (34,115)	#DIV/0!
43581	Tuition - EDUCARE	\$ 1,313,279	1,335,822	\$ (22,543)	101.72%
43581	Tuition - ECLC	\$ 275,000	363,647	\$ (88,647)	132.24%
43990	Other Charges for Services - Fingerprints	\$ 21,000	16,622	\$ 4,378	79.15%
43990	Print Shop Enterprise Account	\$ 50,000	64,628	\$ (14,628)	129.26%
	Total Charges for Current Services	\$ 1,914,779	\$ 2,133,334	\$ (218,555)	111.41%
44120	Leases/Rentals	\$ -	2,533	\$ (2,533)	#DIV/0!
44160	Retirees' Insurance Payments	\$ 18,000	26,852	\$ (8,852)	149.18%
44170	Miscellaneous Refunds	\$ -	33,413	\$ (33,413)	#DIV/0!
44530	Sale of Equipment	\$ -	20	\$ (20)	#DIV/0!
44570	Contributions	\$ 201,835	240,405	\$ (38,570)	119.11%
44570	Contributions - Shoe Fund	\$ 10,000	9,542	\$ 458	95.42%
44570	Contributions - Homeless Fund	\$ -	9,598	\$ (9,598)	#DIV/0!
44570	Contributions - TVA South Side Grant	\$ 25,000	24,998	\$ 2	99.99%
44570	Contributions - Battelle	\$ -	12,000	\$ (12,000)	#DIV/0!
44990	Other Local Revenue (STEAM 536)	\$ 1,000	600	\$ 400	60.00%
44990	Other Local Revenue (Misc)	\$ -	4,172	\$ (4,172)	#DIV/0!
	Total Other Local Revenues	\$ 255,835	\$ 364,133	\$ (108,298)	142.33%
46510	Tennessee Investment in Student Achievement (TISA)	\$ 46,701,293	46,568,606	\$ 132,687	99.72%
46510	TISA Outcomes	\$ 788,155	788,155	\$ -	100.00%
46513	TISA On-Behalf Payments	\$ -	266,780	\$ (266,780)	#DIV/0!
46550	Driver Education	\$ 11,000	12,518	\$ (1,518)	113.80%
46590	Other State Educational Funds	\$ -	-	\$ -	#DIV/0!
46610	Career Ladder	\$ 70,686	66,964	\$ 3,722	94.74%
46596	Paid Parental Leave	\$ 265,500	291,867	\$ (26,367)	109.93%
	Total State Education Funds	\$ 47,836,634	\$ 47,994,891	\$ (158,257)	100.33%
47143	Education of the Handicapped Act - IDEA	\$ 43,484	43,484	\$ 0	100.00%
					#DIV/0!

JOHNSON CITY SCHOOLS					
Statement of Revenues, Expenditures, and Changes in Fund Balance					
For the Period Ended June 30, 2025					
					100.00%
		Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
	Total Federal Through State	\$ 43,484	\$ 43,484	\$ -	100.00%
47640	ROTC Reimbursement	\$ 75,000	74,531	\$ 469	99.37%
	Total Direct Federal Government	\$ 75,000	\$ 74,531	\$ 469	99.37%
48610	Donations	\$ -	2	\$ (2)	#DIV/0!
49315	SBITA ISSUED	\$ 270,032	952,421	\$ (682,389)	352.71%
49800	Operating Transfers	\$ -	-	\$ -	#DIV/0!
49810	City General Fund Transfer - Operations	\$ 11,626,736	11,626,736	\$ -	100.00%
49810	City General Fund Transfer - Transportation	\$ 3,043,431	2,886,477	\$ 156,954	94.84%
	Total Other Sources	\$ 14,940,199	\$ 15,465,635	\$ (525,436)	103.52%
	Total Revenues	\$ 99,309,672	\$ 101,800,927	\$ (2,491,255)	102.51%
APPROPRIATIONS (Expenditures)					
		Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
	INSTRUCTION				
71100	116 Teachers	\$ 33,596,627	33,782,245	\$ (185,618)	100.55%
71100	116 Safety Net Program (1-031)	\$ 49,000	55,440	\$ (6,440)	113.14%
71100	116 RTI (534)	\$ 601,172	486,983	\$ 114,189	81.01%
71100	116 Four-Year Transition Plan (2-301)	\$ 6,120	6,600	\$ (480)	107.84%
71100	116 Local Extended Contract (1-578)	\$ 258,055	111,350	\$ 146,705	43.15%
71100	116 Mountain View Orchestra (9-581)	\$ 8,825	-	\$ 8,825	0.00%
71100	116 Curriculum Development (538)	\$ 22,000	9,910	\$ 12,090	45.05%
71100	116 Teacher Stipends for Online Learning (555)	\$ 20,000	114,570	\$ (94,570)	572.85%
71100	117 Career Ladder	\$ 37,000	31,000	\$ 6,000	83.78%
71100	163 Educational Assistants	\$ 1,258,510	1,224,919	\$ 33,591	97.33%
71100	189 Other Salaries & Wages	\$ 145,000	161,676	\$ (16,676)	111.50%
71100	195 Substitute Teachers Certified	\$ 136,000	109,160	\$ 26,840	80.26%
71100	198 Substitute Teachers - Non Certified	\$ 568,120	539,738	\$ 28,382	95.00%
71100	201 Social Security	\$ 2,161,072	2,112,889	\$ 48,183	97.77%
71100	204 Retirement	\$ 2,483,654	2,449,112	\$ 34,542	98.61%
71100	206 Life Insurance	\$ 74,796	68,531	\$ 6,265	91.62%
71100	207 Medical Insurance	\$ 4,408,038	4,389,488	\$ 18,550	99.58%
71100	208 Dental Insurance	\$ 189,955	189,007	\$ 948	99.50%
71100	210 Unemployment	\$ 25,000	14,613	\$ 10,387	58.45%
71100	211 Local Retirement	\$ 8,974	11,922	\$ (2,948)	132.85%
71100	212 Medicare	\$ 513,415	498,538	\$ 14,877	97.10%
71100	215 Other Post Employment Benefits (Retiree Insurance)	\$ 715,000	712,930	\$ 2,070	99.71%
71100	217 Retirement-Hybrid Stabilization	\$ 130,016	124,954	\$ 5,062	96.11%
71100	219 Other Employee Benefits	\$ 185	185	\$ (0)	100.21%
71100	336 Performing Music Maintenance and Repair Equipment	\$ 22,246	20,430	\$ 1,816	91.84%
71100	399 Other Contracted Services (Site-Based check-copiers)	\$ 251,798	91,798	\$ 160,000	36.46%
71100	399 RTI (1-534)	\$ -	-	\$ -	#DIV/0!
71100	399 Edmentum (Credit Recovery) 1-519	\$ 61,000	1,764	\$ 59,236	2.89%
71100	399 Public Chapter 426, Public Acts of 2011 (1-532)	\$ 40,000	31,407	\$ 8,593	78.52%
71100	399 Subscription Renewal - Brain Pop (1-536)	\$ 27,000	32,997	\$ (5,997)	122.21%
71100	399 Subscription Renewal - Hapara	\$ 29,000	-	\$ 29,000	0.00%
71100	399 Subscription Renewal - Neptune Navigate	\$ 3,000	2,750	\$ 250	91.67%
71100	399 Subscription Renewal - Canvas	\$ 58,000	51,944	\$ 6,056	89.56%
71100	399 Subscription - Generation Genius	\$ 9,000	8,955	\$ 45	99.50%
71100	399 Subscription Renewal - Mystery Science	\$ 10,000	11,960	\$ (1,960)	119.60%
71100	399 Subscription Renewal - Explore Learning	\$ 29,000	32,403	\$ (3,403)	111.73%
71100	399 Subscription Renewal - Study Island	\$ 21,000	15,625	\$ 5,375	74.40%
71100	399 Subscription Renewal - My Reading Academy	\$ 60,000	60,000	\$ -	100.00%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended June 30, 2025							
						100.00%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
71200	206	Life Insurance	\$	9,482	8,427	\$ 1,055	88.87%
71200	207	Medical Insurance	\$	573,876	572,903	\$ 973	99.83%
71200	208	Dental Insurance	\$	17,016	16,422	\$ 594	96.51%
71200	211	Local Retirement	\$	9,457	9,455	\$ 2	99.98%
71200	212	Medicare	\$	60,329	57,180	\$ 3,149	94.78%
71200	217	Retirement-Hybrid Stabilization	\$	21,453	21,620	\$ (167)	100.78%
71200	336	Equipment Repairs and Maintenance	\$	500	196	\$ 304	39.20%
71200	429	Instructional Supplies and Materials	\$	13,150	14,115	\$ (965)	107.34%
71200	499	Other Supplies and Materials	\$	3,000	2,676	\$ 324	89.20%
71200	595	TISA On-Behalf Payments	\$	-	156,426	\$ (156,426)	#DIV/0!
71200	725	Special Education Instruction Equipment	\$	14,000	12,961	\$ 1,039	92.58%
Total Special Education			\$	5,548,803	\$ 5,639,469	\$ (90,666)	101.63%
VOCATIONAL INSTRUCTION							
71300	116	Teachers	\$	1,844,168	1,843,870	\$ 298	99.98%
71300	117	Career Ladder	\$	4,000	4,000	\$ -	100.00%
71300	163	Educational Assistants	\$	83,020	82,612	\$ 408	99.51%
71300	201	Social Security	\$	112,378	112,034	\$ 344	99.69%
71300	204	Retirement	\$	137,374	136,452	\$ 922	99.33%
71300	206	Life Insurance	\$	30,904	3,663	\$ 27,241	11.85%
71300	207	Medical Insurance	\$	243,173	242,439	\$ 734	99.70%
71300	208	Dental Insurance	\$	6,662	6,661	\$ 1	99.99%
71300	212	Medicare	\$	26,368	26,201	\$ 167	99.37%
71300	217	Retirement-Hybrid Stabilization	\$	6,806	6,535	\$ 271	96.02%
71300	399	Other Contracted Services	\$	1,696	1,696	\$ -	100.00%
71300	429	Instructional Supplies and Materials	\$	39,690	38,444	\$ 1,246	96.86%
71300	429	Forward Funding	\$	1,696	1,696	\$ -	100.00%
71300	599	Other Charges - Student Travel	\$	-	230	\$ (230)	#DIV/0!
71300	730	Vocational Equipment	\$	4,603	4,129	\$ 474	89.70%
Total Vocational Instruction			\$	2,542,538	\$ 2,510,661	\$ 31,877	98.75%
ATTENDANCE							
72110	189	Other Salaries and Wages	\$	226,740	219,121	\$ 7,619	96.64%
72110	201	Social Security	\$	13,746	12,395	\$ 1,351	90.17%
72110	204	State Retirement	\$	14,369	13,627	\$ 742	94.84%
72110	206	Life Insurance	\$	580	265	\$ 315	45.62%
72110	207	Medical Insurance	\$	45,004	44,277	\$ 727	98.38%
72110	208	Dental Insurance	\$	1,410	1,222	\$ 188	86.63%
72110	211	Local Retirement	\$	2,000	1,957	\$ 43	97.85%
72110	212	Medicare	\$	3,255	2,899	\$ 356	89.06%
72110	217	Retirement - Hybrid Stabilization	\$	2,892	2,660	\$ 232	91.98%
72110	471	Software Maintenance	\$	55,000	54,580	\$ 420	99.24%
Total Attendance			\$	364,996	\$ 353,002	\$ 11,994	96.71%
HEALTH SERVICES							
72120	131	Medical Personnel	\$	760,556	752,551	\$ 8,005	98.95%
72120	201	Social Security	\$	47,004	42,847	\$ 4,157	91.16%
72120	204	Retirement	\$	61,259	60,018	\$ 1,241	97.97%
72120	206	Life Insurance	\$	1,849	1,363	\$ 486	73.74%
72120	207	Medical Insurance	\$	117,434	116,471	\$ 963	99.18%
72120	208	Dental Insurance	\$	4,000	3,830	\$ 170	95.75%
72120	212	Medicare	\$	11,173	10,021	\$ 1,152	89.69%
72120	217	Retirement-Hybrid Stabilization	\$	8,091	7,690	\$ 401	95.04%
72120	355	Travel	\$	700	865	\$ (165)	123.52%
72120	399	Other Contracted Services	\$	8,000	4,942	\$ 3,058	61.78%
72120	399	Other Contracted Services - Coordinated School Health	\$	26,000	21,324	\$ 4,677	82.01%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended June 30, 2025							
						100.00%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
72120	413	Drugs & Medical Supplies	\$ 4,000	1,800	\$ 2,200	45.00%	
72120	499	Other Supplies & Materials	\$ 5,000	12,433	\$ (7,433)	248.67%	
72120	499	Other Supplies & Materials - Coordinated School Health	\$ 28,500	22,514	\$ 5,986	79.00%	
72120	524	Staff Development	\$ 2,900	-	\$ 2,900	0.00%	
72120	524	Staff Development - Coordinated School Health	\$ 4,000	4,837	\$ (837)	120.91%	
72120	735	Health Equipment - Coordinated School Health	\$ 10,000	8,861	\$ 1,139	88.61%	
Total Health Services			\$ 1,100,466	\$ 1,072,367	\$ 28,100	97.45%	
STUDENT SUPPORT							
72130	117	Career Ladder	\$ 2,000	2,000	\$ -	100.00%	
72130	123	Guidance Personnel	\$ 1,716,756	1,702,076	\$ 14,680	99.14%	
72130	161	Secretary	\$ 60,800	57,214	\$ 3,586	94.10%	
72130	189	Other Salaries & Benefits	\$ 904,443	868,456	\$ 35,987	96.02%	
72130	201	Social Security	\$ 156,048	150,456	\$ 5,592	96.42%	
72130	204	Retirement	\$ 196,675	192,850	\$ 3,825	98.06%	
72130	206	Life Insurance	\$ 6,301	4,333	\$ 1,968	68.77%	
72130	207	Medical Insurance	\$ 371,572	363,393	\$ 8,179	97.80%	
72130	208	Dental Insurance	\$ 12,287	10,149	\$ 2,138	82.60%	
72130	211	Local Retirement	\$ 2,500	2,407	\$ 93	96.27%	
72130	212	Medicare	\$ 38,261	35,447	\$ 2,814	92.64%	
72130	217	Retirement-Hybrid Stabilization	\$ 18,247	17,299	\$ 948	94.80%	
72130	322	AP Testing (2-583)	\$ 140,000	132,356	\$ 7,644	94.54%	
72130	499	Other Supplies & Materials - Safe Schools	\$ 6,000	1,775	\$ 4,225	29.58%	
72130	499	Other Supplies & Materials - TVA South Side Grant	\$ 1,239	1,239	\$ -	100.00%	
72130	524	Inservice/Staff Development	\$ -	1,958	\$ (1,958)	#DIV/0!	
Total Student Support			\$ 3,633,129	\$ 3,543,407	\$ 89,722	97.53%	
INSTRUCTION SUPPORT							
72210	105	Administration	\$ 710,864	708,345	\$ 2,519	99.65%	
72210	117	Career Ladder	\$ 7,000	6,000	\$ 1,000	85.71%	
72210	129	Librarians	\$ 851,234	846,932	\$ 4,302	99.49%	
72210	137	Educational Media Personnel	\$ 332,520	333,499	\$ (979)	100.29%	
72210	161	Secretary	\$ 140,660	144,376	\$ (3,716)	102.64%	
72210	172	Instructional Coaches	\$ 1,363,274	1,353,750	\$ 9,524	99.30%	
72210	189	Other Salaries and Wages	\$ 241,500	214,208	\$ 27,292	88.70%	
72210	189	Other Salaries and Wages - Tech Teacher Leader	\$ 30,500	81,910	\$ (51,410)	268.56%	
72210	196	In-Service Training	\$ -	160	\$ (160)	#DIV/0!	
72210	201	Social Security	\$ 221,825	213,768	\$ 8,057	96.37%	
72210	204	Retirement	\$ 273,448	259,601	\$ 13,847	94.94%	
72210	206	Life Insurance	\$ 8,334	7,014	\$ 1,320	84.16%	
72210	207	Medical Insurance	\$ 396,183	395,295	\$ 889	99.78%	
72210	208	Dental Insurance	\$ 11,683	11,632	\$ 51	99.56%	
72210	211	Local Retirement	\$ 3,500	3,476	\$ 24	99.31%	
72210	212	Medicare	\$ 51,552	50,307	\$ 1,245	97.58%	
72210	217	Retirement-Hybrid Stabilization	\$ 6,063	4,987	\$ 1,076	82.25%	
72210	336	Maintenance and Repair Service	\$ 200	103	\$ 98	51.25%	
72210	355	Travel	\$ 15,500	11,515	\$ 3,985	74.29%	
72210	355	Travel - Safe Schools	\$ 1,500	355	\$ 1,145	23.69%	
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-57)	\$ 10,000	12,239	\$ (2,239)	122.39%	
72210	399	Niswonger Class Fees (555)	\$ 5,000	5,925	\$ (925)	118.50%	
72210	399	Contracted Services Niswonger Consortium Fee (555)	\$ 15,200	15,234	\$ (34)	100.22%	
72210	399	Other Contracted Services (5\$ Transact)	\$ 9,000	-	\$ 9,000	0.00%	
72210	399	Other Contracted Services-Safety Net Program (1-031)	\$ 41,000	-	\$ 41,000	0.00%	
72210	399	Other Contracted Services - Frontline	\$ 28,000	30,864	\$ (2,864)	110.23%	
72210	399	Other Contracted Services - Robotics Team (16-572)	\$ 1,000	-	\$ 1,000	0.00%	
72210	399	Other Contracted Services - Parent Square	\$ 16,500	31,200	\$ (14,700)	189.09%	
72210	399	Other Contracted Services - 504 Online System	\$ 5,000	-	\$ 5,000	0.00%	
72210	399	Other Contracted Services - Major Clarity	\$ 7,000	7,630	\$ (630)	109.00%	

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended June 30, 2025							
						100.00%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
72210	399	At-Risk Services (1-964)	\$	1,000	-	\$ 1,000	0.00%
72210	399	Random Drug Testing (DOT Physicals)	\$	16,000	9,101	\$ 6,899	56.88%
72210	399	Other Contracted Services - Renaissance Learning	\$	-	41,708	\$ (41,708)	#DIV/0!
72210	399	Contracted Services - RC (1-030)	\$	2,400	1,871	\$ 529	77.94%
72210	399	Internal Assessment Platform - Illuminate	\$	55,000	-	\$ 55,000	0.00%
72210	399	Other Contracted Services -Safe Schools	\$	20,000	11,133	\$ 8,867	55.66%
72210	399	Othe Contracted Services - Centegix	\$	-	83,200	\$ (83,200)	#DIV/0!
72210	399	Other Contracted Services (Misc)	\$	20,000	19,463	\$ 537	97.32%
72210	432	Library Books Media	\$	37,288	37,288	\$ -	100.00%
72210	471	Software Maintenance - Hapara	\$	63,300	62,855	\$ 445	99.30%
72210	471	Software Maintenance - Library Software	\$	35,703	20,702	\$ 15,001	57.99%
72210	471	Software Maintenance - Renaissance Learning Item Bank	\$	3,700	3,696	\$ 4	99.89%
72210	471	Software Maintenance - Educlimber	\$	-	55,886	\$ (55,886)	#DIV/0!
72210	499	Other Supplies & Materials	\$	10,000	20,002	\$ (10,002)	200.02%
72210	499	Other Supplies & Materials - Special Budget Requests	\$	1,000	266	\$ 734	26.64%
72210	499	Mclass Amplify Program (1-524)	\$	26,000	23,880	\$ 2,120	91.85%
72210	499	Other Supplies & Materials-RC (1-030)	\$	7,700	2,251	\$ 5,449	29.23%
72210	499	Other Supplies and Materials - Robotics Team (16-572)	\$	5,000	-	\$ 5,000	0.00%
72210	499	Shoe Fund (1-520)	\$	25,362	9,352	\$ 16,010	36.87%
72210	499	Centegix Supplies (964)	\$	2,400	510	\$ 1,890	21.25%
72210	499	Homeless Donations (701)	\$	11,132	22,593	\$ (11,461)	202.96%
72210	499	Other Supplies & Materials - Safe Schools	\$	2,000	5,884	\$ (3,884)	294.21%
72210	524	Teacher Leadership Academy (537)	\$	44,500	72,743	\$ (28,243)	163.47%
72210	524	In-service Staff Dev. System Wide/School Based	\$	148,709	58,857	\$ 89,852	39.58%
72210	524	Staff Development - Safe Schools	\$	55,000	45,660	\$ 9,340	83.02%
72210	524	Staff Development - Coordinated School Health	\$	1,500	2,940	\$ (1,440)	196.01%
72210	524	AP Staff Development (2-583)	\$	10,000	2,303	\$ 7,697	23.03%
72210	599	Non Revenue Producing Sports \$30K (25/5)	\$	85,270	99,863	\$ (14,593)	117.11%
72210	599	Non Revenue Producing Sports - Reserved for Encumbrance	\$	1,075	1,075	\$ 0	99.99%
72210	599	Other Charges - MS Competition Fees	\$	3,000	1,110	\$ 1,890	37.00%
72210	599	Other Charges - Safe Schools	\$	12,200	1,000	\$ 11,200	8.20%
72210	599	Other Charges	\$	4,000	462	\$ 3,538	11.55%
72210	790	Non Revenue Producing Sports - Arts \$20K (15/5)	\$	24,730	19,958	\$ 4,772	80.70%
72210	790	Other Equipment - Safe Schools	\$	35,000	7,118	\$ 27,882	20.34%
72210	790	Safety - Radios (1-964) - Elementary	\$	5,000	7,465	\$ (2,465)	149.30%
72210	790	Other Equipment	\$	5,000	2,825	\$ 2,175	56.50%
		Total Instruction Support	\$	5,585,009	5,505,344	79,665	98.57%
		ALTERNATIVE INSTRUCTIONAL SUPPORT					
72215	161	Secretaries	\$	40,800	39,308	\$ 1,492	96.34%
72215	189	Other Salaries & Wages	\$	22,600	21,454	\$ 1,146	94.93%
72215	201	Social Security	\$	3,889	3,323	\$ 566	85.45%
72215	204	Retirement	\$	3,089	2,976	\$ 113	96.36%
72215	206	Life Insurance	\$	98	81	\$ 17	82.97%
72215	207	Medical Insurance	\$	15,066	15,061	\$ 5	99.97%
72215	208	Dental Insurance	\$	495	448	\$ 47	90.59%
72215	212	Medicare	\$	942	777	\$ 165	82.51%
72215	217	Retirement - Hybrid Stabilization	\$	583	561	\$ 22	96.23%
72215	435	Office Supplies	\$	2,431	2,431	\$ -	100.00%
72215	524	In-Service/Staff Development	\$	4,000	368	\$ 3,632	9.21%
		Total Alternative Instruction Support	\$	93,993	86,790	7,203	92.34%
		SPECIAL EDUCATION SUPPORT					
72220	105	Administration	\$	117,151	117,153	\$ (2)	100.00%
72220	124	Psychological Personnel	\$	79,890	79,891	\$ (1)	100.00%
72220	131	Physical Therapist	\$	280,326	283,077	\$ (2,751)	100.98%
72220	135	Diagnosticians	\$	369,332	369,159	\$ 173	99.95%
72220	161	Secretary	\$	111,180	111,091	\$ 89	99.92%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended June 30, 2025						
						100.00%
			Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
72220	189	Other Salaries & Wages	\$ 59,998	59,833	\$ 165	99.72%
72220	201	Social Security	\$ 59,556	58,260	\$ 1,296	97.82%
72220	204	Retirement	\$ 81,558	78,230	\$ 3,328	95.92%
72220	206	Life Insurance	\$ 1,778	1,423	\$ 355	80.05%
72220	207	Medical Insurance	\$ 140,770	140,231	\$ 539	99.62%
72220	208	Dental Insurance	\$ 3,624	3,524	\$ 100	97.25%
72220	212	Medicare	\$ 13,965	13,625	\$ 340	97.57%
72220	217	Retirement-Hybrid Stabilization	\$ 4,701	4,092	\$ 609	87.05%
72220	312	Contracts with Private Agencies	\$ 99,469	94,616	\$ 4,853	95.12%
72220	322	Testing Materials	\$ 6,700	5,112	\$ 1,588	76.29%
72220	336	Maintenance & Repair Services - Equipment	\$ 1,800	1,409	\$ 391	78.28%
72220	355	Travel	\$ 9,400	8,996	\$ 404	95.70%
72220	499	Other Supplies & Materials	\$ 4,600	4,189	\$ 411	91.06%
72220	524	In Service/Staff Development	\$ 7,450	7,026	\$ 424	94.31%
72220	790	Other Equipment	\$ 4,100	4,060	40.12	99.02%
		Total Special Education Support	\$ 1,457,348	\$ 1,444,996	\$ 12,352	99.15%
		VOCATIONAL INSTRUCTION SUPPORT				
72230	105	Administration	\$ 130,218	127,874	\$ 2,344	98.20%
72230	117	Career Ladder	\$ 3,000	3,000	\$ -	100.00%
72230	161	Secretary	\$ 39,780	38,150	\$ 1,630	95.90%
72230	201	Social Security	\$ 10,553	9,788	\$ 765	92.75%
72230	204	Retirement	\$ 11,484	11,213	\$ 271	97.64%
72230	206	Life Insurance	\$ 415	355	\$ 60	85.58%
72230	207	Medical Insurance	\$ 21,042	21,042	\$ 1	100.00%
72230	208	Dental Insurance	\$ 558	550	\$ 8	98.50%
72230	212	Medicare	\$ 2,478	2,289	\$ 189	92.38%
72230	217	Retirement - Hybrid Stabilization	\$ 569	544	\$ 25	95.64%
72230	355	Travel	\$ 962	864	\$ 98	89.79%
72230	399	Other Contracted Services	\$ 43,400	33,322	\$ 10,078	76.78%
72230	435	Office Supplies	\$ 162	162	\$ -	100.00%
72230	499	Print Shop Enterprise Account	\$ 10,000	-	\$ 10,000	0.00%
72230	499	Other Supplies & Materials PRINT SHOP	\$ 100,000	119,794	\$ (19,794)	119.79%
72230	524	In-Service/Staff Development	\$ 500	434	\$ 66	86.90%
		Total Vocational Instruction Support	\$ 375,121	\$ 369,381	\$ 3,396	98.47%
		TECHNOLOGY				
72250	105	Administration	\$ 105,902	110,382	\$ (4,480)	104.23%
72250	121	Technicians	\$ 1,094,737	1,083,661	\$ 11,076	98.99%
72250	201	Social Security	\$ 73,239	67,902	\$ 5,337	92.71%
72250	204	Retirement	\$ 161,908	153,566	\$ 8,342	94.85%
72250	206	Life Insurance	\$ 2,882	2,456	\$ 426	85.21%
72250	207	Medical Insurance	\$ 181,104	181,020	\$ 84	99.95%
72250	208	Dental Insurance	\$ 5,809	5,416	\$ 393	93.24%
72250	211	Local Retirement	\$ 8,400	7,915	\$ 485	94.23%
72250	212	Medicare	\$ 23,909	15,880	\$ 8,029	66.42%
72250	217	Retirement - Hybrid Stabilization	\$ 7,528	6,781	\$ 747	90.08%
72250	307	Technology Communications	\$ 6,300	4,207	\$ 2,093	66.77%
72250	320	Dues and Memberships	\$ 900	567	\$ 333	62.99%
72250	336	Maintenance and Repair Services	\$ 400	360	\$ 40	90.00%
72250	350	Other Charges-Internet/ENA	\$ 150,000	121,546	\$ 28,454	81.03%
72250	355	Travel Technology	\$ 3,000	511	\$ 2,489	17.03%
72250	399	Contracted Services	\$ 26,573	20,092	\$ 6,481	75.61%
72250	411	Data Processing Supplies	\$ 6,500	3,863	\$ 2,637	59.42%
72250	435	Office Supplies Technology	\$ 1,700	861	\$ 839	50.63%
72250	471	Software Maintenance - Content Filter	\$ 26,000	-	\$ 26,000	0.00%
72250	471	Software Maintenance - Endpoint Protection - Trend	\$ 60,000	60,825	\$ (825)	101.38%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended June 30, 2025						
						100.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72250	471	Software Maintenance - Jatheon/Email Archive	\$ 5,000	3,948	\$ 1,052	78.96%
72250	471	Software Maintenance - KnowBe4	\$ 24,000	24,167	\$ (167)	100.70%
72250	471	Software Maintenance - TeamViewer	\$ 11,000	10,965	\$ 35	99.68%
72250	471	Software Maintenance - VXRail	\$ 26,000	-	\$ 26,000	0.00%
72250	471	Software Maintenance - Microsoft EES - OS and Office L	\$ 39,000	43,662	\$ (4,662)	111.95%
72250	471	Software Maintenance - Cisco Smartnet	\$ 20,000	7,737	\$ 12,263	38.68%
72250	471	Software Maintenance - Veeam	\$ 6,200	6,270	\$ (70)	101.13%
72250	471	Software Maintenance - Help Desk	\$ 25,000	26,587	\$ (1,587)	106.35%
72250	471	Software Maintenance - VMWare	\$ 12,000	-	\$ 12,000	0.00%
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$ 15,000	10,296	\$ 4,704	68.64%
72250	471	Software Maintenance - SonicWall - Firewall	\$ 10,000	6,445	\$ 3,556	64.45%
72250	471	Software Maintenance - KACE	\$ 1,500	1,444	\$ 56	96.24%
72250	471	Software Maintenance - Identity Automation Rapid	\$ 58,000	-	\$ 58,000	0.00%
72250	471	Software Maintenance - Tipping Point	\$ 93,000	92,520	\$ 480	99.48%
72250	471	Software Hosting Services	\$ 16,000	19,345	\$ (3,345)	120.91%
72250	471	Software Maintenance - Aruba Clearpass	\$ 9,000	14,461	\$ (5,461)	160.68%
72250	471	Software Maintenance - Badgepass	\$ 10,000	-	\$ 10,000	0.00%
72250	471	Software Maintenance - Firewall Upgrade	\$ 6,445	-	\$ 6,445	0.00%
72250	471	Software Maintenance - Other	\$ 5,000	1,339	\$ 3,661	26.78%
72250	499	Other Supplies & Materials Technology	\$ 10,500	3,488	\$ 7,012	33.22%
72250	524	In-service Staff Development - Technology	\$ 10,000	5,587	\$ 4,413	55.87%
72250	614	Principal - Subscription Based Information Tech Agreemen	\$ 8,834	32,168	\$ (23,334)	364.14%
72250	615	Interest - Subscription Based Information Tech Agreemen	\$ -	665	\$ (665)	#DIV/0!
72250	709	Data Processing Equipment - Firewall Upgrade	\$ 82,717	82,717	\$ -	100.00%
72250	709	Data Processing Equipment Technology	\$ 10,000	837	\$ 9,163	8.37%
		Total Technology	\$ 2,460,987	\$ 2,242,459	\$ 218,528	91.12%
		BOARD OF EDUCATION				
72310	206	Life Insurance	\$ 420	365	\$ 56	86.79%
72310	207	Medical Insurance	\$ 29,000	28,620	\$ 380	98.69%
72310	208	Dental Insurance	\$ 400	275	\$ 125	68.85%
72310	305	Audit Service	\$ 20,800	20,800	\$ -	100.00%
72310	320	Dues and Memberships	\$ 11,000	8,698	\$ 2,302	79.07%
72310	331	Legal Services	\$ 70,000	57,850	\$ 12,150	82.64%
72310	355	Travel	\$ -	-	\$ -	#DIV/0!
72310	399	Other Contracted Services	\$ 15,000	14,750	\$ 250	98.33%
72310	499	Other Supplies & Materials	\$ 2,000	1,501	\$ 499	75.05%
72310	506	Liability Insurance	\$ 76,115	76,115	\$ -	100.00%
72310	506	*Athletic Liability Insurance	\$ 41,000	40,942	\$ 58	99.86%
72310	508	Corporate Surety Bonds	\$ 150	144	\$ 6	96.00%
72310	510	Trustee's Commission	\$ 560,000	490,334	\$ 69,666	87.56%
72310	513	Workman's Compensation Insurance	\$ 562,484	562,484	\$ -	100.00%
72310	524	In-service Staff Development	\$ 27,000	25,144	\$ 1,856	93.12%
72310	599	Other Charges	\$ 45,000	49,771	\$ (4,771)	110.60%
72310	599	Athletics/Band Travel	\$ 80,000	33,138	\$ 46,862	41.42%
		Total Board of Education	\$ 1,540,369	\$ 1,410,930	\$ 129,439	91.60%
		Superintendent				
72320	101	Superintendent	\$ 198,700	198,215	\$ 485	99.76%
72320	117	Career Ladder	\$ -	-	\$ -	#DIV/0!
72320	161	Secretary	\$ 55,180	55,420	\$ (240)	100.44%
72320	201	Social Security	\$ 14,059	13,502	\$ 557	96.04%
72320	204	Retirement	\$ 17,697	16,242	\$ 1,455	91.78%
72320	206	Life Insurance	\$ 585	479	\$ 106	81.86%
72320	207	Medical Insurance	\$ 27,049	25,852	\$ 1,197	95.57%
72320	208	Dental Insurance	\$ 820	652	\$ 168	79.55%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended June 30, 2025						
						100.00%
			Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
72510	599	Other Charges	\$ 250	444	\$ (194)	177.57%
72510	701	Administrative Equipment	\$ 3,000	-	\$ 3,000	0.00%
		Total Fiscal Services	\$ 676,988	\$ 615,090	\$ 61,898	90.86%
		HUMAN RESOURCES				
72520	105	Supervisor/Director	\$ 89,618	89,616	\$ 2	100.00%
72520	161	Secretary	\$ 143,413	140,406	\$ 3,007	97.90%
72520	201	Social Security	\$ 14,239	13,323	\$ 916	93.57%
72520	204	State Retirement	\$ 26,093	25,803	\$ 290	98.89%
72520	206	Life Insurance	\$ 560	317	\$ 243	56.62%
72520	207	Medical Insurance	\$ 32,358	31,313	\$ 1,045	96.77%
72520	208	Dental Insurance	\$ 1,020	972	\$ 48	95.33%
72520	212	Medicare	\$ 3,385	3,116	\$ 269	92.05%
72520	217	Retirement - Hybrid Stabilization	\$ 2,374	2,335	\$ 39	98.34%
72520	320	Dues and Memberships	\$ 600	50	\$ 550	8.33%
72520	355	Travel	\$ 1,000	-	\$ 1,000	0.00%
72520	399	Other Contracted Services	\$ 5,300	11,030	\$ (5,730)	208.11%
72520	435	Office Supplies	\$ 2,000	1,739	\$ 261	86.94%
72520	499	Other Supplies	\$ 1,800	1,508	\$ 292	83.75%
72520	524	Staff Development	\$ 5,250	4,495	\$ 755	85.61%
72520	599	Other Charges	\$ 350	1,150	\$ (800)	328.57%
72520	701	Administrative Equipment	\$ 1,250	520	\$ 730	41.60%
		Total Human Resources	\$ 330,610	\$ 327,692	\$ 2,918	99.12%
		OPERATION OF PLANT				
72610	160	Guards	\$ 179,610	162,274	\$ 17,336	90.35%
72610	166	Custodial Personnel	\$ 2,007,860	1,869,699	\$ 138,161	93.12%
72610	166	Summer Worker (510)	\$ 16,320	8,334	\$ 7,986	51.07%
72610	166	Custodian Overtime	\$ 6,000	17,654	\$ (11,654)	294.24%
72610	201	Social Security	\$ 130,152	117,118	\$ 13,034	89.99%
72610	204	Retirement	\$ 216,454	203,527	\$ 12,927	94.03%
72610	206	Life Insurance	\$ 4,435	3,527	\$ 908	79.52%
72610	207	Medical Insurance	\$ 311,614	310,658	\$ 956	99.69%
72610	208	Dental Insurance	\$ 9,100	8,735	\$ 365	95.99%
72610	211	Local Retirement	\$ 16,450	15,382	\$ 1,068	93.51%
72610	212	Medicare	\$ 29,839	27,526	\$ 2,313	92.25%
72610	217	Retirement - Hybrid Stabilization	\$ 14,824	14,734	\$ 90	99.40%
72610	359	Disposal Fees	\$ 139,500	144,782	\$ (5,282)	103.79%
72610	399	Other Contracted Services	\$ 105,000	115,591	\$ (10,591)	110.09%
72610	410	Custodial Supplies	\$ 169,000	204,583	\$ (35,583)	121.06%
72610	415	Electricity	\$ 1,987,000	1,979,637	\$ 7,363	99.63%
72610	434	Natural Gas	\$ 255,000	230,730	\$ 24,270	90.48%
72610	454	Water & Sewer	\$ 332,000	354,414	\$ (22,414)	106.75%
72610	499	Other Supplies & Materials	\$ 25,000	15,071	\$ 9,929	60.28%
72610	599	Other Charges	\$ -	2,060	\$ (2,060)	#DIV/0!
72610	720	Plant Operating Equipment	\$ 10,000	-	\$ 10,000	0.00%
		Total Operation of Plant	\$ 5,965,158	\$ 5,806,036	\$ 159,122	97.33%
		MAINTENANCE OF PLANT				
72620	105	Administration	\$ 92,079	92,057	\$ 22	99.98%
72620	161	Secretary	\$ 46,920	45,936	\$ 984	97.90%
72620	167	Maintenance Personnel	\$ 1,083,680	1,068,442	\$ 15,238	98.59%
72620	201	Social Security	\$ 70,683	67,528	\$ 3,155	95.54%
72620	204	Retirement	\$ 178,574	176,157	\$ 2,417	98.65%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended June 30, 2025							
						100.00%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
72620	206	Life Insurance	\$	3,174	2,453	\$ 721	77.28%
72620	207	Medical Insurance	\$	191,400	220,962	\$ (29,562)	115.44%
72620	208	Dental Insurance	\$	6,393	5,780	\$ 613	90.41%
72620	211	Local Retirement	\$	4,270	4,259	\$ 11	99.75%
72620	212	Medicare	\$	16,179	15,793	\$ 386	97.61%
72620	217	Retirement - Hybrid Stabilization	\$	6,378	6,393	\$ (15)	100.24%
72620	307	Communications	\$	12,000	6,115	\$ 5,885	50.96%
72620	336	Maint & Repair Service - Equipment	\$	31,500	17,634	\$ 13,866	55.98%
72620	399	Other Contracted Services	\$	130,000	89,023	\$ 40,977	68.48%
72620	399	ESG M& V Services	\$	17,000	-	\$ 17,000	0.00%
72620	399	Other Contracted Svcs - Rsvrd for Encmbrnc	\$	23,470	23,109	\$ 361	98.46%
72620	499	Other Supplies & Materials	\$	348,500	372,177	\$ (23,677)	106.79%
72620	499	Other Supplies & Materials - Rsvrd for Encumbrances	\$	5,013	-	\$ 5,013	0.00%
72620	599	Other Charges-In-service/Staff Development.	\$	1,500	-	\$ 1,500	0.00%
Total Maintenance of Plant			\$	2,268,713	\$ 2,213,818	\$ 54,895	97.58%
TRANSPORTATION							
72710	189	Other Salaries & Wages - Bus Assistants	\$	28,600	24,493	\$ 4,107	85.64%
72710	201	Social Security	\$	1,793	1,434	\$ 359	79.95%
72710	204	Retirement	\$	2,770	1,629	\$ 1,141	58.82%
72710	211	Local Retirement	\$	300	-	\$ 300	0.00%
72710	212	Medicare	\$	560	335	\$ 225	59.86%
72710	217	Retirement - Hybrid Stabilization	\$	100	74	\$ 26	73.78%
72710	312	Special Education Transportation	\$	2,000	3,409	\$ (1,409)	170.47%
72710	314	Contracts w/Public Carrier	\$	3,043,431	2,886,477	\$ 156,954	94.84%
72710	338	Maint & Repair Service	\$	26,000	23,956	\$ 2,044	92.14%
72710	355	Travel	\$	10,500	13,059	\$ (2,559)	124.37%
72710	399	Other Contracted Services	\$	3,500	3,443	\$ 58	98.36%
72710	425	Gasoline	\$	52,000	45,063	\$ 6,937	86.66%
72710	450	Tires & Tubes	\$	5,000	1,594	\$ 3,407	31.87%
72710	453	Vehicle Parts	\$	15,400	12,798	\$ 2,602	83.10%
72710	729	Transportation Equipment	\$	-	-	\$ -	#DIV/0!
Total Transportation			\$	3,191,954	\$ 3,017,763	\$ 174,191	94.54%
PUBLIC RELATIONS							
72810	189	Other Salaries and Wages	\$	89,443	89,149	\$ 294	99.67%
72810	201	Social Security	\$	5,011	4,985	\$ 26	99.48%
72810	204	Retirement	\$	6,797	6,730	\$ 67	99.02%
72810	206	Life Insurance	\$	177	172	\$ 5	97.28%
72810	207	Medical Insurance	\$	16,031	16,015	\$ 16	99.90%
72810	208	Dental Insurance	\$	410	399	\$ 11	97.29%
72810	212	Medicare	\$	1,172	1,166	\$ 6	99.48%
72810	217	Retirement - Hybrid Stabilization	\$	1,217	1,211	\$ 6	99.51%
72810	355	Travel Public Relations	\$	500	82	\$ 418	16.41%
72810	399	Contracted Services Public Relations	\$	15,000	15,097	\$ (97)	100.64%
72810	435	Office Supplies Public Relations	\$	1,500	-	\$ 1,500	0.00%
72810	499	Other Supplies & Materials-Public Relations	\$	3,700	5,425	\$ (1,725)	146.62%
72810	524	In-service Staff Development - Public Relations	\$	4,200	4,935	\$ (735)	117.49%
72810	599	Other Charges Public Relations	\$	3,000	2,423	\$ 577	80.78%
72810	709	Data Processing Equipment Public Relations	\$	5,500	5,299	\$ 201	96.34%
Total Public Relations			\$	153,658	\$ 153,087	\$ 571	99.63%
COMMUNITY SERVICE							
73300	105	Supervisor/Director	\$	369,200	371,634	\$ (2,434)	100.66%
73300	189	Other Salaries and Wages	\$	852,000	843,246	\$ 8,754	98.97%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended June 30, 2025						
						100.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
73300	201	Social Security	\$ 72,740	71,957	\$ 783	98.92%
73300	204	Retirement	\$ 16,500	15,917	\$ 583	96.47%
73300	206	Life Insurance	\$ 800	349	\$ 451	43.64%
73300	207	Medical Insurance	\$ 30,700	30,570	\$ 130	99.58%
73300	208	Dental Insurance	\$ 1,800	958	\$ 842	53.21%
73300	211	Local Retirement	\$ 300	76	\$ 224	25.37%
73300	212	Medicare	\$ 17,643	17,358	\$ 285	98.39%
73300	217	Hybrid Stabilization	\$ 2,500	2,377	\$ 123	95.09%
73300	307	Communications	\$ 2,350	1,614	\$ 736	68.67%
73300	355	Travel	\$ 200	-	\$ 200	0.00%
73300	399	Other Contracted Services	\$ 11,600	10,443	\$ 1,157	90.02%
73300	422	Food Supplies	\$ 34,699	22,245	\$ 12,454	64.11%
73300	429	Instructional Supplies and Materials	\$ 200	181	\$ 19	90.50%
73300	499	Other Supplies	\$ 49,100	44,438	\$ 4,662	90.51%
73300	509	Refunds	\$ 2,550	3,174	\$ (624)	124.48%
73300	524	Staff Development	\$ 350	-	\$ 350	0.00%
73300	599	Other Charges	\$ 12,000	11,473	\$ 527	95.60%
73300	790	Other Equipment	\$ 4,000	2,402	\$ 1,598	60.04%
		Total Community Services	\$ 1,481,232	\$ 1,450,411	\$ 30,821	97.92%
		EARLY CHILDHOOD EDUCATION				
73400	105	Supervisor/Director	\$ 50,000	48,430	\$ 1,570	96.86%
73400	116	Teachers	\$ 149,643	139,099	\$ 10,544	92.95%
73400	163	Educational Assistants	\$ 37,390	33,946	\$ 3,444	90.79%
73400	189	Other Salaries & Wages	\$ 190,000	191,148	\$ (1,148)	100.60%
73400	201	Social Security	\$ 26,136	24,999	\$ 1,137	95.65%
73400	204	Retirement	\$ 12,699	11,020	\$ 1,679	86.78%
73400	206	Life Insurance	\$ 743	701	\$ 42	94.40%
73400	207	Medical Insurance	\$ 18,500	19,743	\$ (1,243)	106.72%
73400	208	Dental Insurance	\$ 410	411	\$ (1)	100.25%
73400	211	Local Retirement	\$ -	-	\$ -	#DIV/0!
73400	212	Medicare	\$ 7,231	5,847	\$ 1,384	80.85%
73400	217	Retirement - Hybrid Stabilization	\$ 1,939	1,432	\$ 507	73.87%
73400	307	Communications	\$ 100	48	\$ 52	48.00%
73400	399	Other Contracted Services	\$ 1,900	1,800	\$ 100	94.74%
73400	422	Food Supplies	\$ 2,500	1,627	\$ 873	65.09%
73400	429	Instructional Supplies	\$ 1,500	1,036	\$ 464	69.04%
73400	499	Other Supplies & Materials	\$ 7,500	4,453	\$ 3,047	59.37%
73400	509	Refunds	\$ 700	52	\$ 648	7.43%
73400	524	Staff Development	\$ 500	570	\$ (70)	114.00%
73400	599	Other Charges	\$ 3,000	940	\$ 2,060	31.32%
73400	790	Other Equipment	\$ 2,000	-	\$ 2,000	0.00%
		Total Early Childhood Education	\$ 514,391	\$ 487,302	\$ 27,089	94.73%
		CAPITAL OUTLAY				
76100	599	Summer Painting and Improvement (510)	\$ 10,000	-	\$ 10,000	0.00%
76100	599	Non-Capital Building Improvements	\$ 60,000	-	\$ 60,000	0.00%
76100	707	Building Improvements	\$ 57,597	34,363	\$ 23,234	59.66%
76100	707	Building Improvements - Special Budget Requests	\$ 727,759	172,081	\$ 555,678	23.65%
76100	707	Reserved for Encumbrances	\$ 597,949	444,934	\$ 153,015	74.41%
76100	799	Other Capital Outlay - Reserved for Encumbrances	\$ 1,150,856	632,535	\$ 518,321	54.96%
76100	799	Other Capital Outlay - Issuance of SBITA	\$ -	952,421	\$ (952,421)	#DIV/0!
76100	799	Other Capital Outlay - Coordinated School Health	\$ 40,000	12,536	\$ 27,464	31.34%
76100	799	Other Capital Outlay - Special Budget Requests	\$ 188,000	97,147	\$ 90,853	51.67%
76100	799	Other Capital Outlay	\$ 28,000	95,993	\$ (67,993)	342.83%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended June 30, 2025						
						100.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
		Total Capital Outlay	\$ 2,860,161	\$ 2,442,009	\$ 418,152	85.38%
		DEBT SERVICE				
82130	601	Sales Tax Trust Fund	\$ 2,099,510	2,074,015	\$ 25,495	98.79%
82130	601	ESG Bond Principal Payments	\$ -	-	\$ -	#DIV/0!
82130	601	ESG Bond Principal Payments 2017 Issue	\$ 448,400	410,000	\$ 38,400	91.44%
82230	603	ESG Bond Interest Payments	\$ -	959	\$ (959)	#DIV/0!
82230	603	ESG Bond Interest Payments - 2017 Issue	\$ 143,100	139,400	\$ 3,700	97.41%
82230	699	ESG Bond Other Services/Fees Payments	\$ -	2,002	\$ (2,002)	#DIV/0!
		Total Debt Service	\$ 2,691,010	\$ 2,626,375	\$ 64,635	97.60%
		TRANSFERS				
99100	590	Operating Transfers (CSH, PREK, HOMELESS)	\$ 192,739	104,042	\$ 88,697	53.98%
99100	590	Operating Transfer - SRO Overtime	\$ 10,000	7,876	\$ 2,124	78.76%
		Total Transfers	\$ 202,739	\$ 111,917	\$ 90,822	55.20%
		TOTAL EXPENDITURES	\$ 104,462,781	\$ 101,602,544	\$ 2,845,900	97.26%
		NET CHANGE IN FUND BALANCE	\$ (5,153,109)	\$ 198,383	\$ (5,337,155)	
		NET CHANGE IN FUND BALANCE BREAKDOWN				
		UNDESIGNATED				
		Textbooks	\$ 939,035	\$ 66,376	\$ 872,659	
		Encumbrances	\$ 1,818,678	\$ 1,141,970	\$ 676,708	
		Special Budget Requests	\$ 812,800	\$ 298,226	\$ 514,574	
		Capital	\$ 225,239	\$ 130,355	\$ 94,884	
		Local Extended Contracts	\$ 96,065	\$ -	\$ 96,065	
		Local Donations	\$ 16,857	\$ 3,453	\$ 13,404	
		Equipment	\$ 1,077,261	\$ 1,059,372	\$ 17,889	
		Total Undesignated Fund Balance	\$ 4,985,935	\$ 2,699,751	\$ 2,286,184	
		EDUCARE	\$ 167,174	\$ 9,676	\$ 157,498	
		Total Net Change in Fund Balance	\$ 5,153,109	\$ 2,709,427	\$ 2,443,682	

Acct	Acct	AMOUNT
A	Asset	
11130	CASH IN BANK	16,705,552.74
11131	FOOD SERVICE CASH	0.00
11133	RETAINAGE ESCROW ACCOUNT	0.00
11200	INVENTORIES	72,121.76
11300	INVESTMENTS	1,189,657.06
11410	ACCOUNTS RECEIVABLE	72,932.65
11420	DUE FROM WASHINGTON CO GASB 33	19,417,284.00
11430	DUE FROM OTHER GOVERNMENTS	7,244,459.06
11440	DUE FROM OTHER FUNDS	12,652.89
11460	DUE FROM CITY GENERAL FUND	0.00
48610	DONATIONS	0.00
71100	REGULAR INSTRUCTION PROGRAM	0.00
72410	OFFICE OF THE PRINCIPAL	0.00
-----	Asset	44,714,660.16
		=====
L	Liability	
21100	ACCOUNTS PAYABLE	-1,072,297.87
21200	ACCRUED PAYROLL	-4,610,202.24
21310	INCOME TAX WITHHELD AND UNPAID	0.00
21311	STATE INCOME TAX	0.00
21320	SOCIAL SECURITY TAX	-266,125.09
21325	EMPLOYEE MEDICARE DEDUCTION	-62,333.76
21330	RETIREMENT CONTRIBUTIONS	-301,025.23
21331	THE TRUST COMPANY	-4,126.90
21332	GREAT WEST DC PLAN	224.02
21340	FAMILY HEALTH INSURANCE	0.00
21341	MEDICAL INSURANCE	1,898.21
21342	SECTION 125	-93,911.11
21344	PAYROLL DEDUCTIONS	6,115.99
21345	JCEA	0.00
21346	NTA	0.00
21347	NAS INC	0.00
21348	DENTAL INSURANCE	-39,689.81
21350	TAX SHELTER ANNUITIES	0.00
21351	HEALTH SAVINGS ACCOUNT	0.00
21360	GARNISHMENTS AND LEVIES	0.00
21370	EXTENSION SERVICE PAYROLL DEDU	0.00
21390	OTHER PAYROLL DEDUCTIONS	0.00
21410	CONSTRUCTION RETAINAGE PAYABLE	0.00
21500	DUE TO OTHER FUNDS	-50.00
21518	DEFERRED REVENUE	-19,418,787.00
21520	DUE TO FOOD SERVICE	0.00
21521	REVTRAK CLEARING ACCOUNT	-89.25
21540	DUE TO DEBT SERVICE FUND 1/4 C	-527,033.10
21555	DUE TO OTHER GOVERNMENTS	0.00
-----	Liability	-26,387,433.14
		=====

Acct	Acct	AMOUNT
Q	Equity	
34110	RESERVED FOR ENCUMBRANCES - CU	-1,156,814.21
34130	RESERVED FOR CHROMEBOOKS	-84,322.72
34141	RESERVED FOR SITE-BASED	0.00
34142	RESERVED FOR THE ARTS	0.00
34143	RESERVED FOR ADULT EDUCATION	0.00
34144	LOCAL EXTENDED CONTRACT	0.00
34145	RESERVED FOR BOILER - MAINTENA	0.00
34147	RESERVED FOR MAINTENANCE EQUIP	0.00
34150	RESERVED FOR INVENTORY	-72,121.76
34170	RESERVED FOR PROJECT SMILE	0.00
34179	LOCAL EXTENDED CONTRACTS	-146,280.00
34180	RESERVED FOR SUMMER SCHOOL	0.00
34181	RESERVED FOR LOCAL DONATIONS	-5,914.95
34379	RESERVED FOR EXTENDED CONTRACT	0.00
34380	RESERVED FOR CAREER LADDER PRO	923.48
34381	RESERVED FOR BEP CLASSROOM	0.00
34383	RESERVED FOR TECHNOLOGY	0.00
34384	RESERVED FOR TEXTBOOKS	0.00
34385	RESERVED FOR STAFF DEVELOPMENT	0.00
34390	OTHER STATE EDUCATION RESERVES	0.00
34391	RESERVED FOR SUMMER YOUTH	0.00
34392	RESERVED FOR TECH CENTER AUCTI	0.00
34393	RESERVED FOR CAPITAL OUTLAY	0.00
34394	RESERVE FOR HVAC	0.00
34395	RESERVE FOR SPECIAL BUDGET REQ	-583,000.00
34400	RESERVED FOR COMPENSATED ABSEN	-76,918.85
34450	RESERVED FOR GOLLONG	0.00
35110	DESIGNATED FOR 0.03 FUND BALAN	-3,049,135.41
35120	DESIGNATED FOR STIMULUS RECOVE	0.00
39000	UNDESIGNATED FUND BALANCE	-13,153,642.60
-----	Equity	-18,327,227.02
		=====
-----		0.00
Grand Asset Totals		44,714,660.16
Grand Liability Totals		-26,387,433.14
Grand Equity Totals		-18,327,227.02
Grand Totals		0.00

Number of Accounts: 455

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

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED
40000						
141	40110	12,587,095.00	24,634.21	13,317,973.93	-730,878.93	105.81%
141	40120	280,555.00	-14,712.98	68,226.94	212,328.06	24.32%
141	40130	100,000.00	3,135.98	58,966.22	41,033.78	58.97%
141	40140	135,000.00	-4,791.19	48,904.00	86,096.00	36.23%
141	40150	5,500.00	106.31	8,168.76	-2,668.76	148.52%
141	40162	215,000.00	-8,549.74	195,803.75	19,196.25	91.07%
141	40163	18,000.00	11,715.83	25,267.91	-7,267.91	140.38%
141	40210	20,285,391.00	2,168,223.83	21,445,654.64	-1,160,263.64	105.72%
141	40270	517,000.00	207,953.50	483,222.99	33,777.01	93.47%
141	40275	3,500.00	14.28	3,989.17	-489.17	113.98%
141	40320	95,000.00	0.00	67,267.48	27,732.52	70.81%
141	40350	0.00	0.00	0.00	0.00	0.00%
141	40390	0.00	0.00	0.00	0.00	0.00%
141	40---	34,242,041.00	2,387,730.03	35,723,445.79	-1,481,404.79	104.33%
41000						
141	41110	1,700.00	107.59	1,473.44	226.56	86.67%
141	41---	1,700.00	107.59	1,473.44	226.56	86.67%
43000						
141	43511	250,000.00	20,396.43	282,248.84	-32,248.84	112.90%
141	43512	0.00	0.00	0.00	0.00	0.00%
141	43513	0.00	0.00	0.00	0.00	0.00%
141	43517	5,500.00	1,550.00	36,250.00	-30,750.00	659.09%
141	43542	0.00	34,115.00	34,115.00	-34,115.00	0.00%
141	43581	1,588,279.00	163,157.10	1,699,469.48	-111,190.48	107.00%
141	43990	71,000.00	15,978.36	96,300.25	-25,300.25	135.63%
141	43---	1,914,779.00	235,196.89	2,148,383.57	-233,604.57	112.20%
44000						
141	44110	0.00	0.00	0.00	0.00	0.00%
141	44120	0.00	0.00	2,532.61	-2,532.61	0.00%
141	44146	0.00	0.00	0.00	0.00	0.00%
141	44160	18,000.00	3,102.32	26,852.10	-8,852.10	149.18%
141	44170	0.00	4,807.40	33,412.95	-33,412.95	0.00%
141	44530	0.00	0.00	20.00	-20.00	0.00%
141	44570	236,835.00	150,271.40	282,092.75	-45,257.75	119.11%
141	44990	1,000.00	3,819.14	4,172.18	-3,172.18	417.22%
141	44---	255,835.00	162,000.26	349,082.59	-93,247.59	136.45%

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED
46000						
141	46510 TISA	47,489,448.00	4,767,075.06	47,356,761.12	132,686.88	99.72%
141	46511 BASIC EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00%
141	46512 BEP ARRA	0.00	0.00	0.00	0.00	0.00%
141	46513 TISA ON-BEHALF PAYMENTS	0.00	266,780.20	266,780.20	-266,780.20	0.00%
141	46530 ENGERY EFFICIENT SCHOOLS	0.00	0.00	0.00	0.00	0.00%
141	46550 DRIVER EDUCATION	11,000.00	0.00	12,518.37	-1,518.37	113.80%
141	46590 OTHER STATE EDUCATION FUNDS	0.00	0.00	0.00	0.00	0.00%
141	46592 INTERNET CONNECTIVITY	0.00	0.00	0.00	0.00	0.00%
141	46596 PAID PARENTAL LEAVE	265,500.00	86,877.22	86,877.22	178,622.78	32.72%
141	46610 CAREER LADDER PROGRAM	70,686.00	1,140.10	66,964.47	3,721.53	94.74%
141	46612 EXTENDED CONTRACT	0.00	0.00	0.00	0.00	0.00%
141	46615 EXTENDED CONTRACT ARRA	0.00	0.00	0.00	0.00	0.00%
141	46690 TEST FEE	0.00	0.00	0.00	0.00	0.00%
141	46850 MIXED DRINK TAX	0.00	0.00	0.00	0.00	0.00%
141	46980 OTHER STATE GRANTS	0.00	0.00	0.00	0.00	0.00%
141	46990 OTHER STATE REVENUES	0.00	67,069.85	204,990.00	-204,990.00	0.00%
141	46---	47,836,634.00	5,188,942.43	47,994,891.38	-158,257.38	100.33%
47000						
141	47143 EDUCATION OF THE HANDICAPPED A	43,484.00	0.00	43,483.86	0.14	100.00%
141	47304 REMOTE TECHNOLOGY GRANT	0.00	0.00	0.00	0.00	0.00%
141	47590 OTHER FEDERAL THROUGH STATE	0.00	0.00	0.00	0.00	0.00%
141	47640 ROTC REIMBURSEMENT	75,000.00	8,943.72	74,531.05	468.95	99.37%
141	47---	118,484.00	8,943.72	118,014.91	469.09	99.60%
48000						
141	48610 DONATIONS	0.00	-0.68	1.56	-1.56	0.00%
141	48---	0.00	-0.68	1.56	-1.56	0.00%
49000						
141	49315 SBITA ISSUED	0.00	952,420.51	952,420.51	-952,420.51	0.00%
141	49316 SBITA ISSUED	270,032.00	0.00	0.00	270,032.00	0.00%
141	49800 OPERATING TRANSFERS	0.00	0.00	0.00	0.00	0.00%
141	49810 CITY GENERAL FUND TRANSFER	14,670,167.00	3,855,372.00	14,513,213.37	156,953.63	98.93%
141	49---	14,940,199.00	4,807,792.51	15,465,633.88	-525,434.88	103.52%
Grand Revenue Totals		99,309,672.00	12,790,712.75	101,800,927.12	-2,491,255.12	102.51%

Number of Accounts: 189

Fnd	Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE	YEAR-TO-DATE	OUTSTANDING	2024-25 FYTD	Percent of
			AMOUNT	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	Unencumbered Bal	Budget Remaining
141	70106	CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00
141	71100	REGULAR INSTRUCTION PROGRAM	50,841,064.45	5,382,575.15	49,709,163.16	0.00	1,131,901.29	2.23
141	71150	ALTERNATIVE INSTRUCTION PROGRA	1,520,074.00	112,500.15	1,489,337.74	0.00	30,736.26	2.02
141	71200	SPECIAL EDUCATION PROGRAM	5,548,803.00	671,993.56	5,639,468.66	0.00	-90,665.66	-1.63
141	71300	VOCATION EDUCATION PROGRAM	2,542,538.00	223,337.52	2,510,661.23	0.00	31,876.77	1.25
141	71600	ADULT EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
141	72110	ATTENDANCE	364,996.00	17,856.31	353,002.32	0.00	11,993.68	3.29
141	72120	HEALTH SERVICES	1,100,466.00	101,968.13	1,072,367.44	0.00	28,098.56	2.55
141	72130	OTHER STUDENT SUPPORT	3,633,129.00	447,112.38	3,543,407.03	0.00	89,721.97	2.47
141	72210	REGULAR INSTRUCTION PROGRAM	5,585,008.58	578,869.92	5,505,343.64	0.00	79,664.94	1.43
141	72215	ALTERNATIVE INSTRUCTION PROGRA	93,993.00	12,442.86	86,790.35	0.00	7,202.65	7.66
141	72220	SPECIAL EDUCATION PROGRAM	1,457,348.00	133,666.23	1,444,995.63	0.00	12,352.37	0.85
141	72230	VOCATION EDUCATION PROGRAM	375,121.00	29,442.15	369,381.11	0.00	5,739.89	1.53
141	72250	TECHNOLOGY	2,460,986.50	161,739.36	2,242,458.52	0.00	218,527.98	8.88
141	72260	ADULT PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00
141	72310	BOARD OF EDUCATION	1,540,369.00	57,489.73	1,410,929.52	0.00	129,439.48	8.40
141	72320	OFFICE OF THE SUPERINTENDENT	458,561.00	35,186.63	422,525.27	0.00	36,035.73	7.86
141	72410	OFFICE OF THE PRINCIPAL	6,603,709.00	588,982.08	6,551,210.73	0.00	52,498.27	0.79
141	72510	FISCAL SERVICES	676,987.54	53,315.38	615,090.37	0.00	61,897.17	9.14
141	72520	HUMAN RESOURCES	330,609.53	33,412.73	327,691.98	0.00	2,917.55	0.88
141	72610	OPERATION OF PLANT	5,965,158.00	734,444.71	5,806,036.38	0.00	159,121.62	2.67
141	72620	MAINTENANCE OF PLANT	2,268,713.28	223,637.65	2,213,818.45	0.00	54,894.83	2.42
141	72710	TRANSPORTATION	3,191,954.00	2,906,934.13	3,017,762.60	0.00	174,191.40	5.46
141	72810	CENTRAL AND OTHER	153,658.00	11,260.02	153,086.87	0.00	571.13	0.37
141	73300	COMMUNITY SERVICES	1,481,232.00	228,311.36	1,450,411.36	0.00	30,820.64	2.08
141	73400	EARLY CHILDHOOD EDUCATION	514,391.00	57,344.42	487,301.95	0.00	27,089.05	5.27
141	76100	REGULAR CAPITAL OUTLAY	2,860,161.16	1,058,852.76	2,442,009.28	452,509.82	-34,357.94	-1.20
141	82130	PRINCIPAL	2,547,910.00	208,053.16	2,484,014.66	0.00	63,895.34	2.51
141	82230	INTEREST	143,100.00	0.00	142,360.64	0.00	739.36	0.52
141	99100	TRANSFERS TO OTHER FUNDS	202,739.00	103,720.19	111,917.26	0.00	90,821.74	44.80
Grand Expense Totals			104,462,780.04	14,174,448.67	101,602,544.15	452,509.82	2,407,726.07	2.30

Number of Accounts: 6737

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

**SCHOOL BOARD AGENDA ITEM
SEPTEMBER 4, 2025 MEETING**

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

BACKGROUND INFORMATION:

PEP – Sales Tax Acct:

As of July 31, 2025, the Educational Facilities bank account had a balance of \$9,171,839.

Sales Tax deposits for July consisted of \$293,821 for the City portion (May Sales) and \$177,107 for the School portion (April Sales).

Interest earned for the month of July totaled \$7,640.

Disbursements for July consisted of the monthly interest payment for the 2010 Series VII-I-1 Bond and the semiannual interest payments for the 2020 General Obligation Bond and the 2022 General Obligation Bond.

Attached is the debt schedule for the Educational Facilities Fund. The final payment on the 2020 General Obligation bond is in fiscal year 2033 and the final payment for the 2010 Series VII-I-1 Bond is in fiscal year 2034.

The City plans on using \$6,350,000 from fund balance in the Educational Facilities account to fund the following projects:

- South Side HVAC \$3,990,000
- Secure Foyer/Vestibules \$2,300,000
- Columbus Powell (Central Office) HVAC \$60,000

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

RESPECTFULLY SUBMITTED: *Leia Valley*

PEP Sales Tax Account (Educational Facilities Trust)
July 31, 2025

	FY26 Budget	July, 2025	Current Year to Date	% of Budget	Previous Year to Date
Beginning Bank Balance		\$ 8,946,140.21	\$ 8,946,140.21		\$ 7,744,987.41
Revenues					
City Sales Tax	\$ 3,392,000.00	\$ 293,821.48	\$ 293,821.48	8.66%	\$ 286,452.96
School Sales Tax	1,900,000.00	177,107.18	\$ 177,107.18	9.32%	\$ 160,989.38
ADA Adjustment	-		\$ -	#DIV/0!	\$ -
Washington County Payment	500,000.00		\$ -		\$ -
Interest	38,000.00	7,640.09	\$ 7,640.09	20.11%	\$ -
Total Revenues	5,830,000.00	478,568.75	478,568.75	8.21%	447,442.34
Expenditures					
2010 Series VII-I-1 Principal	1,920,000.00		-	0.00%	-
2010 Series VII-I-1 Interest	595,800.00	32,975.48	32,975.48	5.53%	70,609.77
2010 Series VII-I-1 Fiscal Agent	60,000.00		-	0.00%	-
2019 GO Bond Library Roof- Principal	-		-	#DIV/0!	-
2019 Library Roof GO Bond - Interest	-		-	#DIV/0!	-
2020 GO - Elem Additions Principal	840,000.00		-	0.00%	-
2020 GO - Elem Additions Interest	365,800.00	180,894.98	180,894.98	49.45%	-
2022 GO Bond - Principal	70,000.00		-	0.00%	-
2022 GO Bond - Interest	78,000.00	39,000.00	39,000.00	50.00%	-
Columbus Powell HVAC	60,000.00		-	0.00%	-
Bank Services Charges	12,150.00		-	0.00%	-
Total Expenditures	4,001,750.00	252,870.46	252,870.46	6.32%	70,609.77
Total Net	\$ 1,828,250.00	\$ 225,698.29	\$ 225,698.29		\$ 376,832.57
Ending Balance		\$ 9,171,838.50	\$ 9,171,838.50		\$ 8,121,819.98
Statement Balance		9,171,838.50			
Difference		-			

City of Johnson City
Debt Service Schedule by Fund
As of June 30, 2026

Description	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035	FY 2036	FY 2037	FY 2038 and Beyond	Total
Governmental Funds (continued)														
GP School Fund - Principal														
2008 TMBF Variable Rate Loan - Schools														-
2016A GO School Energy Imp.	430,000	450,000	470,000	485,000	505,000	525,000								2,865,000
Total GP School Fund - Principal	430,000	450,000	470,000	485,000	505,000	525,000	-	-	-					2,865,000
GP School Fund - Interest														
2008 TMBF Variable Rate Loan - Schools**														-
2016A GO School Energy Imp.	118,900	97,400	79,400	60,600	41,200	21,000								418,500
Total GP School Fund - Interest	118,900	97,400	79,400	60,600	41,200	21,000	-	-	-					418,500
Total GP School Fund Debt Service	548,900	547,400	549,400	545,600	546,200	546,000	-	-	-					3,283,500
Educational Facilities - Principal														
2010 Series VII-I-1 (Variable)	1,920,000	1,985,000	2,055,000	2,125,000	2,200,000	2,280,000	2,355,000	2,440,000	2,500,000					19,860,000
2020 GO	840,000	880,000	925,000	975,000	1,020,000	1,070,000	1,115,000	1,160,000	-	-				7,985,000
2022 GO	70,000	70,000	75,000	80,000	85,000	90,000	90,000	95,000	100,000	105,000	110,000	115,000	650,000	1,735,000
Total Educ. Facilities Principal	2,830,000	2,935,000	3,055,000	3,180,000	3,305,000	3,440,000	3,560,000	3,695,000	2,600,000	105,000	110,000	115,000		29,580,000
Educational Facilities - Interest														
2010 Series VII-I-1 (Variable)	595,800	538,200	478,650	417,000	353,250	287,250	218,850	148,200	75,000					3,112,200
2020 GO	365,800	323,800	279,800	233,550	184,800	133,800	91,000	46,400	-	-	-			1,658,950
2022 GO	78,000	74,500	71,000	67,250	63,250	59,000	54,500	50,000	45,250	40,250	35,000	30,600	80,000	748,600
Total Educ. Facilities Interest	1,039,600	936,500	829,450	717,800	601,300	480,050	364,350	244,600	120,250	40,250	35,000	30,600	80,000	5,519,750
Total Educ. Facilities Debt Service	3,869,600	3,871,500	3,884,450	3,897,800	3,906,300	3,920,050	3,924,350	3,939,600	2,720,250	145,250	145,000	145,600	730,000	35,099,750
Total Governmental Fund Principal	10,835,284	10,602,902	10,967,515	11,346,542	10,826,088	11,154,773	10,474,314	10,912,327	10,127,007	7,957,639	8,213,242	6,932,277	46,390,053	166,739,963
Total Governmental Fund Interest	6,901,373	6,354,895	5,917,984	5,472,119	5,011,547	4,562,517	4,112,408	3,688,954	3,247,390	2,836,347	2,486,755	2,158,221	7,353,665	60,104,175
Total Gov. Fund Debt Service	17,736,657	16,957,797	16,885,499	16,818,661	15,837,635	15,717,290	14,586,722	14,601,281	13,374,397	10,793,986	10,699,997	9,090,498	53,743,718	226,844,138



JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

To: Board of Education and Dr. Erin Slater, Superintendent
From: Keith Turner, Athletic Director and Leia Valley, Supervisor of Finance
Re: Additional coaching positions added to the Supplement Pay Scale
Date: August 26, 2025

Recommend for approval is the revised 2025-2026 Supplement Scale attached.

At the Athletic Committee held August 19, 2025, the Committee recommended the addition of two additional high school football assistant coaching positions. Also recommended was the addition of a boys volleyball head coach and assistant coach positions to prepare in the spring for boys volleyball becoming a sanctioned sport in 2026-2027. Once a sanctioned sport, the supplement scale for boys volleyball may need to be increased. The 2025-2026 Budget should be able to absorb the additional positions without an increase to the budget.



BOARD OF EDUCATION

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

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



2025-2026 Supplemental Salary Scale Updated September 2025

ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ATHLETIC DIRECTOR	2	\$ 8,340	\$ 8,758	\$ 9,174	\$ 9,590	\$ 10,008	\$ 10,426	\$ 10,842	\$ 11,260	\$ 11,678	\$ 12,094	\$ 12,510	\$ 12,928	\$ 13,344	\$ 13,762	\$ 14,178
ATHLETIC DIRECTOR - MIDDLE SCHOOL	29	\$ 4,462	\$ 4,711	\$ 4,962	\$ 5,212	\$ 5,461	\$ 5,710	\$ 5,961	\$ 6,215	\$ 6,465	\$ 6,714	\$ 6,965	\$ 7,215	\$ 7,466	\$ 7,715	\$ 7,966
ATHLETIC DIRECTOR - MIDDLE SCHOOL	29	\$ 4,462	\$ 4,711	\$ 4,962	\$ 5,212	\$ 5,461	\$ 5,710	\$ 5,961	\$ 6,215	\$ 6,465	\$ 6,714	\$ 6,965	\$ 7,215	\$ 7,466	\$ 7,715	\$ 7,966
BAND 8th GRADE DIRECTOR	5	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BAND 8th GRADE DIRECTOR	5	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BAND HS ASSISTANT	68	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BAND HS ASSISTANT	68	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BAND HS DIRECTOR	4	\$ 6,505	\$ 6,837	\$ 7,175	\$ 7,508	\$ 7,838	\$ 8,170	\$ 8,508	\$ 8,841	\$ 9,173	\$ 9,511	\$ 9,844	\$ 10,178	\$ 10,512	\$ 10,845	\$ 11,179
BASEBALL 7TH GR	9	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BASEBALL 7TH GR	9	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BASEBALL 8TH GR	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BASEBALL 8TH GR	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BASEBALL 9TH GR	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BASEBALL ASST COACH	7	\$ 2,669	\$ 2,837	\$ 3,002	\$ 3,171	\$ 3,336	\$ 3,504	\$ 3,670	\$ 3,838	\$ 4,003	\$ 4,172	\$ 4,338	\$ 4,505	\$ 4,672	\$ 4,839	\$ 5,006
BASEBALL ASST COACH	7	\$ 2,669	\$ 2,837	\$ 3,002	\$ 3,171	\$ 3,336	\$ 3,504	\$ 3,670	\$ 3,838	\$ 4,003	\$ 4,172	\$ 4,338	\$ 4,505	\$ 4,672	\$ 4,839	\$ 5,006
BASEBALL ASST COACH (JV)	7	\$ 2,669	\$ 2,837	\$ 3,002	\$ 3,171	\$ 3,336	\$ 3,504	\$ 3,670	\$ 3,838	\$ 4,003	\$ 4,172	\$ 4,338	\$ 4,505	\$ 4,672	\$ 4,839	\$ 5,006
BASEBALL HS HEAD COACH	6	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BOWLING HS BOY HEAD COACH	19	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,919	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,920	\$ 4,088	\$ 4,256	\$ 4,422
BOWLING HS GIRL HEAD COACH	20	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,919	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,920	\$ 4,088	\$ 4,256	\$ 4,422
BSKB 7TH GR BOYS	17	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 7TH GR GIRLS	18	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 7TH GR BOYS	15	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 7TH GR GIRLS	16	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 7TH GR BOYS	17	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 7TH GR GIRLS	18	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 8TH GR BOYS	15	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 8TH GR GIRLS	16	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 8TH GR BOYS	17	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 8TH GR GIRLS	18	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
BSKB 9TH GR BOYS	14	\$ 2,251	\$ 2,418	\$ 2,585	\$ 2,752	\$ 2,917	\$ 3,084	\$ 3,250	\$ 3,419	\$ 3,586	\$ 3,752	\$ 3,919	\$ 4,086	\$ 4,253	\$ 4,420	\$ 4,586
BSKB 9TH GR GIRLS	14	\$ 2,251	\$ 2,418	\$ 2,585	\$ 2,752	\$ 2,917	\$ 3,084	\$ 3,250	\$ 3,419	\$ 3,586	\$ 3,752	\$ 3,919	\$ 4,086	\$ 4,253	\$ 4,420	\$ 4,586
BSKB HS HEAD COACH-BOY	10	\$ 6,505	\$ 6,837	\$ 7,175	\$ 7,508	\$ 7,838	\$ 8,170	\$ 8,508	\$ 8,841	\$ 9,173	\$ 9,511	\$ 9,844	\$ 10,178	\$ 10,512	\$ 10,845	\$ 11,179
BSKB HS HEAD COACH-GIRL	11	\$ 6,505	\$ 6,837	\$ 7,175	\$ 7,508	\$ 7,838	\$ 8,170	\$ 8,508	\$ 8,841	\$ 9,173	\$ 9,511	\$ 9,844	\$ 10,178	\$ 10,512	\$ 10,845	\$ 11,179
BSKB HS-ASST-BOY	12	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BSKB HS-ASST-BOY	12	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BSKB HS-ASST-GIRL	13	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
BSKB HS-ASST-GIRL	13	\$ 3,961	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
CC 7TH GR BOYS ASST	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
CC 7TH GR GIRLS ASST	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
CC 8TH GR BOYS	21	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
CC 8TH GR GIRLS	21	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
CC 7TH GR BOYS ASST	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
CC 7TH GR GIRLS ASST	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
CC 8TH GR BOYS	21	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
CC 8TH GR GIRLS	21	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
CC HS BOY HEAD C	19	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
CC HS GIRL HEAD C	20	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
CC HS ASST	79	\$ 1,610	\$ 1,717	\$ 1,828	\$ 1,935	\$ 2,044	\$ 2,152	\$ 2,260	\$ 2,370	\$ 2,477	\$ 2,586	\$ 2,694	\$ 2,802	\$ 2,911	\$ 3,020	\$ 3,127
CC HS ASST	79	\$ 1,610	\$ 1,717	\$ 1,828	\$ 1,935	\$ 2,044	\$ 2,152	\$ 2,260	\$ 2,370	\$ 2,477	\$ 2,586	\$ 2,694	\$ 2,802	\$ 2,911	\$ 3,020	\$ 3,127
CHEERLEADER 7TH GR	25	\$ 1,334	\$ 1,407	\$ 1,479	\$ 1,552	\$ 1,625	\$ 1,697	\$ 1,770	\$ 1,842	\$ 1,915	\$ 1,987	\$ 2,060	\$ 2,132	\$ 2,205	\$ 2,277	\$ 2,350

2025-2026 Supplemental Salary Scale Updated September 2025

ASSIGNMENT	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
CHEERLEADER 8TH GR	76 \$ 1,450 \$	1,559 \$	1,668 \$	1,777 \$	1,886 \$	1,994 \$	2,103 \$	2,212 \$	2,321 \$	2,430 \$	2,538 \$	2,647 \$	2,756 \$	2,865 \$	2,973 \$
CHEERLEADER 7TH GR	25 \$ 1,334 \$	1,407 \$	1,479 \$	1,552 \$	1,625 \$	1,697 \$	1,770 \$	1,842 \$	1,915 \$	1,987 \$	2,060 \$	2,132 \$	2,205 \$	2,277 \$	2,350 \$
CHEERLEADER 8TH GR	76 \$ 1,450 \$	1,559 \$	1,668 \$	1,777 \$	1,886 \$	1,994 \$	2,103 \$	2,212 \$	2,321 \$	2,430 \$	2,538 \$	2,647 \$	2,756 \$	2,865 \$	2,973 \$
CHEERLEADER 9TH GR	24 \$ 1,668 \$	1,813 \$	1,958 \$	2,103 \$	2,248 \$	2,393 \$	2,538 \$	2,683 \$	2,828 \$	2,973 \$	3,118 \$	3,264 \$	3,409 \$	3,554 \$	3,699 \$
CHEERLEADER HS-HEAD COACH	22 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463 \$
CHEERLEADER JV	23 \$ 2,669 \$	2,837 \$	3,002 \$	3,171 \$	3,336 \$	3,504 \$	3,670 \$	3,838 \$	4,003 \$	4,172 \$	4,338 \$	4,505 \$	4,672 \$	4,839 \$	5,006 \$
CHOIR HS DIRECTOR	26 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463 \$
DANCE ITMS	78 \$ 1,334 \$	1,407 \$	1,479 \$	1,552 \$	1,625 \$	1,697 \$	1,770 \$	1,842 \$	1,915 \$	1,987 \$	2,060 \$	2,132 \$	2,205 \$	2,277 \$	2,350 \$
DANCE LBMS	78 \$ 1,334 \$	1,407 \$	1,479 \$	1,552 \$	1,625 \$	1,697 \$	1,770 \$	1,842 \$	1,915 \$	1,987 \$	2,060 \$	2,132 \$	2,205 \$	2,277 \$	2,350 \$
DANCE SHHS	77 \$ 1,668 \$	1,813 \$	1,958 \$	2,103 \$	2,248 \$	2,393 \$	2,538 \$	2,683 \$	2,828 \$	2,973 \$	3,118 \$	3,264 \$	3,409 \$	3,554 \$	3,699 \$
DRAMA ASSISTANT	69 \$ 1,015 \$	1,110 \$	1,204 \$	1,298 \$	1,392 \$	1,487 \$	1,581 \$	1,675 \$	1,770 \$	1,864 \$	1,954 \$	2,043 \$	2,132 \$	2,221 \$	2,310 \$
DRAMA SPONSOR	27 \$ 1,668 \$	1,793 \$	1,919 \$	2,044 \$	2,168 \$	2,293 \$	2,419 \$	2,544 \$	2,669 \$	2,794 \$	2,920 \$	3,045 \$	3,169 \$	3,294 \$	3,420 \$
FTBL 7TH GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 7TH GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 7TH GR HEAD C	34 \$ 2,283 \$	2,460 \$	2,625 \$	2,794 \$	2,960 \$	3,127 \$	3,293 \$	3,461 \$	3,628 \$	3,796 \$	3,963 \$	4,129 \$	4,296 \$	4,462 \$	4,628 \$
FTBL 8th GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 8th GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 8th GR HEAD C	32 \$ 2,669 \$	2,837 \$	3,002 \$	3,171 \$	3,336 \$	3,504 \$	3,670 \$	3,838 \$	4,003 \$	4,172 \$	4,338 \$	4,505 \$	4,672 \$	4,839 \$	5,006 \$
FTBL 7TH GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 7TH GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 7TH GR HEAD C	34 \$ 2,283 \$	2,460 \$	2,625 \$	2,794 \$	2,960 \$	3,127 \$	3,293 \$	3,461 \$	3,628 \$	3,796 \$	3,963 \$	4,129 \$	4,296 \$	4,462 \$	4,628 \$
FTBL 8th GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 8th GR ASST	35 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
FTBL 8th GR HEAD C	32 \$ 2,669 \$	2,837 \$	3,002 \$	3,171 \$	3,336 \$	3,504 \$	3,670 \$	3,838 \$	4,003 \$	4,172 \$	4,338 \$	4,505 \$	4,672 \$	4,839 \$	5,006 \$
FTBL HS-ASST COACH	31 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463 \$
FTBL HS-ASST COACH	31 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463 \$
FTBL HS-ASST COACH	31 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463 \$
FTBL HS-ASST COACH	31 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463 \$
FTBL HS-DEFENS COORD	29 \$ 4,482 \$	4,711 \$	4,962 \$	5,212 \$	5,461 \$	5,710 \$	5,961 \$	6,215 \$	6,465 \$	6,714 \$	6,965 \$	7,215 \$	7,466 \$	7,715 \$	7,966 \$
FTBL HS-HEAD COACH	28 \$ 6,505 \$	6,837 \$	7,175 \$	7,508 \$	7,838 \$	8,170 \$	8,508 \$	8,841 \$	9,173 \$	9,511 \$	9,844 \$	10,178 \$	10,512 \$	10,845 \$	11,179 \$
FTBL HS-OFFENS COORD	30 \$ 4,462 \$	4,711 \$	4,962 \$	5,212 \$	5,461 \$	5,710 \$	5,961 \$	6,215 \$	6,465 \$	6,714 \$	6,965 \$	7,215 \$	7,466 \$	7,715 \$	7,966 \$
GOLF ASST COACH	37 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
GOLF ASST COACH	37 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127 \$
GOLF-ITMS	70 \$ 1,168 \$	1,276 \$	1,385 \$	1,494 \$	1,601 \$	1,710 \$	1,817 \$	1,926 \$	2,035 \$	2,144 \$	2,253 \$	2,360 \$	2,469 \$	2,577 \$	2,686 \$
GOLF-LBMS	70 \$ 1,168 \$	1,276 \$	1,385 \$	1,494 \$	1,601 \$	1,710 \$	1,817 \$	1,926 \$	2,035 \$	2,144 \$	2,253 \$	2,360 \$	2,469 \$	2,577 \$	2,686 \$
GOLF-HS HEAD COACH	50 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422 \$
INTRAMURALS - INDIAN TRAIL	44 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422 \$
INTRAMURALS - LIBERTY BELL	44 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422 \$
INTRAMURALS - LIBERTY BELL	44 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422 \$
LACROSSE HS ASST - BOY	44 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422 \$
LACROSSE HS ASST - GIRL	44 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422 \$
LACROSSE HS HEAD C - BOY	42 \$ 3,127 \$	3,377 \$	3,628 \$	3,877 \$	4,128 \$	4,378 \$	4,628 \$	4,878 \$	5,129 \$	5,378 \$	5,629 \$	5,879 \$	6,130 \$	6,379 \$	6,630 \$

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ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
LACROSSE HS HEAD C - GIRL	42	\$ 3,127	\$ 3,377	\$ 3,628	\$ 3,877	\$ 4,128	\$ 4,378	\$ 4,628	\$ 4,878	\$ 5,129	\$ 5,378	\$ 5,628	\$ 5,878	\$ 6,130	\$ 6,379	\$ 6,630
MOUNTAIN BIKING HEAD C	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
MOUNTAIN BIKING ASST COACH	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
ORCHESTRA DIRECTOR	38	\$ 3,951	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
ORCHESTRA ASST	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
ROBOTICS	74	\$ 1,043	\$ 1,127	\$ 1,210	\$ 1,294	\$ 1,376	\$ 1,461	\$ 1,543	\$ 1,627	\$ 1,710	\$ 1,794	\$ 1,877	\$ 1,961	\$ 2,044	\$ 2,128	\$ 2,211
ROBOTICS	74	\$ 1,043	\$ 1,127	\$ 1,210	\$ 1,294	\$ 1,376	\$ 1,461	\$ 1,543	\$ 1,627	\$ 1,710	\$ 1,794	\$ 1,877	\$ 1,961	\$ 2,044	\$ 2,128	\$ 2,211
ROBOTICS	74	\$ 1,043	\$ 1,127	\$ 1,210	\$ 1,294	\$ 1,376	\$ 1,461	\$ 1,543	\$ 1,627	\$ 1,710	\$ 1,794	\$ 1,877	\$ 1,961	\$ 2,044	\$ 2,128	\$ 2,211
SCHOLAR'S BOWL SPONSOR	40	\$ 1,043	\$ 1,127	\$ 1,210	\$ 1,294	\$ 1,376	\$ 1,461	\$ 1,543	\$ 1,627	\$ 1,710	\$ 1,794	\$ 1,877	\$ 1,961	\$ 2,044	\$ 2,128	\$ 2,211
SOCCER JV BOYS	44	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOCCER JV GIRL	44	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOCCER ASST BOYS - ITMS	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
SOCCER ASST GIRLS - ITMS	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
SOCCER ASST BOYS - LBMS	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
SOCCER ASST GIRLS - LBMS	72	\$ 824	\$ 901	\$ 978	\$ 1,055	\$ 1,130	\$ 1,207	\$ 1,283	\$ 1,360	\$ 1,436	\$ 1,513	\$ 1,590	\$ 1,666	\$ 1,743	\$ 1,819	\$ 1,896
SOCCER HEAD BOYS - LBMS	75	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
SOCCER HEAD GIRLS - LBMS	75	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
SOCCER HS ASST-BOY	44	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOCCER HS ASST-GIRL	44	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOCCER HS HEAD C-BOY	42	\$ 3,127	\$ 3,377	\$ 3,628	\$ 3,877	\$ 4,128	\$ 4,378	\$ 4,628	\$ 4,878	\$ 5,129	\$ 5,378	\$ 5,629	\$ 5,879	\$ 6,130	\$ 6,379	\$ 6,630
SOCCER HS HEAD C-GIRL	42	\$ 3,127	\$ 3,377	\$ 3,628	\$ 3,877	\$ 4,128	\$ 4,378	\$ 4,628	\$ 4,878	\$ 5,129	\$ 5,378	\$ 5,629	\$ 5,879	\$ 6,130	\$ 6,379	\$ 6,630
SOFTBALL - 9TH	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOFTBALL-7TH GR	9	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOFTBALL-8TH GR	8	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOFTBALL-9TH GR	9	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SOFTBALL-HS-ASST	46	\$ 2,669	\$ 2,837	\$ 3,002	\$ 3,171	\$ 3,336	\$ 3,504	\$ 3,670	\$ 3,838	\$ 4,003	\$ 4,172	\$ 4,338	\$ 4,505	\$ 4,672	\$ 4,839	\$ 5,006
SOFTBALL-HS-ASST	46	\$ 2,669	\$ 2,837	\$ 3,002	\$ 3,171	\$ 3,336	\$ 3,504	\$ 3,670	\$ 3,838	\$ 4,003	\$ 4,172	\$ 4,338	\$ 4,505	\$ 4,672	\$ 4,839	\$ 5,006
SOFTBALL-HS-HEAD COACH	45	\$ 3,951	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
SWIMMING ASST COACH	49	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SWIMMING ASST COACH	71	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
SWIMMING-BOY & GIRL	48	\$ 3,951	\$ 4,211	\$ 4,460	\$ 4,710	\$ 4,963	\$ 5,213	\$ 5,462	\$ 5,712	\$ 5,961	\$ 6,211	\$ 6,462	\$ 6,711	\$ 6,962	\$ 7,212	\$ 7,463
SWIMMING ITMS	75	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
SWIMMING LBMS	75	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TENNIS ASST - LBMS	21	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TENNIS ASST - ITMS	21	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TENNIS-BOYS COACH	50	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
TENNIS - HS ASST BOYS	35	\$ 1,610	\$ 1,717	\$ 1,828	\$ 1,935	\$ 2,044	\$ 2,152	\$ 2,260	\$ 2,370	\$ 2,477	\$ 2,586	\$ 2,694	\$ 2,802	\$ 2,911	\$ 3,020	\$ 3,127
TENNIS-GIRLS COACH	51	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
TENNIS - HS ASST GIRLS	35	\$ 1,610	\$ 1,717	\$ 1,828	\$ 1,935	\$ 2,044	\$ 2,152	\$ 2,260	\$ 2,370	\$ 2,477	\$ 2,586	\$ 2,694	\$ 2,802	\$ 2,911	\$ 3,020	\$ 3,127
TRACK ASST - ITMS	56	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TRACK ASST - LBMS	56	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TRACK ASST - LBMS	56	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TRACK ASST - LBMS	56	\$ 1,168	\$ 1,276	\$ 1,385	\$ 1,494	\$ 1,601	\$ 1,710	\$ 1,817	\$ 1,926	\$ 2,035	\$ 2,144	\$ 2,253	\$ 2,360	\$ 2,469	\$ 2,577	\$ 2,686
TRACK HEAD - ITMS	54	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422
TRACK HEAD - LBMS	54	\$ 2,086	\$ 2,253	\$ 2,419	\$ 2,586	\$ 2,753	\$ 2,920	\$ 3,087	\$ 3,253	\$ 3,420	\$ 3,587	\$ 3,754	\$ 3,921	\$ 4,087	\$ 4,256	\$ 4,422

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ASSIGNMENT	CODE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TRACK HS ASST-BOY		54 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
TRACK HS ASST-BOY		54 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
TRACK HS ASST-BOY		54 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
TRACK HS ASST-GIRL		55 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
TRACK HS ASST-GIRL		55 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
TRACK HS ASST-GIRL		55 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
TRACK HS HEAD -BOY		52 \$ 3,127 \$	3,377 \$	3,628 \$	3,877 \$	4,128 \$	4,378 \$	4,628 \$	4,878 \$	5,129 \$	5,378 \$	5,629 \$	5,879 \$	6,130 \$	6,379 \$	6,630
TRACK HS HEAD -GIRL		53 \$ 3,127 \$	3,377 \$	3,628 \$	3,877 \$	4,128 \$	4,378 \$	4,628 \$	4,878 \$	5,129 \$	5,378 \$	5,629 \$	5,879 \$	6,130 \$	6,379 \$	6,630
VOLLEYBALL-7TH GR		60 \$ 1,188 \$	1,276 \$	1,365 \$	1,454 \$	1,543 \$	1,632 \$	1,721 \$	1,810 \$	1,900 \$	1,989 \$	2,078 \$	2,167 \$	2,256 \$	2,345 \$	2,434
VOLLEYBALL-8TH GR		60 \$ 1,188 \$	1,276 \$	1,365 \$	1,454 \$	1,543 \$	1,632 \$	1,721 \$	1,810 \$	1,900 \$	1,989 \$	2,078 \$	2,167 \$	2,256 \$	2,345 \$	2,434
VOLLEYBALL-9TH GR		60 \$ 1,188 \$	1,276 \$	1,365 \$	1,454 \$	1,543 \$	1,632 \$	1,721 \$	1,810 \$	1,900 \$	1,989 \$	2,078 \$	2,167 \$	2,256 \$	2,345 \$	2,434
VOLLEYBALL-9TH GR		65 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127
VOLLEYBALL-HS ASST		59 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
VOLLEYBALL-HS ASST		59 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
VOLLEYBALL-HS HEAD COACH		58 \$ 3,127 \$	3,377 \$	3,628 \$	3,877 \$	4,128 \$	4,378 \$	4,628 \$	4,878 \$	5,129 \$	5,378 \$	5,629 \$	5,879 \$	6,130 \$	6,379 \$	6,630
VOLLEYBALL-BOYS HEAD COACH		59 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
VOLLEYBALL-BOYS ASST COACH		65 \$ 1,610 \$	1,717 \$	1,828 \$	1,935 \$	2,044 \$	2,152 \$	2,260 \$	2,370 \$	2,477 \$	2,586 \$	2,694 \$	2,802 \$	2,911 \$	3,020 \$	3,127
WEIGHT ROOM COORDINATOR		61 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
WRESTLING - BOYS		62 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463
WRESTLING - GIRLS		62 \$ 3,951 \$	4,211 \$	4,460 \$	4,710 \$	4,963 \$	5,213 \$	5,462 \$	5,712 \$	5,961 \$	6,211 \$	6,462 \$	6,711 \$	6,962 \$	7,212 \$	7,463
WRESTLING ASST		63 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
WRESTLING ASST		63 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
WRESTLING ASST		63 \$ 2,086 \$	2,253 \$	2,419 \$	2,586 \$	2,753 \$	2,920 \$	3,087 \$	3,253 \$	3,420 \$	3,587 \$	3,754 \$	3,921 \$	4,087 \$	4,256 \$	4,422
WRESTLING MIDDLE SCHOOL HC		75 \$ 1,188 \$	1,276 \$	1,365 \$	1,454 \$	1,543 \$	1,632 \$	1,721 \$	1,810 \$	1,900 \$	1,989 \$	2,078 \$	2,167 \$	2,256 \$	2,345 \$	2,434
WRESTLING MIDDLE SCHOOL ASST C		72 \$ 824 \$	901 \$	978 \$	1,055 \$	1,130 \$	1,207 \$	1,283 \$	1,360 \$	1,436 \$	1,513 \$	1,590 \$	1,666 \$	1,743 \$	1,819 \$	1,896
YEARBOOK SPONSOR		64 \$ 2,176 \$	2,321 \$	2,466 \$	2,611 \$	2,756 \$	2,901 \$	3,046 \$	3,191 \$	3,336 \$	3,481 \$	3,626 \$	3,771 \$	3,916 \$	4,061 \$	4,206
INGMT CC TEAM CHIEF		65 \$ 2,002 \$	\$2,188	\$2,336	\$2,502	\$2,669	\$2,836	\$3,003	\$3,169	\$3,337	\$3,503	\$3,669	\$3,837	\$4,003	\$4,170	\$4,336
INGMT CC TEAM MBR		65 \$ 1,167 \$	\$1,276	\$1,384	\$1,494	\$1,602	\$1,710	\$1,817	\$1,926	\$2,035	\$2,143	\$2,253	\$2,360	\$2,469	\$2,578	\$2,687
COORDINATED SCHOOL HEALTH		67 \$ 1,112 \$	\$1,215	\$1,318	\$1,423	\$1,526	\$1,628	\$1,731	\$1,835	\$1,938	\$2,041	\$2,146	\$2,247	\$2,351	\$2,455	\$2,559



Johnson City Board of Education Regular Meeting
August 4, 2025

The Johnson City Board of Education met in regular session on August 4, 2025, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:00 PM.

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

Present: 7.

1. CALL TO ORDER AND OPENING

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

2. RECOGNITIONS

None.

3. ADOPTION OF AGENDA

- Motion to adopt the agenda. With a motion by Dr. Ginger Carter and a second by Mrs. Paula Treece, the motion passed.

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

YES: 7, NO: 0

4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS

- Mr. Jonathan Kinnick welcomed into the audience Mr. Whitney Riddle, Washington County Board Member.

5. REPORTS FROM SUPERINTENDENT AND STAFF

A. Building Projects Update

B. Superintendent's Update

- Market Street School
- JCS Update
- Ballard Health Academy's LPN Pathway & Partnership at SHHS
 - Dr. Slater welcomed members from Ballard Health, Corporate Director of Secondary Programs, Dr. Jeff Morehouse, Chief Academic Officer, Dr. Matthew Loos and Pathway Advisory, Dr. David Timbs. Dr. Loos gave an update regarding Ballard Health Academy's LPN Pathway & Partnership at SHHS
 - Dr. Slater gave an update regarding Market Street School, virtual K-12 option, designated as a public school within our LEA. Market Street School does not offer sports. Students who would otherwise go to Science Hill High School, Liberty Bell Middle School or Indian Trail Middle School (since they are members of TSSAA or TMSSA) would be eligible to play sports. Students at Market Street School who reside in other public school district boundaries would not be eligible to play sports in Johnson City Schools district, per TSSAA & TMSSA by-laws.
 - Dr. Slater gave an update regarding Johnson City Schools and congratulated everyone on a successful first day of schools.

C. Financial Report Ending May 31, 2025

- Motion to approve the Financial Report Ending May 31, 2025, as submitted by Ms. Leia Valley. With a motion by Mrs. Kathy Hall and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

- Dr. Ginger Carter noted that the state bonus, \$1,341,000, did not fund all the staff for Johnson City Schools. Ms. Leia Valley agreed that the Board funded Teachers and Staff that met the criteria, \$2,627,000.
- Mr. Tom Hager requested more information regarding sales tax from the MLB game at Bristol Motor Speedway. Ms. Leia Valley agreed and commented more information should be available in October.

D. Update on Sales Tax - PEP

- Mrs. Paula Treece noted the Local Option Sales Tax percentage change in 2023SY from 15% to -6%. Ms. Valley agreed and commented that the Washington County Commission cut \$2 million from funding. 10% of what was collected goes to PEP account, therefore caused a decline in the PEP.

- Mrs. Kathy Hall requested a Finance Committee Work Session to discuss how local funding works.

6. UNFINISHED BUSINESS

7. CONSENT AGENDA

- Motion to approve Consent Agenda, Dr. Ginger Carter pulled #7.B and #7.C. With a motion by Mrs. Paula Treece and a second by Mrs. Celia Martin, the motion passed.

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

YES: 7, NO: 0

A. Approval of Minutes

B. Proposed Fundraising Activities

- After clarification and discussion, Motion to approve #7.B. With a motion by Dr. Ginger Carter and a second by Mrs. Paula Treece, the motion passed.

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

YES: 7, NO: 0

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

- After discussion, Motion to approve #7.C. With a motion by Dr. Ginger Carter and a second by Mrs. Paula Treece, the motion passed.

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

YES: 7, NO: 0

D. Overnight Fieldtrip Requests

E. Request to Transfer Funds

8. RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION

9. NEW BUSINESS

A. Current Meeting Communication Follow Up:

- Ballad Health Academy's LPN Pathway & Partnership at SHHS

- Thank you to the donors regarding donations.

10. INFORMATION ITEMS

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

11. COMMITTEE REPORTS

12. BOARD UPDATES AND DISCUSSION

13. MEETING DATES

14. ADJOURNMENT

6:38 P.M.

Chairman

Board Secretary



Johnson City Board of Education Special Called Meeting

August 4, 2025

The Johnson City Board of Education met in special session on August 4, 2025, at 5:00 PM in the Board Room at the Central Office.

Attendance Taken at 5:00 PM.

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

Present: 7.

1. CALL TO ORDER AND PURPOSE OF MEETING

A. Data Review

- Dr. Roger Walk discussed data review, performance levels and state results.
- 2025 Proficiency Rate (Met and exceeded expectations.)

TCAP Proficiency Rates	2021	2025
Johnson City English Language Arts	47%	61%
TN Statewide English Language Arts	30%	41%
Johnson City Mathematics	49%	63%
TN Statewide Mathematics	26%	39%
Johnson City Science	58%	69%
TN Statewide Science	38%	46%
Johnson City Social Studies	57%	70%
TN Statewide Social Studies	37%	47%

2. ADJOURNMENT

5:45 PM

Chairman

Board Secretary

PROPOSED FUNDRAISING ACTIVITY

School: Indian Trail Middle School

Fund/Club/Class/Account Name: Sparkle Squad Club -

Adapted Cheer + Dance Team for athletes with special needs

Proposed Fundraising Activity: "Fill my Jar" fundraiser

Dates for Proposed Activity: 9/15-10/15

Proposed Uses of Funds Raised: Cover cost of Sparkle Squad season - shirts, banners, pom-poms, supplies

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

Method By Which School Will Receive Profit: Members will turn in what they raise

Requested By: Alison Russell Sparkle Squad Date: 8/19/25
(Name & Title) sponsor

Approved By: [Signature] Date: 8-20-25
Principal

Approved By: _____ Date: _____
Superintendent*

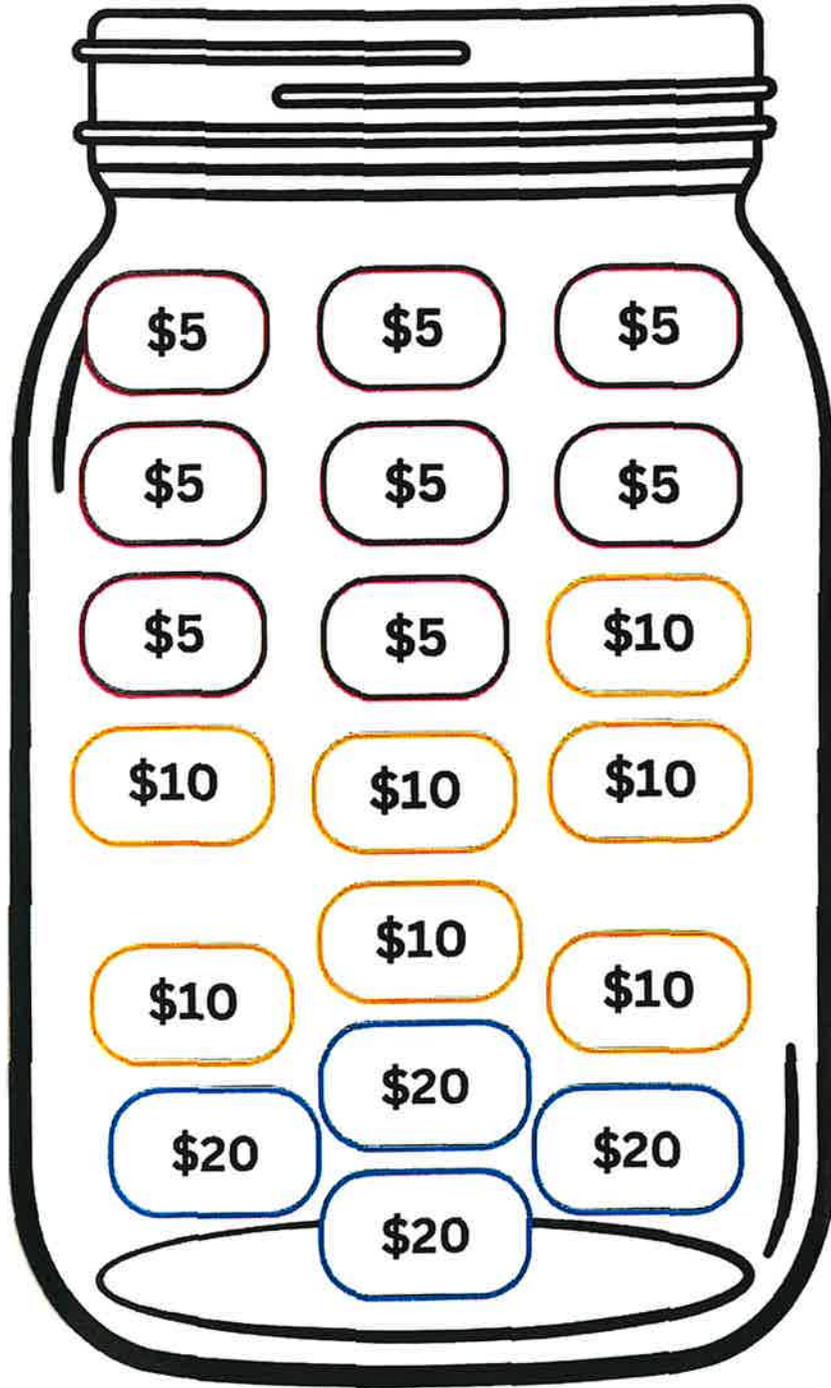
Approved By the Board of Education: _____
(Date of Meeting)**

*The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

FILL MY JAR

Fuel My Sparkle



Min = \$100
Goal = \$150
Fill the Jar = \$200



*All funds raised will support the ITMS Sparkle Squad by funding 8th grade banners, banquet, team and peer gifts, etc.

PROPOSED FUNDRAISING ACTIVITY

School: Liberty Bell Middle School

Fund/Club/Class/Account Name: CDC Program

Proposed Fundraising Activity: Dog Treats

Dates for Proposed Activity: 2025-2026 SY - Monthly

Proposed Uses of Funds Raised: Field Trip funds, classroom projects and ~~various~~ incentives

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

The students will prepare and distribute dog treats

Method By Which School Will Receive Profit: Dog treats will be purchased and monies collected appropriately

Requested By: Megan Leathers CDC Teacher Date: 08/18/25
(Name & Title)

Approved By: Kelsey Miller Date: 8/18/25
Principal

Approved By: _____ Date: _____
Superintendent*

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

*The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

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PROPOSED FUNDRAISING ACTIVITY

School: LIBERTY BELL MIDDLE

Fund/Club/Class/Account Name: GENERAL ATHLETICS

Proposed Fundraising Activity: KENDRA SCOTT TRUNK SHOW

Dates for Proposed Activity: 9/10/25 or 9/11/25

Proposed Uses of Funds Raised: GENERAL ATHLETICS

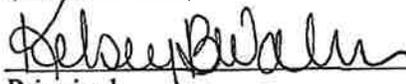
Expected Student Involvement (school-wide or specific school organization):

SCHOOL-WIDE - TAILGATE / OR HOMECOMING GAME

Method By Which School Will Receive Profit: 20% OF SALES

AT EVENT

Requested By: MELISSA ERVIN - ATH. CO Date: 8/15/25
(Name & Title)

Approved By:  Date: 08/18/25
Principal

Approved By: _____ Date: _____
Superintendent*

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

*The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

Hi Abigail,

Thank you for taking the time to speak with me today! I'm so excited for us to work together in our new space at Biltmore Park Town Square. Please see our 2024 Philanthropy Impact Report [here](#) to help paint a clearer picture of our dedication to supporting our communities and bettering the lives of women and children. Feel free to share with any of your team members who are interested in knowing more about us as a brand!

Please see a brief recap of our conversation below:

- Kendra Scott Biltmore Park Town Square popping up at Liberty Middle – Thursday, September 11th, 2025 starting @5:30.
- We will be hosting a [giveback](#) event with Liberty Middle School!
- Giveback events will be hosted at Liberty Middle Game with 20% of sales going back to host organization.
- Host organization will be responsible for promoting the event with donors, sponsors and supporters + co-hosting with Kendra Scott the day of!
- Kendra Scott will provide sips, sweets, and marketing materials to support.

Could you send over some logos that could be used to create a flyer for the event?

Lastly, I'm attaching our [Submittable](#) giveback application process. Could you submit an application for a Kendra Gives Back/ In-Kind Donation in our Asheville store? This will ensure we have the most accurate information on file to send you all your giveback check information at the end of the event.

Once submitted I'll approve and create marketing!

Thank You!



Eric Garcia

Events Assistant Manager - KENDRA SCOTT

He | Him | His

(864)-354-6318

8 Town Square Blvd, STE 130, Asheville, NC

Top 100 Most Loved Workplace 2022, 2023, & 2024

PROPOSED FUNDRAISING ACTIVITY

School: Liberty Bell Middle School

Fund/Club/Class/Account Name: LBMS Dance - For

Athletic

Proposed Fundraising Activity: ~~expense~~ Sponsorship

letters for advertisement

Dates for Proposed Activity: September 10 - 30

Proposed Uses of Funds Raised: fill in uniform costs

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

LBMS dance team

Method By Which School Will Receive Profit: Sponsor donations

from businesses in Johnson City

Requested By: Kaitlyn Wright coach Date: 8/19/25
(Name & Title)

Approved By: Kelsey Brubaker Date: 8/19/25
Principal

Approved By: _____ Date: _____
Superintendent*

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

*The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

Dear [Business Name/Community Leader],

I hope this message finds you well! My name is [Your Name], and I am a proud member of the Liberty Bell Middle School Dance Team. I am reaching out to invite you to become a sponsor for our team as we prepare for our upcoming Cheer and Dance Competition on October 25, as well as our performances throughout the 2025-2026 basketball season.

These events bring together our school community—students, families, and friends—offering a unique opportunity for your business to gain visibility and engage with local supporters.

By partnering with us, you will receive the following sponsorship benefits:

- Your company's logo displayed on a banner at the October 25th competition, with shout-outs during the event
- Promotion at all home basketball games with a banner showcasing your company's logo
- Recognition across our team's social media
- The satisfaction of knowing you're helping support young athletes as we develop lifelong skills and passion for the arts

Your generous sponsorship will directly support our team with important expenses, including uniforms, competition fees, team meals, and other essential accessories.

We would be honored to have your business as a partner and to showcase your support to our school and the broader community. If you have any questions or would like to confirm your sponsorship, please don't hesitate to reach out to our coach at greenwellk@jcschools.org.

Thank you so much for considering this opportunity. We're excited about the possibility of dancing and cheering with your support behind us this season!

Warm regards,

[Your Name]

Liberty Bell Middle School Dance Team

Science Hill High School
PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: A/V Club (SHHS CTE)

Proposed Fundraising Activity: Selling of Sponsorships, Commercials, Products, and A/V services.

Dates for Proposed Activity: September 2025 → May 2026 (25-26 SY)

Proposed Uses of Funds Raised: _____

Expected Student Involvement (school-wide or specific school organization):
A/V club + class students

Method By Which School Will Receive Profit: Donations, sale of digital products.

Requested By: Micah Rodley Date: 8/1/25
Name
A/V Teacher + Club Sponsor
Title

Approved By: [Signature] Date: 8-1-25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: SKILLS USA AUTOMOTIVE 80713

Proposed Fundraising Activity: APPALACHIAN FAIR Solar Go Kart

Dates for Proposed Activity: 8-18/8-23 2025

Proposed Uses of Funds Raised: CLUB ACTIVITIES
(Received August 6, 2025 for BOE Agenda) - MB

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

Method By Which School Will Receive Profit: CHECK FOR PLACING IN
COMPETITION

Requested By: Keith Greer Date: 8-8-25
Name

Auto INST.
Title

Approved By: [Signature] Date: 8-8-25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: STEM Class 70112

Proposed Fundraising Activity: Appalachian Fair

Dates for Proposed Activity: 8/8/25 - 8/31/25

Proposed Uses of Funds Raised: Materials / Equipment for
STEM Class

(Received August 6, 2025 for BOE Agenda) - MB

Expected Student Involvement (school-wide or specific school organization):
Students from STEM Class

Method By Which School Will Receive Profit: Check

Requested By: Brad Gentry Date: 8/8/25
Name
Teacher
Title

Approved By: [Signature] Date: 8.8.25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

PROPOSED FUNDRAISING ACTIVITY

School: Liberty Bell Middle School

Fund/Club/Class/Account Name: LBMS Cheer & Dance

Proposed Fundraising Activity: Cheer & Dance Showcase

Competition

Dates for Proposed Activity: October 25th, 2025

Proposed Uses of Funds Raised: Fill in uniforms and other

expenses throughout the year

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

Back the Bell - halloween theme

community involvement - bringing cheer & dance teams together across our area.

Method By Which School Will Receive Profit: Registration fees,

vendor booth rentals, concessions, ticket sales

Requested By: Kaitlyn Wright coach Date: 8/19/25
(Name & Title)

Approved By: Kelsey Mueller Date: 8/19/25
Principal

Approved By: _____ Date: _____
Superintendent*

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

*The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

(Liberty Bell Cheer and Dance Showcase on October 25, 2025)

*A more detailed schedule will be sent at the beginning of October once registration has concluded.

This year's event will feature:

- **Cheer Division:**

- **Halftime performance**

- **Performance Length:** Each routine should be between 1 to 2.5 minutes long.
 - **Music:** Music is allowed and should be appropriate for all audiences. Ensure that the music mix does not include any explicit content.
 - **Elements:** Routines should include a combination of stunts, tumbling, jumps, dance, and cheer segments. Creativity and originality are highly encouraged.

- **Gameday Performance**

*this is typically compiled of sideline cheers, chants, simple pyramids, and a band dance

- **Performance Length:** Each sideline cheer in the routine should be about 1 minute long. Aim for a routine under 3.5 minutes.
 - **Focus:** Sideline performances should emphasize crowd engagement and spirit-raising chants. The goal is to create a high-energy atmosphere.
 - **Props:** Signs, poms, and/or megaphones are encouraged to enhance crowd interaction. Props must be used safely and effectively following all guidelines.
 - **Choreography:** Sideline routines should include simple, clear movements that are easy for the crowd to follow. Synchronization and sharpness are crucial. Feel free to add your school's fight song or a band dance into this routine!
 - **Volume:** Ensure that all cheers are loud and clear. The crowd should be able to easily hear and understand the chants.
 - **Interaction:** Engage with the audience by encouraging them to participate in the cheers. Building a connection with the crowd is essential.

- **Dance Divisions:**

- **Hip-Hop**
 - **Jazz**
 - **Pom**
 - **Gameday**

- All routines should include a combination of leaps, kicks, turns, and other dance skills your team wants to showcase. Creativity and originality are highly encouraged! We encourage dance teams to enter their routines with the strongest technique and skills to showcase.

General Guidelines to follow:

- **Sportsmanship:** Display good sportsmanship at all times. Cheer for other teams and show respect to all teams and officials.
- **Preparation:** Arrive early to allow time for warm-ups and last-minute preparations. Being well-prepared helps reduce stress and ensures a smoother performance.
- **Positive Attitude:** Maintain a positive attitude and encourage your team members and other teams. A supportive environment contributes to a better overall experience.
- **Safety:** All stunts and tumbling must adhere to the AACCA (American Association of Cheerleading Coaches and Administrators) safety guidelines. **Teams should perform skills that they have mastered to ensure safety.**
- **Formations:** Utilize various formations and transitions to enhance the visual impact of your routine. Clean and well-executed formations are key to a high-scoring routine.
- **Uniforms:** Teams should wear their official cheer uniforms, which must be age-appropriate and in good taste. If choosing to wear an alternate uniform, teams should look cohesive and the uniform should be appropriate for performance.

Following these guidelines will help ensure a fun, safe, and successful experience for everyone involved.

The LBMS coaches have worked as a team to review feedback and enhance the experiences of each team for this year's event! Our goal is to celebrate every team's unique strengths and highlight the talents of each participating team. This year's awards will be done differently. Each team will go home with personalized feedback pertaining to their routine from qualified cheer/dance evaluators. Every participating team will also receive an award, with special recognitions such as:

- Most Spirited
- Sharpest Motions
- Best Technique
- Strongest Stunts
- And MORE!

Register through the link

provided: https://docs.google.com/forms/d/e/1FAIpQLSelmiGEW7ijFgo-pVcjlWAs3m_cYn87Eu2uwWvppn7jgOV0zQ/viewform?usp=header

Registration Deadline: October 10, 2025

Entry Fees:

- Elementary: \$75 per team
- Middle & High School: \$10 per athlete for the first routine + \$75 per team for each additional routine
 - Example: A cheer team of 20 members = $\$10 \times 20 = \200 . Adding a second routine would total \$275.

This is a wonderful opportunity for your athletes to perform in a positive, encouraging environment while showcasing the hard work, dedication, and creativity they've developed throughout the season.

The goal of this event is to showcase your best, most-clean skills, and show off your school spirit. Since it happens to fall on the weekend before Halloween, we are offering sweet treats and prizes for best dressed costumes for all spectators! We will have concessions and treats for purchase as well.

We would love to see your team take the floor and inspire the crowd! Please feel free to share this invitation with other teams we may have missed when sending invitations.

Sending our best from LBMS,

Coach Kaitlyn Wright, Kaylee Gillespie, and Niyah Mock

Science Hill High School
PROPOSED FUNDRAISING ACTIVITY

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

Proposed Fundraising Activity: Face Painting at home
football games

Dates for Proposed Activity: 09/19, 10/24, 10/31

Proposed Uses of Funds Raised: Supplies to clean at
Ronald McDonald House - paper towels, gloves,
cleaner, trash bags

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

Method By Which School Will Receive Profit: Cash

Requested By: Rachel Norris Date: 08/15/2025
Name
Club Advisor
Title

Approved By: [Signature] Date: 8/19/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

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

Proposed Fundraising Activity: Club Sponsorships from
Community

Dates for Proposed Activity: 09/15/2025 - 10/15/2025

Proposed Uses of Funds Raised: Fall Rally costs for
admission and transportation.

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

Method By Which School Will Receive Profit: Cash or Check

Requested By: Rachel Norris Date: 08/15/2025
Name

Club Advisor
Title

Approved By: [Signature] Date: 8/19/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

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**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

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

Proposed Fundraising Activity: Trick-or-Treat for Thirst Project
Thirst Project is the world's leading nonprofit YOUTH water activism organization. They build freshwater wells in developing nations and impoverished communities.

Dates for Proposed Activity: 10/01/2025 - 10/31/2025

Proposed Uses of Funds Raised: Key Club Partner Event
(Eliminate Project) Donation

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

Method By Which School Will Receive Profit: Cash or Check

Requested By: Rachel Norris Date: 08/15/2025
Name
Club Advisor
Title

Approved By: [Signature] Date: 8/19/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

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**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: Showstoppers #70107

Proposed Fundraising Activity: Spring Play Production

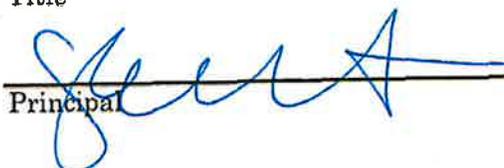
Dates for Proposed Activity: 3/27/26; 3/28/26; 3/29/26

Proposed Uses of Funds Raised: Showstopper Team Travel/Expenses

Expected Student Involvement (school-wide or specific school organization):
10 to 20 Students

Method By Which School Will Receive Profit: Ticket Sales \$10.00 per ticket
and funds from concession sales

Requested By: Hunter Graybeal Date: 4/17/25
Name
Showstoppers Director
Title

Approved By:  Date: 8/15/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: Showstoppers #70107

Proposed Fundraising Activity: Showstoppers Showcase

Dates for Proposed Activity: 12/12/25, 12/13/25

Proposed Uses of Funds Raised: Showstopper Team Travel/Expenses

Expected Student Involvement (school-wide or specific school organization):
Science Hill Showstoppers (30-40 students)

Method By Which School Will Receive Profit: Ticket Sales \$5.00 per ticket
and funds from concession sales

Requested By: Hunter Graybeal Date: 6/10/25
Name

Showstoppers Director
Title

Approved By:  Date: 8/15/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: Showstoppers #70107

Proposed Fundraising Activity: Fall Play Production

Dates for Proposed Activity: 11/14/25, 11/15/25, 11/16/25

Proposed Uses of Funds Raised: Showstopper Team Travel/Expenses

Expected Student Involvement (school-wide or specific school organization):
10 to 20 Students

Method By Which School Will Receive Profit: Ticket Sales \$10.00 per ticket
and funds from concession sales

Requested By: Hunter Graybeal Date: 4/17/25
Name

Showstoppers Director
Title

Approved By:  Date: 8/15/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

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**Science Hill High School
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: Showstoppers #70107

Proposed Fundraising Activity: Improv Team Performance Shows

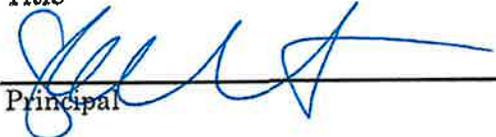
Dates for Proposed Activity: 9/26/25; 10/17/25; 11/7/25; 12/5/25;
1/23/26; 2/13/26; 3/13/26; 5/8/26

Proposed Uses of Funds Raised: Showstopper Team Travel/Expenses

Expected Student Involvement (school-wide or specific school organization):
10 to 12 Showstopper Improv Team Members

Method By Which School Will Receive Profit: Ticket Sales \$5.00 per ticket, and
Funds from concession sales

Requested By: Hunter Graybeal Date: 4/17/25
Name
Improv Director
Title

Approved By:  Date: 8/15/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

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Science Hill High School
PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: Science Hill cheerleading

Proposed Fundraising Activity: Freddy's Frozen Custard
Fundraiser Night

Dates for Proposed Activity: 9/25/25

Proposed Uses of Funds Raised: cheer expenses

Expected Student Involvement (school-wide or specific school organization):
Varsity & JV cheerleaders

Method By Which School Will Receive Profit: check

Requested By: Laura Rees Date: 8/7/25
Name
Head cheer coach
Title

Approved By: [Signature] Date: 8/11/25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

Science Hill High School
PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: Junior / Senior PROM

Proposed Fundraising Activity: Junior / Senior Prom
* Held on campus in Grand Topper Hall

Dates for Proposed Activity: Saturday, April 25, 2024

Proposed Uses of Funds Raised: Junior / Senior Prom

Expected Student Involvement (school-wide or specific school organization):
Junior and Senior class students

Method By Which School Will Receive Profit: ticket sales
early ticket \$25 per person; late ticket \$30 p.p

Requested By: Mitzie Ann Steltner Date: 8/5/2025
Name
Educator / SAC / Prom advisor
Title

Approved By:  Date: 8/7/2025
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

Science Hill High School
PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: Transition School-to-Work
"Topper Works"

Proposed Fundraising Activity: School based
Enterprise

Dates for Proposed Activity: 8-18-25

Proposed Uses of Funds Raised: Funds will support community-
based instruction, provide work uniforms for students,
and activities that promote independent living
skills within the community.

Expected Student Involvement (school-wide or specific school organization):
Transition school-to-work students will
operate the business as part of their work-
based learning.

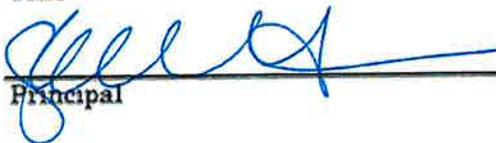
Method By Which School Will Receive Profit: Students will be responsible
for selling snack and food items to the student
body, as well as coffee service to the faculty.

Requested By: Brandie Sanchez Date: 8-6-25

Name

Tslw Coordinator

Title

Approved By:  Date: 8/6/25

Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

(Board Approved via email on August 7)

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

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Science Hill High School
PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: SKILLS USA - CONSTRUCTION

Proposed Fundraising Activity: BATTLE OF BUILD COMPETITION,
SALE OF STUDENT PRODUCED PROJECTS

Dates for Proposed Activity: 9/2025 - 5/2026

Proposed Uses of Funds Raised: FIELD TRIPS, TRAVEL TO
COMPETITIONS, LEADERSHIP CONFERENCE

Expected Student Involvement (school-wide or specific school organization):
ARCHITECTURAL & CONSTRUCTION STUDENTS

Method By Which School Will Receive Profit: CHECKS & CASH

Requested By: RICH MURRAY Date: 8/1/2025
Name

TEACHER/SKILLS USA ADVISOR
Title

Approved By: [Signature] Date: 8-1-25
Principal

Approved By: _____ Date: _____
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

*NOTE: The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

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PROPOSED FUNDRAISING ACTIVITY

School: Indian Trail Middle School

Fund/Club/Class/Account Name: ITMS Chorus

Proposed Fundraising Activity: Mrs. Whitson will be raising funds for a new piano. Forms for purchasing ads in the upcoming chorus event program will be distributed to parents. Both personal and business ads will be sold.

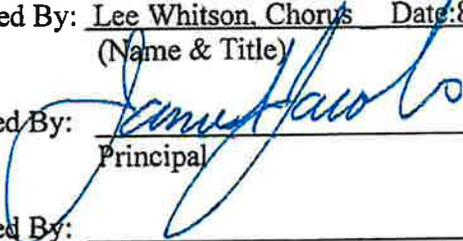
Dates for Proposed Activity: September 2025-May 2026.

Proposed Uses of Funds Raised: Chorus will be purchasing a new piano for classroom use and for performances. The current piano is falling a part and barely holds its own weight.

Expected Student Involvement (school-wide or specific school organization): All chorus students will be encouraged to ask family members to purchase an ad.

Method By Which School Will Receive Profit: Donations or ad sales will be in the form of cash or check.

Requested By: Lee Whitson, Chorus Date: 8/20/25
(Name & Title)

Approved By:  Date: 8-20-25
Principal

Approved By: _____ Date: _____
Superintendent*

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

*The Superintendent of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.



Indian Trail Middle School

307 Car-Mol Drive • Johnson City, Tennessee 37601 • Phone 423-610-6000 • Fax 423-610-6010

Dr. James Jacobs
Principal

Dr. Chris Feathers
Assistant Principal

Mrs. Christy Nelson
Assistant Principal

ADVERTISING FUNDRAISER

We are taking ads and donations beginning _____ through _____. The ADS will appear in our 3 concert programs. \$50/ \$100 ADS.

AD RATES- Businesses

\$100- Full page ad

\$50- Half page ad

\$25- Business card AD

AD RATES- Personal

\$15- Special message to choir student from a friend or family with B/W photo. FOUR typed lines maximum. *

\$10- Special message to choir student from a friend or family. (NO PHOTO) FOUR typed lines maximum.*

**This is a great way to commemorate your year in CHOIR!*

DONATION

\$5-\$49- Your name listed under Friends of Harmonic Hawks in program.

\$50-\$99- Gold Circle Friend of Harmonic Hawks.

\$101+ - Platinum Circle Friend of Harmonic Hawks.

ADS and Messages may be emailed to: whitsonk@jcschools.org
SUBJECT LINE: ITMS CHOIR AD: (Your business/ Name)

Businesses who wish to receive the ITMS Tax ID for charitable giving should email whitsonk@jcschools.org
with the subject line: TAX ID

Indian Trail Middle School Choir would like to thank you for your support! We could not do what we do without you! This will help us purchase a much needed new piano as well as music, hire accompanists, and travel to honor choirs.

Lee Whitson
ITMS Choir Director
423-571-4916
whitsonk@jcschools.org

Indian Trail Middle School Choir

AD Purchase Form

_____ Full page \$100

_____ Half page \$50

_____ Business Card \$25

_____ Message w/ photo \$15
(attach photo- write in space below)

_____ Message w/o photo \$10
(write in space below)

_____ Donation (circle one)
\$5-\$49 Friend of Harmonic Hawks
\$50-\$99 Gold Circle Friend
\$101+ Platinum Circle

Purchaser's Name _____

Contact Information (phone or email) _____

_____ CASH

_____ CHECK # _____

_____ AD attached w/ paperclip or in envelope

_____ AD to be emailed from _____

Student's Name _____

MESSAGE for PERSONAL MESSAGES



School Request Form

Board Approval to issue Checks over \$5,000

School: Cherokee Elementary

From: Danielle Bowling - Bookkeeper Date: 7/30/25

Check Amount: 6,120.00 Vendor: Johnson City Schools
Reason/Purpose: Educare Sweep

Check Amount: _____ Vendor: _____
Reason/Purpose: _____

Check Amount: _____ Vendor: _____
Reason/Purpose: _____

Check Amount: _____ Vendor: _____
Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: Mountain View Elementary School

From: Dr. Chelsea Lee *CL* Date: 07/31/2025

Check Amount: \$ 7,840.90 Vendor: Johnson City Schools

Reason/Purpose: We request permission to write a check for Educare
July Sweep for \$7840.90

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____



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

School: Lake Ridge Elementary School

From: Tiffany Hibbitts

Date: July 28, 2025

Check Amount: \$35,887.69

Vendor: Johnson City Schools

Reason/Purpose: July Educare/ECLC sweep

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: North Side Elementary School

From: Madison Olson (Bookkeeper)

Date: 7-30-25

Check Amount: \$7,899.30

Vendor: Johnson City Schools

Reason/Purpose: We request approval to issue a check for July 2025 Educare Sweep for \$7,899.30

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

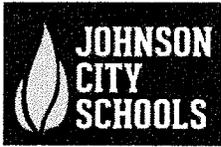
Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: South Side /Educare

From: Leah Knotts

Date: 7/30/2025

Check Amount: \$13,499.70 Vendor: Johnson City Schools

Reason/Purpose: Request Board Approval to Cut South Side Educare Sweep in the amount of \$13,499.70 for July 2025 Educare sweep

Check Amount: _____ Vendor: _____

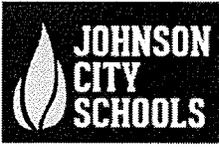
Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: South Side

From: Leah Knotts

Date: 7/30/2025

Check Amount: \$8,100.00 Vendor: Tang Math

Reason/Purpose: Request Board Approval to cut check to
Tang Math in the amount of \$8,100.00 for students

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: _____

From: _____

Date: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____



JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968

Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

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

GENERAL INFORMATION:

School Indian Trail Middle School Teacher Madeline Bemis and Matt Williams

Grade/Class/Club Participating ITMS XC

Destination Clarksville, TN Austin Peay University

Purpose of Trip Middle School XC State Championship

Names of Chaperones Andrea Blackburn and Jordan Collins

TRANSPORTATION INFORMATION

Number of students attending 10 Date of Trip 10-3-25 Day(s) of Week 1

Cost per child _____ Means of Transportation Johnson City Schools Activity Bus Transit confirmation _____

Expected Time of Departure 10-3-25 9Am Expected time of return 10-4-25 3pm

CURRICULUM

- To what subject area of the curriculum does this trip relate? This is to determine the winners of the middle school XC Sectionals
- What are pupils expected to gain from the trip? (Be specific) They will gain the knowledge of competing at a higher level than just the Johnson City area
- What follow up activities will be used to evaluate and supplement the field trip? Continue to improve ITMS overall XC program and be more competitive in the future.

APPROVAL

Teacher Andrea Blackburn Date 8-7-25 Principal James Jacob Date 8-6-25

Superintendent (If required) _____ Date _____

Nurse notified ADelphaw Date 08/07/25 Transit notified _____ Date _____

Cafeteria notified Shelby Miller Date 8/8/25 Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student:

Is it self-funded from student? what percentage?

This trip is not self-funded by the student athlete.

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility?

Fundraising will not be used for the purpose of this trip.

Are any students excluded from this trip based on inability to secure funding for the trip? How many?

No student athlete that has won XC sectional meet will be excluded from this trip.

Number of students going in the group requesting the trip... Number of students total in group.

There will be 10 student athletes in the group going on this trip.



JOHNSON CITY SCHOOLS

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Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

GENERAL INFORMATION:

School Indian Trail Middle School Teacher Jennifer Lenarz
 Grade/Class/Club Participating Middle School Girls Soccer
 Destination Murfreesboro, TN
 Purpose of Trip State Tournament
 Names of Chaperones Jennifer Lenarz and Megan Burleson

TRANSPORTATION INFORMATION

Number of students attending 18 Date of Trip 10/8-10/10 Day(s) of Week Wed-Fri
Johnson City School
 Cost per child _____ Means of Transportation Activity Bus Transit confirmation _____
 Expected Time of Departure TBD Expected time of return TBD

CURRICULUM

- To what subject area of the curriculum does this trip relate?
This is a state tournament for middle school girls soccer
- What are pupils expected to gain from the trip? (Be specific)
They will gain the knowledge and experience of competing at a higher level than just the Johnson City area
- What follow up activities will be used to evaluate and supplement the field trip?
It will continue to improve ITMS's overall soccer program and help them become more competitive in the future

APPROVAL

Teacher Jennifer Lenarz Date 8/13/25 Principal Chris Sautter Date 8/18/25
 Superintendent (If required) _____ Date _____
 Nurse notified Adelphen Date 8/18/25 Transit notified _____ Date _____
 Cafeteria notified Shirley Hill Date 8/14/25 Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student:

Is it self-funded from student? what percentage?

This trip is not self-funded by the student athlete.

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility?

Fundraising is not used for the purpose of this field trip.

Are any students excluded from this trip based on inability to secure funding for the trip? How many?

No student athlete that has been rostered on our Varsity team for the 2025 season will be excluded from this trip.

Number of students going in the group requesting the trip... Number of students total in group.

There will be 18 student athletes in the group going on this trip.

Jennifer Lenarz

Jennifer Lenarz

8/13/25

Girls Middle School Soccer - ITMS



JOHNSON CITY SCHOOLS

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Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

GENERAL INFORMATION:

School Indian Trail Middle School Teacher Thomas Richardson
 Grade/Class/Club Participating ITMS Tennis Team
 Destination State Tournament in Murfreesboro (TMSAA)
 Purpose of Trip Compete for a championship
 Names of Chaperones Thomas Richardson & TBD

TRANSPORTATION INFORMATION

Number of students attending 10 Date of Trip Sept 26-28 Day(s) of Week Fri - Sun
 Cost per child \$0 Means of Transportation Activity Bus Transit confirmation _____
 Expected Time of Departure 9/26 3:15pm Expected time of return 9/28 6:00 pm

CURRICULUM

- To what subject area of the curriculum does this trip relate?
School Athletics
- What are pupils expected to gain from the trip? (Be specific)
Teamwork, sportsmanship, healthy respectful competition
- What follow up activities will be used to evaluate and supplement the field trip?
N/A

APPROVAL

Teacher Thomas Richardson Date 8/8 Principal Chris Feather Date 8/18/25
 Superintendent (If required) _____ Date _____
 Nurse notified Adelyn Date 8/16 Transit notified _____ Date _____
 Cafeteria notified Shirley Date 8/14/25 Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student:

Is it self-funded from student? what percentage?

This trip is not self-funded by the student athlete.

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility?

Fundraising will not be used for the purpose of this trip.

Are any students excluded from this trip based on inability to secure funding for the trip? How many?

No student athlete who has earned a top ten position on the team will be excluded from this trip.

Number of students going in the group requesting the trip... Number of students total in group.

There will be ten student athletes in the group going on this trip.



JOHNSON CITY SCHOOLS

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Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

GENERAL INFORMATION:

School Liberty Bell Teacher Ryan Edwards, Sarah Struve
 Grade/Class/Club Participating LB Cross Country Boys/Girls
 Destination Clarksville, TN
 Purpose of Trip State Cross Country meet
 Names of Chaperones Ryan Edwards, Sarah Struve

TRANSPORTATION INFORMATION

Number of students attending 16 Date of Trip 10/3-10/4 ²⁰²⁵ Day(s) of Week FRI/SAT
 Cost per child 75.00 Means of Transportation School activity bus Transit confirmation N/A
 Expected Time of Departure 8:30am Expected time of return 9:00pm 10/4(sat)

CURRICULUM

(Fri)

- To what subject area of the curriculum does this trip relate?
LBMS Athletics Cross Country Post Season
- What are pupils expected to gain from the trip? (Be specific)
To learn sportsmanship, character & work ethic through Scholastic sports
- What follow up activities will be used to evaluate and supplement the field trip?
Tryouts, and Regular season meets

APPROVAL

Teacher _____ Date _____ Principal Steve Barnett Date 8/18/25
 Superintendent (If required) _____ Date _____
 Nurse notified _____ Date _____ Transit notified _____ Date _____
 Cafeteria notified _____ Date _____ Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student:

Is it self-funded from student? what percentage?

School will provide meal money & hotel.

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility?

yes

Are any students excluded from this trip based on inability to secure funding for the trip? How many?

0

Number of students going in the group requesting the trip... Number of students total in group.

Depends on who/how many qualified -
could be as many as 16 if both
teams qualified.



JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968

Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

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

GENERAL INFORMATION:

School LIBERTY BELL Teacher MICHAEL SMELSER (TENNIS COACH)
 Grade/Class/Club Participating LIBERTY BELL TENNIS TEAM
 Destination MURFREESBORO
 Purpose of Trip STATE MIDDLE SCHOOL TENNIS TOURNAMENT
 Names of Chaperones 1

TRANSPORTATION INFORMATION

Number of students attending 10-15 Date of Trip 9/27-28-29 Day(s) of Week FRI/SAT/SUN
 Cost per child SCHOOL FUNDED Means of Transportation ACTIVITY BUS Transit confirmation _____
 Expected Time of Departure FRIDAY MORNING Expected time of return SUNDAY AFTERNOON
(Smelser to Drive)

CURRICULUM

- To what subject area of the curriculum does this trip relate?
LIBERTY BELL TENNIS TEAM
- What are pupils expected to gain from the trip? (Be specific)
STATE TOURNAMENT
- What follow up activities will be used to evaluate and supplement the field trip?
OVERALL PERFORMANCE AT STATE TOURNAMENT

APPROVAL

Teacher MICHAEL SMELSER Date 8/18 Principal Kelsey Powell Date 8/19/25

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student: Funded by school

Is it self-funded from student? what percentage? No extra cost to students

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility?

Yes, students are participating in a fundraiser that has already been approved by the BOE

Are any students excluded from this trip based on inability to secure funding for the trip? No

How many?

Number of students going in the group requesting the trip... Number of students total in group.

10-15 students will be going



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

GENERAL INFORMATION:

School Science Hill Teacher Jon Higgins

Grade/Class/Club Participating Boys Basketball

Destination Tampa Bay Christmas Invitational Tournament, Wesley Chapel Florida

Purpose of Trip To Provide student athletes the opportunity to face quality opponents to showcase their talents.

Names of Chaperones Jon Higgins, Kade Long, Ermias Nega, Jordan Shipley, Jake Smith

TRANSPORTATION INFORMATION

Number of students attending 15 Date of Trip 12-19-12/24 Day(s) of Week 6

Cost per child N/A Means of Transportation Rental Vans Transit confirmation _____

Expected Time of Departure 8:00am Expected time of return 11:30pm

CURRICULUM

- To what subject area of the curriculum does this trip relate? Varsity Boys Basketball
- What are pupils expected to gain from the trip? (Be specific) An opportunity to showcase their skills and compare our team against quality competition in a different state.
- What follow up activities will be used to evaluate and supplement the field trip? We will use the trip as an evaluation of our team in order to know how we can improve in practice as we head into conference play

APPROVAL

Teacher Jon Higgins Date 8-12-25 Principal J. V. [Signature] Date 8-13-25

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student: \$0

Is it self-funded from student? what percentage? No, 0%

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility? Topper Basketball Camp, Banner Sales, Golf Tournament.

Are any students excluded from this trip based on inability to secure funding for the trip? How many? No

Number of students going in the group requesting the trip... Number of students total in group.



JOHNSON CITY SCHOOLS

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Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

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

GENERAL INFORMATION:

School Science Hill Teacher Jon Higgins

Grade/Class/Club Participating Boys Basketball

Destination McMinn County Thanksgiving Tournament

Purpose of Trip To Provide student athletes the opportunity to face quality opponents to showcase their talents.

Names of Chaperones Jon Higgins, Kade Long, Ermias Nega, Jordan Shipley, Jake Smith

TRANSPORTATION INFORMATION

Number of students attending 15 Date of Trip 11/27/11/29 Day(s) of Week 2

Cost per child N/A Means of Transportation Activity Bus, driver-Randy Hodge, if unavailable rental vans

Expected Time of Departure 9:00am Expected time of return 11:30pm

CURRICULUM

1. To what subject area of the curriculum does this trip relate? Varsity Boys Basketball
2. What are pupils expected to gain from the trip? (Be specific) An opportunity to showcase their skills and compare our team against quality competition across the state.
3. What follow up activities will be used to evaluate and supplement the field trip? We will use the trip as an evaluation of our team in order to know how we can improve in practice as we head into conference play

APPROVAL

Teacher Jon Higgins Date 8-12-25 Principal J. Vanhook Date 8-13-25

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

Extra Questions for Overnight Field Trips:

In addition to cost per student: \$0

Is it self-funded from student? what percentage? No, 0%

Was there a fundraising opportunity to meet the needs of the student's direct financial responsibility? Topper Basketball Camp, Banner Sales, Golf Tournament.

Are any students excluded from this trip based on inability to secure funding for the trip? How many? No

Number of students going in the group requesting the trip... Number of students total in group.

15



JOHNSON CITY SCHOOLS

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Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

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

GENERAL INFORMATION:

School Science Hill HS Teacher Adam McElroy

Grade/Class/Club Participating Cross Country Team

Destination Louisville, KY- Louisville XC Classic

Overnight trip

Purpose of Trip Athletics Competition

Names of Chaperones Adam McElroy, Molly Khan, Whitney Kent

TRANSPORTATION INFORMATION

Number of students attending 45 Date of Trip 10/3-10/4/25 Day(s) of Week Friday-Saturday

Cost per child Lunch Money Means of Transportation Activity Buses Transit confirmation _____

Expected Time of Departure 8:00 am Expected time of return 5:00 pm

CURRICULUM

1. To what subject area of the curriculum does this trip relate?
Extracurricular athletics
2. What are pupils expected to gain from the trip? (Be specific)
Racing experience, team comradery, increased fitness
3. What follow up activities will be used to evaluate and supplement the field trip?
Race experience will be used to push the athletes in workouts and races

APPROVAL

Teacher Adam McElroy Date 8/6/25 Principal TVanthournout Date 8/7/25

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

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

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

\$20 lunch money

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

XC Booster Club fundraisers.

Number of Eligible Students for Field Trip 50

Number of Student Attending the Field Trip 50

What measures are in place to enable all students to participate?

The XC Booster club maintains a \$2,000 fund to provide per diem to any athlete who needs financial assistance



SCIENCE HILL HIGH SCHOOL

John Exum Parkway
Johnson City, Tennessee 37604
Phone (423) 232-2190 Fax (423) 434-5570



FROM THE DESK OF DR. CARMAN BRYANT, PRINCIPAL
SCIENCE HILL HIGH SCHOOL

August 19th, 2025

To: Dr. Erin Slater, Superintendent Johnson City Schools
Johnson City School's Board of Education

Science Hill High School requests permission to transfer \$36,000.00 from AC Instructional Supply (L71150429) and \$14,000.00 SC Copier Expense (L71150399) to CTE Industry Certifications (L14171300499 2).

Your consideration is greatly appreciated.

Respectfully Submitted,

Dr. Carman Bryant, Principal
Science Hill High School

Member Southern Association Since 1926



SOUTH SIDE SCHOOL

1011 SOUTHWEST AVENUE, JOHNSON CITY, TN 37604 • (423) 434-5290 • FAX (423) 434-5291

Kaytee Jones, Principal Rebecca Weems, Assistant Principal Jami Luzadder, Secretary

August 5, 2025

To: Dr. Erin Slater, Superintendent of Johnson City Schools

Johnson City School's Board of Education

South Side request permission to transfer \$4,803.45 to Forward Funding
(L7100429700901)

L71000429700 \$4803.45 Instructional Supplies and Materials.

Your consideration is greatly appreciated.

Respectfully submitted,

Kelly K. Jones



JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

MEMORANDUM

To: Dr. Erin Slater
From: Melony Surret
Date: August 11, 2025
Subject: Wireless upgrades via e-Rate funding

A request for bids was submitted during the 2025-2026 E-Rate cycle to vendors participating in the State of Tennessee's Education Broadband Consortium for E-Rate Category 2 funding. The request was for wireless upgrades, network switches, and installation for Science Hill, Liberty Bell, and Indian Trail. Four responses were received from vendors participating on this contract. Of those four, Presidio was the lowest bid of the two responding with requested manufacturer's equipment. Using the supplied evaluation matrix from the State E-Rate Coordinator's office, Presidio provided the best overall solution for our needs. An application (Form 471) was submitted to the Schools and Libraries Division of the Universal Service Fund Administration for funding approval. I have received notification that the funding request has been approved for a total of \$550,994.50.

Presidio's total cost proposal is \$750,875.19. Of this amount, the E-Rate program will cover 80% of the eligible costs within our 5-year budget. In 2023, we upgraded all elementary schools and Topper Academy wireless infrastructure using this same 5-year budget. The remaining budget was not enough to cover the full amount of this upgrade. With Johnson City Schools' 20% share in addition to the amount not covered by the 5-year budget, the amount needed to complete the project is \$199,880.69.

During the 2025-2026 budget process, \$100,000 was approved for this project. An additional \$100,000 is needed to cover Johnson City Schools' share of the cost.

I am requesting an additional \$100,000 to cover Johnson City Schools' share of this wireless upgrade project.



BOARD OF EDUCATION

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

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





July 31, 2025

Funding Commitment Decision Letter

Funding Year 2025

Contact Information:

Melony Surret
JOHNSON CITY SCHOOL DISTRICT
100 E MAPLE ST
JOHNSON CITY, TN 37601
surrettm@jcschools.org

FCC Form 471: 251026222

BEN: 128318

Wave: 15

Application Nickname: 2025-Wireless

Totals

Total Committed	\$550,994.50
------------------------	---------------------

What is in this letter?

Thank you for submitting your application for Funding Year 2025 Schools and Libraries Program (E-rate) funding. Attached to this letter, you will find the funding statuses for the FCC Form(s) 471, Services Ordered and Certification Form, that you submitted and referenced above.

The Universal Service Administrative Company (USAC) is sending this information to both the associated applicant(s) and the service provider(s) so that you can work together to complete the funding process.

Next Steps

1. Work with your service provider(s) to determine if your bills will be discounted or if you will request reimbursement from USAC after paying the full cost for the services you receive.
2. Review the [Children's Internet Protection Act \(CIPA\)](#) requirements and file the [FCC Form 486](#) (Service Confirmation and CIPA Certification Form). **The deadline to submit this form is 120 days from the date of this letter or from the service start date (whichever is later).**
3. Invoice USAC

- **If you (the applicant) are invoicing USAC:** You must pay your service provider(s) the full cost for the services you receive and file the [FCC Form 472](#), the Billed Entity Applicant Reimbursement (BEAR) Form, to invoice USAC for reimbursement of the discounted amount.
- **If your service provider(s) is invoicing USAC:** The service provider(s) must provide services, bill the applicant for the non-discounted share, and file the [FCC Form 474](#), the Service Provider Invoice (SPI) form, to invoice USAC for reimbursement for the discounted portion of costs. Every funding year, service providers must file an [FCC Form 473](#), the Service Provider Annual Certification Form, to be able to submit invoices and to receive disbursements.
- **To receive an invoice deadline extension, the applicant or service provider** must request an extension on or before the last date to invoice. **If you anticipate, for any reason, that invoices cannot be filed on time**, USAC will grant a one-time, 120-day invoice deadline extension if timely requested.

How to Appeal or Request a Waiver of a Decision

You can appeal or request a waiver of a decision in this letter **within 60 calendar days** of the date of this letter. Failure to meet this deadline will result in an automatic dismissal of your appeal or waiver request.

Note: The Federal Communications Commission (FCC) will not accept appeals of USAC decisions that have not first been appealed to USAC. However, if you are seeking a waiver of E-rate program rules, you must submit your request to the FCC and not to USAC. USAC is not able to waive the E-rate program rules.

- **To submit your appeal to USAC**, visit the Appeals section in the [E-rate Productivity Center \(EPC\)](#) and provide the required information. USAC will reply to your appeal submissions to confirm receipt. Visit USAC's [website](#) for additional information on submitting an appeal to USAC, including step-by-step instructions.
- **To request a waiver of the FCC's rules**, please submit it to the FCC in proceeding number CC Docket No. 02-6 using the [Electronic Comment Filing System](#) (ECFS). Include your contact information, a statement that your filing is a waiver request, identifying information, the FCC rule(s) for which you are seeking a waiver, a full description of the relevant facts that you believe support your waiver request and any related relief, and any supporting documentation.

For appeals to USAC or to the FCC, be sure to keep a copy of your entire appeal, including any correspondence and documentation, and provide a copy to the affected service provider(s).

Obligation to Pay Non-Discount Portion

Applicants are required to pay the non-discount portion of the cost of the eligible products and/or services to their service providers. Service providers are required to bill applicants for the non-discount portion of costs for the eligible products and/or services. The FCC stated that requiring applicants to pay the non-discounted share of costs ensures efficiency and accountability in the program. If using the BEAR invoicing method, the applicant must pay the service provider in full (the non-discount plus discount portion) **before** seeking reimbursement from USAC. If using the SPI invoicing method, the service provider must first bill the applicant **before** invoicing USAC.

Notice on Rules and Funds Availability

The applicants' receipt of funding commitments is contingent on their compliance with all statutory, regulatory, and procedural requirements of the Schools and Libraries Program and the FCC's rules. Applicants who have received funding commitments continue to be subject to audits and other reviews that USAC and/or the FCC may undertake to assure that committed funds are being used in accordance with such requirements. USAC may be required to reduce or cancel funding commitments that were not issued in accordance with such requirements, whether due to action or inaction of USAC, the applicant, or the service provider. USAC, and other appropriate authorities (including but not limited to the FCC), may pursue enforcement actions and other means of recourse to collect improperly disbursed funds.

Funding Commitment Decision Overview

Funding Year 2025

Application Comments for FCC Form 471: #251026222

Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41527 - SOUTH SIDE ELEMENTARY SCHOOL. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41517 - NORTH SIDE ELEMENTARY SCHOOL. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 164045 - LAKE RIDGE ELEMENTARY. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41518 - MOUNTAIN VIEW ELEMENTARY SCH. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41521 - TOWNE ACRES ELEMENTARY SCHOOL. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41526 - WOODLAND ELEMENTARY SCHOOL. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41515 - FAIRMONT ELEMENTARY SCHOOL. <><><><><> Per your request, a CEP Percentage of 51.89% and CEP base year of 2024 were added to BEN 41522 - CHEROKEE ELEMENTARY SCHOOL. <><><><><> The NSLP for BEN 41525 SCIENCE HILL HIGH SCHOOL was decreased from 1114 to 1016 students based on the applicant's request in the FCC Form 471. <><><><><> The NSLP for BEN 41524 LIBERTY BELL MIDDLE SCHOOL was increased from 446 to 460 students based on the applicant's request in the FCC Form 471. <><><><><> The NSLP for BEN 164052 INDIAN TRAIL MIDDLE SCHOOL was decreased from 370 to 353 students based on the applicant's request in the FCC Form 471. <><><><><> The enrollment for BEN 41525 SCIENCE HILL HIGH SCHOOL was decreased from 2416 to 2373 students based on the applicant's request in the FCC Form 471. <><><><><> The enrollment for BEN 41524 LIBERTY BELL MIDDLE SCHOOL was increased from 934 to 986 students based on the applicant's request in the FCC Form 471. <><><><><> The enrollment for BEN 164052 INDIAN TRAIL MIDDLE SCHOOL was decreased from 790 to 779 students based on the applicant's request in the FCC Form 471. <><><><><> RAL change implemented on your FCC Form 471, Total Enrollment, NSLP and CEP is in accordance with your RAL request.

Funding Commitment Decision Overview

BEN Name: JOHNSON CITY SCHOOL DISTRICT
BEN: 128318

FCC Form 471: 251026222
Wave: 15

Funding Request Number (FRN)	Service Provider Name	Amount Requested	Amount Committed	Status
2599035698	Presidio Networked Solutions LLC	\$600,700.15	\$550,994.50	Funded

FRN 2599035698	Service Type Internal Connections	Status Funded
--------------------------	---	-------------------------

Dollars Committed			
Monthly Cost		One-time Cost	
Months of Service	12		
Total Eligible Recurring Charges	\$0.00	Total Eligible One Time Charges	\$688,743.12
Total Pre-discount Charges		\$688,743.12	
Discount Rate		80.00%	
Committed Amount		\$550,994.50	

Dates	
Service Start Date	7/1/2025
Contract Expiration Date	9/30/2026
Contract Award Date	1/1/2021
Service Delivery Deadline	9/30/2026
Expiration Date (All Extensions)	

Service Provider and Contract Information	
Service Provider	Presidio Networked Solutions LLC
SPIN (498ID)	143015315
Contract Number	68615
Account Number	
Establishing FCC Form 470	210000292

Consultant Information	
Consultant Name	
Consultant's Employer	
CRN	

Funding Commitment Decision Comments

MR1: The Internal Connection Type for FRN Line Item 2599035698.007 was modified from Data Distribution to Module to agree with the applicant documentation. <><><><> MR2: The Product for FRN Line Item 2599035698.007 was modified from Switch to Module to agree with the applicant documentation. <><><><> MR3: The Internal Connection Type for FRN Line Item 2599035698.009 was modified from Miscellaneous to Racks to agree with the applicant documentation. <><><><> MR4: The Product Type for FRN Line Item 2599035698.009 was modified from Installation, Activation, & Initial Configuration to Racks & Cabinets to agree with the applicant

documentation. <><><><> MR5: The Internal Connection Type for FRN Line Item 2599035698.013 was modified from Cabling/Connectors to Miscellaneous to agree with the applicant documentation. <><><><> MR6: The Product Type for FRN Line Item 2599035698.013 was modified from Cabling to Installation, Activation, & Initial Configuration to agree with the applicant documentation. <><><><> MR7: The Model of Equipment for FRN Line Item 2599035698.001 was modified from Catalyst 9166I AP to CW9166I-MR to agree with the applicant documentation. <><><><> MR8: The Model of Equipment for FRN Line Item 2599035698.002 was modified from Catalyst 9166D1 AP to CW9166D1-MR to agree with the applicant documentation. <><><><> MR9: The Model of Equipment for FRN Line Item 2599035698.003 was modified from Articulating AP bracket to CW-MNT-ART2-00 to agree with the applicant documentation. <><><><> MR10: The Model of Equipment for FRN Line Item 2599035698.004 was modified from MR Enterprise License 5 yr to LIC-ENT-5YR to agree with the applicant documentation. <><><><> MR11: The Model of Equipment for FRN Line Item 2599035698.005 was modified from C9300 48 port to C9300-48UXM-M to agree with the applicant documentation. <><><><> MR12: The Model of Equipment for FRN Line Item 2599035698.006 was modified from Miscellaneous to Panel to agree with the applicant documentation. <><><><> MR13: The Model of Equipment for FRN Line Item 2599035698.007 was modified from Miscellaneous to Panel to agree with the applicant documentation. <><><><> MR14: The Model of Equipment for FRN Line Item 2599035698.008 was modified from Miscellaneous to Panel to agree with the applicant documentation. <><><><> MR15: The Model of Equipment for FRN Line Item 2599035698.009 was modified from Miscellaneous to Panel to agree with the applicant documentation. <><><><> MR16: The Type of Internal Connection for FRN Line Item 2599035698.009 was modified from Racks to Wireless Data Distribution to agree with the applicant documentation. <><><><> MR17: The Type of Product for FRN Line Item 2599035698.009 was modified from Racks & Cabinets to Access Point to agree with the applicant documentation. <><><><> MR18: The funding request amount was reduced from \$750,875.19 to \$688,743.12 to remove the amount that exceeded the Category Two budget set for BEN 128318 - JOHNSON CITY SCHOOL DISTRICT.

PRESIDIO

QUOTE: 2003125500875-02

DATE: 3/4/2025

PAGE: 1 of 2

TO: Johnson City Schools
Melony Surrett
209 Water Street
Johnson City, TN 37601

surrett@jcschools.org
(p) (423) 434-5208
(f) (423) 928-0557

FROM: Presidio Networked Solutions Group, LLC
Terry Peoples
8161 Maple Lawn Blvd.
Suite 150
Fulton, MD 20759

tpeoples@presidio.com

Customer#: JOHNS095

Contract Vehicle: Tennessee Department of Education 68615 (06-01-20FA), SPIN: 143015315

Account Manager: Scott Matlock

Inside Sales Rep: Terry Peoples

Title: Johnson City Schools - Meraki Wireless

Comments: TEBC mini-bid E-rate contract for the term July 1, 2025 – September 30, 2026

Contract is contingent upon receiving E-rate funding. Customer may opt to proceed with purchase in the absence of E-rate funding, but contract may be voided if E-rate funding is not received.

#	Part #	Description	Unit Price	Qty	Ext Price
Access Points					
CW9166I-MR					
1	CW9166I-MR	Catalyst 9166I AP (W6E, tri-band 4x4) w/MERAKI	\$806.91	446	\$359,881.86 ✓
CW9166D1-MR					
2	CW9166D1-MR	Catalyst 9166D1 AP (W6E, tri-band 4x4) w/MERAKI	\$903.93	5	\$4,519.65 ✓
CW-MNT-ART2-00					
3	CW-MNT-ART2-00	Articulating AP Bracket	\$64.68	10	\$646.80 ✓
LIC-ENT-5YR					
4	LIC-ENT-5YR	Meraki MR Enterprise License, 5YR	\$242.20	451	\$109,232.20 ✓
Total (Access Points):					\$474,280.51
Switches					
C9300-48UXM-M					
5	C9300-48UXM-M	C9300 48port (12mGig&36 2.5Gbps), UPOE, 1100wac PS, w/MERAKI	\$4,811.71	30	\$144,351.30 ✓
LIC-C9300-48E-5Y					
6	LIC-C9300-48E-5Y	Meraki Enterprise License for C9300-M 48-port, 5 year	\$1,393.58	30	\$41,807.40 ✓
MA-PWR-1100WAC					
7	MA-PWR-1100WAC	Meraki MS390 1100W AC Power Supply	\$133.88	30	\$4,016.40 ✓
C9300-NM-8X-M					
8	C9300-NM-8X-M	C9300 8 x 10GE Network Module, w/MERAKI	\$970.56	30	\$29,116.80 ✓
Total (Switches):					\$219,291.90
AccelTex					
9	ATS-03399	12X12X4 POLYCARBONATE LOCK BOX ENCLOSURE WITH SWING OUT	\$123.41	5	\$617.05 ✓
Total (AccelTex):					\$617.05
Professional Services					
10	PS-SVC-TM Presidio Svcs	AP Installation/Per	35.97	451	\$16,222.47 ✓

11	PS-SVC-TM Presidio Svcs AP Configuration/Per	49.48	451	\$22,315.48 ✓
12	PS-SVC-TM Presidio Svcs Switch Configuration/Per	508.67	30	\$15,260.10 ✓
13	PS-SVC-TM Presidio Svcs New Cable Installation	721.92	4	\$2,887.68 ✓

			Sub Total:	\$750,875.19
			Grand Total:	\$750,875.19

Customer Signature *Mygale* Date *3/6/2015*

**Tennessee Educational Broadband Consortium
Multiple Schedule/State Master Contract
Order Form**

This agreement ("Agreement") is entered into between **Johnson City Schools** ("Customer") and **Presidio** ("Service Provider"), **for E-Rate Category 2 purchases**. For good and valuable consideration, including the mutual promises contained herein, Customer orders from the Service Provider the services identified below and/or in Attachment A to this Agreement ("Service"). Customer and Service Provider agree that the Service shall be provided pursuant to the rates, charges, terms and conditions set forth in **TEBC Contract** ("Master Contract").

Service Ordered by Customer:

IDENTIFY REQUESTED SERVICE(S) HEREIN AND/OR IN ATTACHMENT A

The selected Service period is **April 1, 2025 – September 30, 2026**. Unless otherwise agreed upon in writing, the Service period shall commence upon Service installation.

Requested Service Commencement Date(s): July 1, 2025 – June 30, 2026

If this Agreement is cancelled or terminated prior to Service Installation, cancellation charges will apply as set forth in the Master Contract (if applicable).

Customer may seek Universal Service Fund funding pursuant to the rules and regulations associated with the E-Rate program.

Customer further warrants and represents that Customer is authorized to enter into this Agreement and to order Service pursuant to the Master Contract. There are no other terms and conditions allowed pursuant to this agreement other than those present in the underlying State Master Contract. Customer further warrants and represents that this Agreement complies with all applicable procurement laws and/or requirements.

This Agreement is effective when executed by Customer. Submission of a quote at the request of the customer constitutes the Service Provider's intent to proceed upon acceptance of the Customer. This agreement is subject to and controlled by the provisions of the State Master Contract, including any amendments as may be made from time to time.

Customer Name:

Print Name: Greg Wallace
By: *Greg Wallace*
Title: Interim Superintendent
Date: 3/5/25

Accepted by Presidio:

Print Name: Chris Applegate
By: *Chris Applegate*
Title: Area VP, Business Operations
Date: 3/4/2025

SMC_Order_Form TEBC-Cat2

Final Audit Report

2025-03-04

Created:	2025-03-04
By:	Tracy Stone (tstone@ineteng.com)
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Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Surplus Property Sales</h2>	Descriptor Code: <h3 style="text-align: center;">2.403</h3>	Issued Date: <h3 style="text-align: center;">04/07/25</h3>
		Rescinds: <h3 style="text-align: center;">2.403</h3>	Issued: <h3 style="text-align: center;">04/03/23</h3>

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

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

6 Surplus property which has no value or has a value of less than five hundred dollars (\$500) may be
 7 disposed of without the necessity of bids. In order for such disposal without bids, the Superintendent of
 8 Schools and the Board Chair shall agree in written form that the property is of no value or is of less value
 9 than five hundred dollars (\$500).²⁴

10 If reasonable attempts to dispose of surplus properties fail to produce monetary return to the ~~district~~
 11 **school system**, the Board shall approve other methods of disposal.³⁵

12 Surplus equipment will be auctioned off by the ~~district~~ **school system**, at the end of the school year. The
 13 Board shall approve all surplus equipment prior to the materials being disposed of at the end of the school
 14 year.

15 **DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS**⁴⁶

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

- 19 1. Items of equipment with a current per-unit fair market value of less than ~~\$5,000~~ **10,000** may be
 20 retained, sold, or otherwise disposed of with no further obligation to the awarding agency; or
- 21 2. Items of equipment with a current per unit fair market value in excess of ~~\$5,000~~ **10,000** may be
 22 retained or sold, and the awarding agency shall have a right to an amount calculated by
 23 multiplying the current market value or proceeds from sale by the awarding agency's share of the
 24 equipment.
 25
 26

Legal References

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

Cross References

- Duties of Officers 1.201
 Inventories 2.702
 Textbooks 4.401

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

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Emergency Preparedness Plan	Descriptor Code: 3.202	Issued Date: 08/06/24
		Rescinds: 3.202	Issued: 01/05/24

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

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

8 The emergency preparedness plan shall be reviewed and updated annually and distributed to law
9 enforcement and other emergency personnel as needed.

10 FIRE AND SAFETY DRILLS

11 The principal shall ensure that one (1) fire drill requiring full evacuation is given every thirty (30)
12 school days, with **no more than** two (2) fire drills occurring during the first thirty (30) full days of the
13 school year. Additionally, they shall ensure that four (4) fire safety educational announcements are
14 conducted throughout the year.²

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

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

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

24 ANNUAL DRILLS⁵

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

- 27
- 28 1. An armed intruder drill in coordination with local law enforcement:
29

- 1 2. An incident command drill:
- 2
- 3 3. An emergency safety bus drill.

4

5 **AED DRILLS⁶**

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

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

11 **MEDICAL EMERGENCIES/PANDEMIC/FLU⁶⁷**

12 In the event of medical emergencies, such as a pandemic flu outbreak, school officials shall cooperate
13 and consult with the local and state health departments and other local emergency or healthcare
14 providers in protecting students and the community from further infection. The Superintendent of
15 Schools shall develop procedures for health emergencies in accordance with state law and regulations.⁴

16 **REMOTE LEARNING DRILLS⁷⁸**

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

Legal References

1. [TRR/MS 0520-01-02-.30\(2\)](#); [TCA 49-6-804](#); [TCA 49-6-805\(8\)](#)
2. [TCA 68-102-137\(b\)](#)
3. [TCA 68-102-137\(f\)](#)
4. [Public Acts of 2024, Chapter No. 563](#)
5. [TCA 49-6-807](#)
6. [TCA 49-2-122](#); [TCA 49-6-1208](#); [Public Acts of 2024, Chapter No. 625](#)
7. [TCA 49-6-3004\(a\), \(c\)](#); [TCA 49-5-404](#)
8. [TCA 49-2-139](#)

Cross References

Emergency Closings 1.8011
Safety 3.201
Community Use of School Facilities 3.206

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Threat Assessment Team	Descriptor Code: 3.204	Issued Date: 01/06/25
		Rescinds:	Issued: 01/05/24

1 A threat assessment team shall be created within the school district to develop intervention-based
2 approaches to prevent violence, manage reports of potential threats, and create a system that fosters a
3 safe, supportive, and effective school environment. The Superintendent of Schools shall appoint the
4 members of the threat assessment team.¹

5 The Superintendent of Schools shall develop administrative procedures regarding the training and
6 operations of the team to comply with state law and State Board of Education rules and regulations.

7 **TEAM MEETINGS**

8 All threat assessment team meetings shall be closed to the public.²

9 **RECORDKEEPING³**

10 The team shall document all behaviors and incidents deemed to pose a risk to school safety or that
11 resulted in intervention and shall provide the information to the Superintendent of Schools.

12 A report of the activities of the threat assessment team will be compiled and shared with the Board of
13 Education before each safety meeting.

14 Documents produced or obtained regarding these assessment activities will not be open for public
15 inspection.

16 **REPORTING⁴**

17 **The Superintendent of Schools shall develop a process for providing parent(s)/guardian(s)**
18 **information on credible threats of violence or significantly disruptive behavior directed toward**
19 **or occurring on the grounds of the school their student attends. Such reports shall include**
20 **incidents that are reported to a state or local law enforcement agency. These reports must be**
21 **made within forty-eight (48) hours of the school system's report to law enforcement.**

22 **At least once per quarter, the Superintendent of Schools shall provide the Board with a report**
23 **listing the total number of incidents reported to state and local law enforcement agency**
24 **requiring notice to parent(s)/guardian(s) for the respective quarter as well as total for the year to**
25 **date.**

Legal References

1. TCA 49-6-2701 ~~*et seq.*; Public Chapter 2023, Chapter No. 367~~
2. TCA 49-6-2701(f)
3. TCA 49-6-2702
4. [Public Acts of 2025, Chapter No. 215](#)

Cross References

School District Records 1.407
Safety 3.201
Security 3.205
Student Records 6.600

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Goals and Philosophy	Descriptor Code: 4.100	Issued Date: 01/06/25
		Rescinds: 4.100	Issued: 06/04/24

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

7 **GOALS**

8 The Board approves the following broad-based instructional goals:

- 9
- 10 • Advance student achievement, participation, and support in all curricular and extra-curricular
 - 11 programs
 - 12 • Strengthen stakeholder communication and community connections
 - 13 • Recruit, support, and retain a high-quality workforce.
 - 14 • Create and enhance safe, effective learning environments.
 - 15 • Promote physical, social, and mental wellness.

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

18 **VISION STATEMENT**

19

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

24 **MISSION STATEMENT**

25

26

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

29 **BELIEFS**

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

Cross Reference:

School District **System** Goals & Objectives 1.700

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 01/06/25
		Rescinds: 4.301	Issued: 01/09/23

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

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

13 ~~Participation in interscholastic athletics or marching band shall not be substituted for the~~ The Board of
14 Education approves transportation of teams to athletic events, however such transportation must
15 comply with the procedures and guidelines in place for all student trips. In addition, the athletic
16 department must pay its own mileage and other related expenses.

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

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

22 **INSURANCE & PHYSICAL EXAMINATIONS**

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

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

32 **SCHEDULING**

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

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

10

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

13

14 **SEVERE WEATHER⁴**

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

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

22 **PROHIBITION AGAINST HAZING**

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

25 **HOME SCHOOL STUDENT PARTICIPATION¹⁰**

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

VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹

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

Legal References

1. 34 CFR § 106.41; 20 USCA § 1681 *et seq.*
2. TCA 49-6-310(a)
3. TRR/MS 0520-01-02-.08(1)
4. TCA 49-6-3601
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120
10. Public Acts of 2024, Chapter No. 658
11. **Public Acts of 2025, Chapter No. 173**

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date: 05/05/25
		Rescinds:	Issued: 01/09/23

1 The Secondary Supervisor shall be responsible for library collection development. They shall post the
2 list of library materials online. Library materials shall be reviewed to ensure the content aligns with state
3 law. Prior to the purchase of new materials, librarians shall review the age and maturity level along with
4 the reading level of the selected items for suitability.¹ A list of new materials shall be reviewed by the
5 Secondary Supervisor.

6 The Secondary Supervisor shall be responsible for periodically reviewing the ~~district~~ **school system**'s
7 library collection in line with the standards established below. Any materials found to be out of alignment
8 with the standards shall be removed, and this action shall be documented in writing and presented to the
9 Superintendent of Schools and the Board of Education.

10 **STANDARDS²**

11 The library collection shall adhere to the following criteria:

- 12 1. Materials shall be suitable for and consistent with the educational mission of the school;
- 13
- 14 2. Materials shall be appropriate for the age and maturity levels of the students who may access
15 them. The determining factor will be based on an assessment of any mature themes or content
16 (i.e., violence, sexual content, vulgar language, substance abuse);
- 17
- 18 3. Materials shall contain literary, historical, scientific, and/or artistic value and merit; and
- 19
- 20 4. The collection as a whole shall offer a variety of viewpoints; **and**
- 21
- 22 5. **Materials shall not be removed on the sole grounds that the item is religious.**

23 Any materials that meet the following criteria shall be removed and excluded from the ~~district~~ **school**
24 **system**'s library collection:

- 25 1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess
26 violence, or sadomasochistic abuse as defined in state law³;
- 27
- 28 2. Are patently offensive as defined in state law; or
- 29
- 30 3. Appeal to the prurient interest as defined in state law.

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

1 COMPLAINTS⁴

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

- 4 1. Inform the complainant of the selection procedures and make no commitments.
- 5
- 6 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
- 7
- 8 3. Inform the principal (and other appropriate personnel).
- 9
- 10 4. Keep challenged materials available for use during the reconsideration process.

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

15 The review committee shall take the following steps after receiving the challenged materials:

- 16 1. Read, view, or listen to the contested material in its entirety;
- 17
- 18 2. Check general acceptance of the material by reading recognized and evaluative reviews;
- 19
- 20 3. Determine the extent to which the material is appropriate for the age and maturity levels of the
21 students who have access to the materials and whether the material is suitable for, and
22 consistent with, the educational mission of the school; and
- 23
- 24 4. Complete the appropriate Checklist for Reconsideration of Library Materials, judging the
25 material for its strength and value.

26 The principal shall present a recommendation to the Superintendent of Schools. The Superintendent of
27 Schools shall assess the findings along with the recommendation of the principal and present a
28 recommendation to the Board.

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

29 REMOVAL OF LIBRARY MATERIALS

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

Legal References

1. [Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853, 102 S. Ct. 2799 \(1982\); TCA 49-6-3803](#)
2. [Public Acts of 2024, Chapter No. 782](#)
3. [TCA 39-17-901](#)
4. [TCA 49-6-3803](#)

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 November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 01/06/25
		Rescinds: 4.406	Issued: 01/09/23

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

4 **Employees**

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

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

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

28 **Students**

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

31 Procedures shall address the following:

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

16 INTERNET SAFETY MEASURES²

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

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

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

- 31 1. Utilizing technology that blocks or filters Internet access (for both students and adults) to
 32 material that is obscene, or pornographic³, ~~or harmful to students~~⁴;
- 33
- 34 2. **Prohibiting and preventing a user from sending, receiving, viewing, or downloading**
 35 **materials that are deemed to be harmful to minors;**⁴
- 36
- 37 3. Maintaining and securing a usage log; **and**
- 38
- 39 4. Monitoring online activities of students.²

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

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

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

14 **E-MAIL**

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

15 **INTERNET SAFETY INSTRUCTION⁶**

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

21

22 **SOCIAL NETWORKING**

23 **1. Students are prohibited from accessing social media platforms using school system internet**
24 **except when expressly authorized by a teacher for educational purposes.⁷**

25

26 **2.** School system staff who have a presence on social networking websites are prohibited from
27 posting data, documents, photographs or inappropriate information that is likely to create a
28 material and substantial disruption of classroom activity or which violates the privacy of other
29 staff or students, or which violates FERPA.

30

- 1 3. School system staff are prohibited from accessing personal social networking sites on school
2 system devices during school hours except for legitimate instructional purposes.
3
- 4 4. The Board discourages school system staff from socializing with students on social networking
5 websites. The same relationship, exchange, interaction, information or behavior that would be
6 unacceptable in a non-technological medium is unacceptable when done through the use of
7 technology.

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

9 **VIOLATIONS**

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

12 **VENDOR CONTRACTS³⁸**

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

Legal References

1. [TCA 39-14-602](#)
2. [47 USCA § 254 \(h\)\(5\)\(A\) – \(C\), 254\(l\); 47 CFR § 54.520\(c\)\(1\)\(i\); 20 USCA § 7131; Public Acts of 2025, Chapter No. 195](#)
3. [TCA 49-1-221\(a\)\(1\)\(C\)\(i\)](#)
4. [TCA 39-17-901; TCA 49-1-221\(a\)\(1\)\(C\)\(ii\)](#)
5. [TCA 10-7-512](#)
6. [TCA 49-1-221\(a\)\(1\)\(E\)](#)
7. [Public Acts of 2025, Chapter No. 195](#)
8. [TCA 49-1-221\(c\)](#)

Cross References

Use of Email 1.805
Use of Artificial Intelligence Programs 4.214
School and System Websites 4.407
Controversial Materials 4.801
Student Publications 6.704

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Reporting Student Progress	Descriptor Code: 4.601	Issued Date: 01/03/22
		Rescinds: 4.601	Issued: 03/05/19

1 Student progress reports shall be provided at least once every nine (9) weeks during the school year with
2 a midterm progress report each 4 1/2 weeks for grades K-8. The reporting procedure shall be uniform
3 for all reporting periods during each school year. Each report shall be signed or otherwise acknowledged
4 by the parent(s)/guardian(s). In grades six (6) through twelve (12), reports may be made in electronic
5 format and acknowledgment is not required provided the dates and methods of reporting pupil progress
6 are published. Ample opportunity will be provided for parent(s)/guardian(s) to notify the school of
7 concerns. The administration shall establish rules and regulations which will keep parent(s)/guardian(s)
8 of students with academic deficiencies advised.

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

14 In addition to the regular progress reports, principals and teachers are encouraged to confer with
15 parents/guardians on the educational progress of their children. Teachers are expected to consult with
16 parents/guardians of students who are working at an unsatisfactory level or whose performance shows
17 a marked or sudden deterioration. Parents/guardians shall be notified by the teacher as early in the
18 school year as possible if the retention of a student is being considered.

19 SURROGATE PARENTS

20 For students with disabilities, IDEA requires the Board to maintain a list of surrogate parents who meet
21 the following requirements:

- 22 1. They have no interest or conflicts of interest involving the child;
- 23 2. They have adequate knowledge to insure adequate representation for the child; and
- 24 3. They are not public employees who provide direct services to the child.

25 The Board will be prepared to defend the qualifications of the persons selected.

26 Surrogate parents will be appointed for students when:

- 27 1. The school system cannot identify a parent of the child;
- 28 2. The guardian parent of the child is an agency of the State of Tennessee; or
- 29 3. The child is institutionalized or parentless and is assigned a guardian who is an employee of the
30 State.

31 ~~DRIVER'S LICENSE REVOCATION~~¹

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

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

5 ~~A copy of the notice sent to the Department of Safety by the attendance teacher or the Superintendent~~
 6 ~~of Schools shall also be mailed to the student's parent or guardian.~~

7 **PARENT-CONFERENCES**

8 At least two (2) times during the school year, conferences shall be scheduled in which
 9 parent(s)/guardian(s) and teachers may discuss any pertinent problems or other matters of concern
 10 regarding the development and education of each student. These scheduled conferences shall not use
 11 any portion of the 180 days of classroom instruction.² The Superintendent of Schools shall be
 12 responsible for scheduling and coordinating systemwide conferences. Teachers will be available for
 13 conferences, by appointment, at other times. Conferences may also be held during a teacher's
 14 designated planning time. Because of the excessive demands made on the teacher's time,
 15 parent(s)/guardian(s) are asked to schedule conferences in advance. Teachers will be expected to
 16 schedule conference in advance with parent(s)/guardian(s) except in cases of emergency.

17 Conferences shall be physically accessible to all students and parent(s)/guardian(s).³⁴

Legal References

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

Cross References

- School Calendar 1.800
- Grievance Procedures for Qualified Individuals with Disabilities 1.802
- Grading System 4.600
- Promotion and Retention 4.603**
- In-Service and Professional Learning Opportunities 5.113**
- Staff Time Schedules 5.602**
- Attendance 6.200
- Withdrawals 6.207**

Johnson City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: 04/07/25
		Rescinds: 5.119	Issued: 01/09/23

1 The Superintendent of Schools may hire a retired individual if certain conditions are met as provided
2 for in state law.¹ **Prior to commencement of reemployment, the Superintendent of Schools shall**
3 **provide the required employment information to the Tennessee Consolidated Retirement System**
4 **(TCRS). In order to be eligible for employment after retirement, a TCRS member must comply**
5 **with the following:**

- 6 **1. The retired member must have a bona fide separation of service which includes a**
7 **separation of at least sixty (60) calendar days and no previous agreement to return to**
8 **work after retirement; and**
- 9 **2. The retired member may not accrue additional retirement benefits as a result of the**
10 **member's reemployment and may not draw disability retirement benefits.**
11

12 EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS²

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

17 **To continue receiving TCRS benefits, the following conditions must be met in addition to the**
18 **general standards above:**
19

- 20 **1. During a twelve-month period, the retiree must not work more than one hundred twenty**
21 **(120) days; and**
- 22 **2. The retired member's compensation must not exceed 60% of the annual full-time salary**
23 **received in the year immediately prior to the member's last paid day of covered**
24 **employment. This amount shall be adjusted by five percent (5%) for each year after that**
25 **date.**
26

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

30 EMPLOYMENT CONTRACTS FOR ONE YEAR

1 The Superintendent of Schools may employ retired teachers for at least one (1) year for full-time
2 employment as a kindergarten through twelfth (K-12) grade teacher on a year-to-year basis in an area
3 that lacks qualified candidates to serve in this position. Retirement benefits will not be lost or suspended
4 under certain conditions which include, but are not limited to, the following:²

5 1. The Superintendent of Schools of the employing district shall certify in writing that no other
6 qualified individuals are available to fill the position;

7
8 2. The Commissioner of Education shall certify that the employing school district serves an area
9 that lacks qualified teachers to serve in the position to be filled;

10
11 3. The retired teacher shall hold a valid license and shall not be entitled to tenure status;

12
13 4. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
14 receive medical insurance coverage; and

15
16 5. The salary paid to the retired teacher shall not be less than the rate of compensation set by the
17 Board for teachers with no experience filling similar positions or more than eighty-five percent
18 (85%) of the rate of compensation set by the Board for teachers with comparable training and
19 years of experience filling similar positions.

20 ~~ADDITIONAL EMPLOYMENT OPTION FOR RETIREES~~³

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

24 1. The retired member has been retired for at least sixty (60) calendar days;

25 2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the
26 retirement allowance;

27 3. The retired member's employment cannot be longer than a one (1) year period; however, the
28 retired member can be reemployed for additional one (1) year periods;

29 4. The retired member is not drawing disability retirement benefits; and

30 5. The retired member cannot accrue additional retirement benefits.

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

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

1 **HARD TO FILL POSITIONS³**

2 **The Superintendent of Schools may contract with retired members for hard to fill positions if the**
3 **following conditions are met in addition to the general standards above:**
4

- 5 1. **During the reemployment, the retirement benefit payable to the retiree must be reduced**
6 **to seventy percent (70%) of the retirement allowance the member would have otherwise**
7 **been entitled to receive; and**
8
9 2. **The retired member’s reemployment must not exceed one (1) year, but the retired**
10 **member may be reemployed for additional one-year periods per state law.**

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

- 14 1. **It is difficult to recruit and retain qualified employees for the position;**
15
16 2. **The position requires specialized certification, credentials, or education;**
17
18 3. **The demand for the position exceeds the supply;**
19
20 4. **The position is in high demand in the marketplace;**
21
22 5. **The position is filled by key personnel;**
23
24 6. **The position requires specific skills and experience; or**
25
26 7. **The position has other unique recruitment or retention issues identified and documented**
27 **by the Superintendent of Schools.**

28 **Once the retired member is hired, the district shall pay TCRS the greater of: (1) a payment**
29 **equal to the amount the employer would have contributed to the retirement system during the**
30 **period of reemployment; or (2) an amount equal to five percent (5%) of the retired member’s**
31 **earnable compensation.**

Legal References

- ~~1. TCA 8-36-805~~
~~2. TCA 8-36-824~~
3. Public Acts of 2022, Chapter No. 824

Cross References

- Application and Employment 5.106
Substitute Teachers 5.701

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

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

Johnson City Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Family and Medical Leave	Descriptor Code: 5.305	Issued Date: 06/04/24
		Rescinds: 5.305	Issued: 04/04/22

ELIGIBILITY

Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility¹) during the previous twelve (12) month period shall be eligible to use FMLA leave.²

GENERAL PRINCIPLES

An eligible employee shall be granted, upon request, up to twelve (12) weeks unpaid leave during a fixed calendar year for the following reasons:

1. The birth of a child;
2. The placement of a child with the employee for adoption or foster care;
3. A serious health condition of the employee that makes the employee unable to perform the essential functions of their job position;
4. The care of a spouse, child, or parent of the employee who has a serious health condition; and
5. Any qualifying circumstances arising out of the fact that a spouse, child, or parent of the employee is on covered active duty or has been notified of an impending call or order to covered active duty in the Armed Forces.

An employee may substitute accrued paid leave for unpaid time. Use of accrued paid leave shall run concurrently with and be counted toward the employee's total period of FMLA leave.

MATERNITY/PATERNITY LEAVE

1. *Relationship between FMLA leave and Tennessee Maternity Leave Act* – FMLA leave shall run concurrently with leave provided under the Tennessee Maternity Act, which affords eligible employees leave for a period not to exceed four (4) months for the adoption, pregnancy, childbirth, and nursing of a newborn child.³
2. *Teachers' Leave* – In accordance with state law, any teacher who goes on maternity or paternity leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave for maternity leave purposes. In order to be eligible to use sick leave, written request of the teacher accompanied by a statement from the teacher's physician verifying pregnancy shall be submitted. Upon verification by a written statement from an adoption

1 agency or other entity handling an adoption, a teacher may also be allowed to use
2 accumulated leave for adoption of a child. **Upon verification by a written statement from**
3 **an adoption agency or other entity handling an adoption, a teacher may also be**
4 **allowed to use accumulated leave for adoption of a child.** If both adoptive parents are
5 teachers employed by the district, however, only one (1) parent is entitled to use such
6 leave.⁴

7
8 3. Spouses who are both eligible employees of the school district are limited to a
9 combined total of twelve (12) workweeks of FMLA leave in a single twelve (12) month
10 period if the leave is taken for the birth and care of a newborn child, for the placement of a
11 child for adoption or foster care, or to care for a parent who has a serious health condition.
12 Under certain circumstances, spouses who share leave for the birth or adoption of a child
13 may be eligible for limited amounts of additional leave for other qualifying FMLA
14 reasons.⁵

15
16 4. *Paid Parental Leave* – Under state law, an additional six (6) work weeks of paid leave
17 is available to eligible employees after a birth, stillbirth, or adoption of a newly placed
18 minor child.⁶ An eligible employee taking leave under this provision shall not be required to
19 utilize any other type of accrued leave during this period. Eligible employees include
20 teachers, principals, supervisors, or other individuals required by law to hold a valid license
21 of qualification for employment ~~who have been employed with a school district full time~~
22 ~~for at least twelve (12) consecutive months.~~ **and who meet the following requirements:**

- 23
24 a. **Possess a valid license or an emergency credential issued by the Department of**
25 **Education per TCA 49-5-106, required for the position the employee holds;**
26
27 b. **Have been employed with the district full time for at least twelve (12)**
28 **consecutive months in a position for which the employee is required by law to**
29 **hold the license or an emergency credential referenced above at the time of the**
30 **qualifying event; and**
31
32 c. **Have held a valid license or an emergency credential issued by the Department**
33 **of Education per TCA 49-5-106 for the entire twelve consecutive months of**
34 **fulltime employment.**
35

36 Employees shall provide notice to the school district thirty (30) days prior to the intended use
37 of the leave. If the employee learns about the need for leave less than thirty (30) days in
38 advance, the employee shall give notice as soon as reasonably possible in order to be eligible
39 for the paid leave. This paid leave does not need to be taken consecutively; however, the paid
40 leave shall be used within twelve (12) months of the qualifying event. The leave shall run
41 concurrently with FMLA leave.⁶

42
43 **LEAVE FOR A SERIOUS HEALTH CONDITION^{7,8}**
44

1 Eligible employees, upon request, shall be granted up to twelve (12) weeks of unpaid leave when they
2 are unable to work because of a serious health condition or to care for an immediate family member
3 with a serious health condition. Employees shall contact Human Resources to determine if the reason
4 for leave qualifies as FMLA leave. If the leave is foreseeable, the employee shall give thirty (30) days'
5 notice. If the leave is not foreseeable, the employee shall notify Human Resources as soon as
6 practicable, generally, either the same or next business day.
7

8 **LEAVE FOR MILITARY FAMILY MEMBERS**

9

10 1. *Qualifying Exigency Leave*⁸ - Eligible employees are entitled to up to twelve (12)
11 workweeks of leave because of any qualifying exigency arising out of the fact that the
12 spouse, son, daughter, or parent of the employee, as defined under the FMLA, is on active
13 duty, or has been notified of an impending call to active duty, or has been notified of an
14 impended call to active duty status in the Armed Forces. Qualifying exigencies may
15 include:
16

- 17 a. Issues arising from the service member's short notice deployment;
 - 18 b. Military events and related activities (e.g., official ceremonies, support
19 programs);
 - 20 c. Making or updating financial and legal arrangements;
 - 21 d. Attending counseling;
 - 22 e. Taking up to fifteen (15) days leave to spend time with a covered service
23 member who is on short-term rest and recuperation leave during deployment; or
 - 24 f. Attending post-deployment activities.
- 25

26 2. *Military Caregiver Leave*⁹ - An eligible employee who is the spouse, son, daughter,
27 parent, or next of kin of a covered service member or covered veteran with a serious injury
28 or illness is entitled to up to twenty-six (26) workweeks of leave in a single twelve (12)
29 month period. A covered service member is a current member of the Armed Forces,
30 including a member of the National Guard or Reserves, who is undergoing medical
31 treatment, recuperation, or therapy, is otherwise in out-patient status, or is otherwise on the
32 temporary disability retired list for a serious injury or illness.
33

34 A covered veteran is an individual who was a member of the Armed Forces at any time during
35 the period of five (5) years preceding the date of the medical treatment, recuperation, or therapy
36 that has a serious injury or illness who is currently receiving medical treatment, recuperation, or
37 therapy.
38

39 The single twelve (12) month period for military caregiver leave begins on the first day the
40 employee takes leave for this reason and ends twelve (12) months later. An eligible employee is
41 limited to a combined total of twenty-six (26) workweeks of leave to provide care for a covered
42 service member. The maximum of twenty-six (26) workweeks may include no more than
43 twelve (12) workweeks of leave that is taken for the birth and care of a newborn child, for the
44 placement of a child for adoption or foster care, for care of a parent who has a serious health
45 condition, or for the employee's own serious health condition.
46

47 **INTERMITTENT LEAVE**¹⁰

1
2 Eligible employees may take FMLA leave intermittently when medically necessary to care for a
3 seriously ill family member, because of the employee's own serious health condition, or for the care for
4 a newborn, a newly adopted child, or a newly placed foster care child. When an employee requests
5 foreseeable leave for planned medical treatment and the employee would be on leave for greater than
6 twenty percent (20%) of the total number of working days in the period during which the leave would
7 extend, the school district may require that such employee elect either to take the leave for periods of a
8 particular duration, not to exceed the duration of the planned medical treatment, or to transfer
9 temporarily to an available alternative position offered by the school district for which the employee is
10 qualified and that has equivalent pay and benefits and better accommodates recurring periods of
11 leave.

12 **RESTRICTIONS**

13 1. Notice Requirements

14
15
16
17 a. *Employee Notice*¹¹- For foreseeable leave, the employee shall provide the
18 Superintendent of Schools with at least thirty (30) days written notice before the
19 beginning of the anticipated leave.

20
21 b. *District Notice* - Once it has been established that the leave requested qualifies
22 for FMLA, the Superintendent of Schools/designee shall notify the employee within
23 three (3) business days (absent extenuating circumstances) that any leave taken
24 pursuant to state leave statutes (paid vacation leave, personal leave, sick leave, or
25 workers' compensation) shall run concurrently with FMLA leave.¹² The notice may
26 be given orally or in writing. If the notice is oral, it shall be confirmed in writing, no
27 later than the following pay day.¹³

28 2. Certification Requirement¹⁴

29
30
31 a. The Superintendent of Schools may require that a request for leave be supported
32 by certification issued by a health care provider with the following information:

- 33
34 i. The date on which the serious health condition commenced;
35 ii. The probable duration of the condition;
36 iii. The appropriate medical facts within the knowledge of the health care
37 provider regarding the condition; and
38 iv. A statement that the eligible employee is needed to care for the son,
39 daughter, spouse, or parent and an estimate of the amount of time that such
40 employee is needed.

41
42 b. If there is any reason to doubt the validity of the certification provided, the
43 Superintendent of Schools may require, at the expense of the school district, an
44 opinion of a second health care provider.

45 3. Period Near the End of an Academic Term (Professional Employees)¹⁵

1 a. If leave is taken more than five (5) weeks prior to the end of the term, the
 2 Superintendent of Schools may require the employee to continue taking leave until
 3 the end of the term if the leave is at least three (3) weeks of duration and the return
 4 of employment would occur during the three (3) week period before the end of the
 5 term.

6
 7 b. If the leave is taken five (5) weeks prior to the end of the term, the
 8 Superintendent of Schools may require the employee to continue taking leave until
 9 the end of the term if the leave is greater than two (2) weeks duration and the return
 10 to employment would occur during the two (2) week period before the end of the
 11 term.

12 **REQUIREMENTS OF THE BOARD OF EDUCATION¹⁶**

- 13
 14
 15 1. The employee shall be restored to the same position of employment or an equivalent
 16 position with no loss of benefits, pay, or other terms of employment.
 17 2. The employee shall be kept under any group health plan for the duration of the leave.
 18 3. The Board may recover the premium paid under the following conditions:

19
 20 a. The employee fails to return from leave after the period of leave has expired;
 21 and

22
 23 b. The employee fails to return to work for a reason other than the continuation,
 24 recurrence, or onset of a serious health condition or other circumstances beyond the
 25 control of the employee.
 26

Legal References

1. [Hinson v. Tecumseh Products Co., 2000 U.S. App. LEXIS 26778, at *1—10 \(6th Cir. Oct. 17, 2000\)](#)
2. [29 USCA § 2601, 2611—2619](#)
3. [TCA 49-5-702; TCA 4-21-408](#)
4. [TCA 49-5-710\(a\)\(2\); TCA 8-50-802\(a\)\(4\)](#)
5. [29 CFR § 825.120\(a\)\(3\)](#)
6. ~~[Public Acts of 2023, Chapter No. 399](#)~~ [Public Acts of 2025, Chapter No. 163](#)
7. [TCA 8-50-814; Public Acts of 2025, Chapter No. 235](#)
8. [29 CFR § 825.113](#)
9. [29 CFR § 825.126](#)
10. [29 CFR § 825.124; 29 CFR § 825.127](#)
11. [29 CFR § 825.202](#)
12. [29 CFR § 825.302-825.304](#)
13. [29 CFR § 825.207](#)
14. [OP Tenn. Atty Gen 94-006 \(Jan 13, 1994\); Plant v. Morton International, Inc., 212 F. 3d 929, 932 \(6th Cir. 2000\)](#)
15. [29 CFR § 825.305-825.313](#)
16. [29 CFR § 825.602](#)
17. [29 USCA § 2614](#)

Cross References

- Sick Leave 5.302
 Long-Term Leaves of Absence 5.304

Johnson City Board of Education			
Monitoring: Review: Annually, in February	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: 04/07/25
		Rescinds:	Issued:

1 Substitute teachers are those teachers used to replace teachers on leave or to fill temporary vacancies
 2 until a licensed teacher is available.^{1,2} Substitute teachers may be employed and paid directly by the
 3 Board of Education or by a third-party employer through an agreement between such third-party
 4 employer and the Board.

5 Substitute teachers employed by third party entities shall be subject to the same unemployment benefit
 6 eligibility conditions as substitute teachers employed directly by the Board.²

7 **APPLICATION/QUALIFICATIONS**

8 Criminal history record checks and fingerprinting of applicants for substitute teaching are required.³

9 Applicants with revoked or suspended licenses or certificates according to the State Board of Education
 10 shall not be hired.⁴

11 Qualifications for substitute teachers shall be determined by the Superintendent of Schools in compliance
 12 with board policy, state laws, and State Board of Education rules and regulations.

13 A list of substitute teacher(s) will be prepared by the Human Resources Department who will maintain
 14 file(s) which may include transcripts, credentials, recommendations, and other pertinent information.

15 **COMPENSATION**

16 If employed directly by the district, the compensation of substitute teachers shall be determined annually
 17 by the Board.

18 Retired teachers serving as substitutes who do not have an active teaching license shall be paid the same
 19 as a retired substitute teacher with an active teaching license. This only applies to teachers who retired
 20 after July 1, 2011 through July 1, 2016.⁵

21 **CERTIFICATION**

When substituting for a regular teacher who has been absent for ~~twenty (20)~~ **thirty (30)** consecutive
 days, a substitute teacher shall possess a teaching certificate with endorsement in the discipline(s) to be
 taught or shall be a retired teacher that held the appropriate endorsement.⁶ When substituting for a teacher
 without sick leave, the substitute shall be certified and paid according to the state salary schedule.¹

22 **EMERGENCY NEEDS**

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

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

7 **TRAINING AND ORIENTATION**

8 The Superintendent of Schools shall be responsible for ensuring that there are appropriate training and
9 development programs for substitute teachers that includes the annual school safety training required by
10 state law.⁷

11 **RESPONSIBILITIES**

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

14 **RE-EMPLOYMENT/TERMINATION**

15 On an annual basis, the Superintendent of Schools, with input from the Human Resources Department
16 and principals, shall determine which substitute teachers performed at an acceptable level. Substitute
17 teachers who performed below an acceptable level shall not be re-employed.

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

Legal References

1. [TRR/MS 0520-01-02-.04\(5\)](#)
2. [TCA 49-5-709](#)
3. [TCA 49-5-413\(a\)\(2\)](#)
4. [TCA 49-2-203\(a\)\(14\)\(C\)](#)
5. [TCA 49-3-312\(b\)](#)
6. [TCA 49-3-312\(a\)](#); [TRR/MS 0520-01-02-.04\(5\)\(b\)](#);
[Public Acts of 2025, Chapter No. 235](#)
7. [Public Acts of 2024, Chapter No. 735 TCA 49-2-203\(a\)\(14\)\(A\)](#); [TCA 49-6-805\(7\)](#)

Cross References

- Background Investigations 5.118
Employment of Retirees 5.119

Johnson City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Interrogations Questioning Students and Searches	Descriptor Code: 6.303	Issued Date: 04/03/23
		Rescinds: 6.303	Issued: 04/05/21

1 INTERROGATIONS QUESTIONING BY SCHOOL PERSONNEL

2 Students may be questioned by teachers and/or principals about any matter pertaining to the operation
3 of the school and/or the enforcement of its rules. Questioning must be conducted discreetly and under
4 circumstances which will avoid unnecessary embarrassment to the student being questioned. Any
5 student answering falsely, evasively or refusing to answer appropriate and pertinent questions may be
6 subject to disciplinary action, including suspension.

7 If a student is suspected or accused of misconduct or infraction of the Student Code of Conduct, the
8 principal may interrogate the student, without the presence of parent(s)/guardian(s) or legal custodians
9 and without giving the student constitutional warnings.

10 School personnel have a duty to report any reasonable suspicion that a student is carrying, or has carried,
11 a weapon or is violation, or has violated, a provision of the Tennessee Drug Control Act to the
12 principal/designee or the appropriate authorities.¹

13 INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

14 If the principal/school system administrator has requested assistance by the police department to
15 investigate a crime involving ~~their~~ a school, the police shall have permission to interrogate a student
16 suspect in school during school hours. The principal/designee shall first attempt to notify the
17 parent(s)/guardian(s) or legal custodians of the student of the intended interrogation, unless
18 circumstances require otherwise. The interrogation may proceed without attendance of the
19 parent(s)/guardian(s) or legal custodians. The principal or their designee shall be present during the
20 interrogation. Parent(s)/Guardian(s) shall be notified within 24 hours following any interrogation,
21 unless circumstances require otherwise.

22 POLICE-INITIATED INTERROGATIONS

23 If the police deem circumstances of sufficient urgency to interrogate students at school for crimes
24 committed outside of school hours, the police department shall first contact the principal regarding the
25 planned interrogation and inform them of the probable cause to investigate within the school. The
26 principal/designee shall make reasonable effort to notify the parent(s)/guardian(s) or legal custodians
27 of the interrogation, unless circumstances require otherwise. The interrogation may proceed without
28 attendance of the parent(s)/guardian(s) or legal custodians. The principal ~~or their~~ /designee shall be
29 present during the interrogation.

30 SEARCHES BY SCHOOL PERSONNEL

1 **The school principal shall authorize all searches at the outset per state law.² All principal initiated**
 2 **searches shall be conducted by a school security officer or a school administrator who has**
 3 **completed the state required training.³ The following conditions shall apply to principal initiated**
 4 **searches:**

5 **1. All the following standards of reasonableness must be met:**

- 6 a. **A particular student has violated school policy;**
 7 b. **The search will yield evidence of the violation of school policy or will lead to finding**
 8 **dangerous weapons, drugs, or drug paraphernalia;**
 9 c. **The search is in pursuit of legitimate interests of the school in maintaining order,**
 10 **discipline, safety, supervision, and education;**
 11 d. **The search is not conducted for the sole purpose of discovering evidence to be used**
 12 **in criminal prosecution; and**
 13 e. **The search shall be reasonably related to the objectives of the search and not**
 14 **excessively intrusive considering the age and sex of the student as well as the nature**
 15 **of the alleged infraction;⁴**

2. **A school administrator shall be on-site at any principal-initiated search;**

3. **A school administrator shall oversee the search and may end the search at any time; and**

4. **If a student is under the age of eighteen (18), the principal must notify the student's parent**
or guardian within a reasonable time of the search³

If a school resource officer searches a student, based on having probable cause, the principal shall
notify the Superintendent of Schools/designee.⁵

16 In order to ensure a safe and secure learning environment, the Superintendent of Schools shall develop
 17 procedures regarding the searching of students, lockers, vehicles, and containers which are consistent
 18 with state law. The Superintendent shall develop additional procedures to ensure compliance with all of
 19 the provisions of the School Security Act of 1981.^{1,2}

20

Legal References

1. TCA 49-6-4203(b)
2. ~~TCA 49-6-4201 et seq.~~; Tenn. Op. Att'y Gen. No. 14-21
(February 24, 2014) [TCA 49-6-4204\(a\)](#); [TCA 49-6-4205\(a\)](#)
3. [Public Acts of 2025, Chapter No. 244](#)
4. [TCA 49-6-4205\(b\)](#)
5. [State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 \(Tenn. Ct. App. July 16, 2009\)](#)
6. [TCA 49-6-4201](#); [Tenn. Op. Att'y Gen. No. 14-21 \(February 24, 2014\)](#)

Cross References

- Traffic and Parking Controls 3.403
 Procedural Due Process 6.302
 Reporting Child Abuse 6.409

Johnson City Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation	Descriptor Code: 6.304	Issued Date: 05/07/24
		Rescinds: 6.304	Issued: 04/03/23

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

6 This policy shall be disseminated annually to all school staff, students, and parents.² This policy shall
7 cover employees, employees' behaviors, students and students' behaviors while on school property, at
8 any school-sponsored activity, on school-provided equipment or transportation, or at any official school
9 bus stop. If the act takes place off school property or outside of a school-sponsored activity, this policy
10 is in effect only if the conduct is directed specifically at a student or students and has the effect of creating
11 a hostile educational environment or otherwise creating a substantial disruption to the education
12 environment or learning process.

13 Building administrators are responsible for educating and training their respective staff and students as
14 to the definition and recognition of discrimination/harassment.³

15 **DEFINITIONS⁴**

16 Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another
17 person who has a hard time defending themselves.

18 Bullying/Intimidation/Harassment – can take the form of an act that substantially interferes with a
19 student’s educational benefits, opportunities, or performance, and the act has the effect of:

- 20 • Physically harming a student or damaging a student’s property;
- 21
- 22 • Knowingly placing a student or students in reasonable fear of physical harm to the
23 student or damage to the student’s property;
- 24
- 25 • Causing emotional distress to a student or students; or
- 26
- 27 • Creating a hostile educational environment.

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

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

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

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

12 **COMPLAINTS AND INVESTIGATIONS**

13 Alleged victims of the above-referenced offenses shall report these incidents immediately to a teacher,
14 **coach**, counselor or building administrator.⁶ All school employees are required to report alleged
15 violations of this policy to the principal/designee. All other members of the school community,
16 including students, parents, volunteers, and visitors, are encouraged to report any act that may be a
17 violation of this policy.⁶

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

23 The principal/designee at each school shall be responsible for investigating and resolving complaints.
24 Once a complaint is received, the principal/designee shall initiate an investigation within forty-eight
25 (48) hours of receipt of the report. If a report is not initiated within forty-eight (48) hours, the
26 principal/designee shall provide the Superintendent of Schools with appropriate documentation
27 detailing the reasons why the investigation was not initiated within the required timeframe.⁷

28 The principal/designee shall notify the parent/legal guardian when a student is involved in an act of
29 discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall
30 provide information on district counseling and support services. Students involved in an act of
31 discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the
32 appropriate school counselor by the principal/designee when deemed necessary.⁸

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

- 1 1. It places the student in reasonable fear or harm for the student's person or property;
- 2
- 3 2. It has a substantially detrimental effect on the student's physical or mental health;
- 4
- 5 3. It has the effect of substantially interfering with the student's academic performance; or
- 6
- 7 4. It has the effect of substantially interfering with the student's ability to participate in or benefit
- 8 from the services, activities, or privileges provided by a school.

9 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and
10 complete investigation of each alleged incident. All investigations shall be completed and appropriate
11 intervention taken within twenty (20) calendar days from the receipt of the initial report.⁴ If the
12 investigation is not complete or intervention has not taken place within twenty (20) calendar days, the
13 principal/designee shall provide the Superintendent of Schools with appropriate documentation
14 detailing the reasons why the investigation has not been completed or the appropriate intervention has
15 not taken place.⁷ Within the parameters of the federal Family Educational Rights and Privacy Act⁹
16 (FERPA) at 20 U.S.C. § 1232g, a written report on the investigation will be delivered to the parents of
17 the complainant, parents of the accused students and to the Superintendent of Schools.

18 **RESPONSE AND PREVENTION**¹⁰

19 School administrators shall consider the nature and circumstances of the incident, the age of the
20 violator, the degree of harm, previous incidences or patterns of behavior, or any other factors, as
21 appropriate to properly respond to each situation.

22 A substantiated charge against an employee shall result in disciplinary action up to and including
23 termination. A substantiated charge against a student may result in corrective or disciplinary action up
24 to and including suspension/expulsion.

25 An employee disciplined for violation of this policy may appeal the decision by contacting a System
26 Complaint Manager. Any student disciplined for violation of this policy may appeal the decision in
27 accordance with disciplinary policies and procedures.

28 **REPORTS**

29 When a complaint is filed alleging a violation of this policy where there is physical harm or the threat
30 of physical harm to a student or a student's property, the principal/designee of each school shall report
31 the findings and any disciplinary actions taken to the Superintendent of Schools and the Chair of the
32 Board of Education and other members of the Board if it is determined they have a need to know.¹¹

33 By July 1 of each year, the Superintendent of Schools/designee shall prepare a report of all of the
34 bullying cases brought to the attention of school officials during the prior academic year. The report
35 shall also indicate how the cases were resolved and/or the reasons they are still pending. This report

1 shall be presented to the Board at ~~either its July or August~~ **first safety** meeting **of the school year**, and
 2 it shall be submitted to the state department of education by August 1.¹²

3 The Superintendent of Schools shall develop forms and procedures to ensure compliance with the
 4 requirements of this policy and TCA 49-6-4503.

5 **RETALIATION AND FALSE ACCUSATIONS**

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

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

Legal References

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

Cross References

Appeals to and Appearances Before the Board 1.608
 Grievance Procedures for Qualified Individuals with
 Disabilities 1.802

Staff-Student Relations 5.610
 Student Concerns 6.305
 Methods of Discipline 6.313

Johnson City Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Coordinated School Health	Descriptor Code: 6.411	Issued Date: 05/05/25
		Rescinds: 6.411	Issued: 04/04/22

1 **POLICY INTENT**

2 Johnson City Schools is committed to the optimal development of every student. The school system
3 believes that for students to have the opportunity to achieve personal, academic, developmental and
4 social success, we need to create positive, safe and health-promoting learning environments at every
5 level, in every setting, throughout the school year.

6 The Board recongnizes the link between nutrition, physical activity and learning. In order to
7 implement overall wellness for students, the plan below shall be followed by all schools in the district.¹

8 **COMMITMENT TO COORDINATED SCHOOL HEALTH**

9 All schools shall implement the CDC’s Coordinated School Health approach to managing new and
10 existing wellness related programs and services in schools and the surrounding community based on
11 State law and State Board of Education CSH standards and guidelines. The school system’s
12 Coordinated School Health Coordinator shall be responsible for overseeing compliance with State
13 Board of Education CSH standards and guidelines in the school district.

14 **SCHOOL HEALTH ADVISORY COUNCIL^{2,3}**

15 The district will establish a School Health Advisory Council to serve as a resource to school sites for
16 implementing policies and programs and develop an active working relationship with the county health
17 council. The council shall consist of individuals representing the school and community, including
18 parents, students, teachers, school administrators, school board members, health professionals, school
19 food service representatives, and members of the public. The primary responsibilities of the council
20 include but are not limited to:

- 21 1. Developing, implementing, monitoring, reviewing as necessary, making recommendations as to
- 22 physical activity and nutrition policies;
- 23 2. Ensuring that all schools within the district create and implement an action plan related to the
- 24 modules from the School Health Index;
- 25 3. Ensuring that the results of the action plan are annually reported to the council; and
- 26 4. Ensuring that school level results include measures of progress on each indicator of the School
- 27 Health Index.

28 The State Board of Education’s Physical Education Policy shall be used as guidance by the Council to
29 make recommendations. The Board may consider recommendations of the Council in making policy
30 changes or revisions.

1 Additionally, each school will have a Healthy School Team consisting of teachers, students, parents,
2 and administrators.² The team will hold Healthy School Team meetings during the school year to
3 assess needs and oversee planning and implementation of school health efforts.

4 The Superintendent of Schools will ensure compliance with the school Wellness Policy, to include an
5 assessment of the implementation of the Wellness Policy and the progress made in attaining the policy
6 goals. The assessment will be made to the public.

7 **COMMITMENT TO NUTRITION**

8 All schools shall offer school meal and snack programs with menus that meet or exceed the patterns
9 and nutrition standards established by the U.S. Department of Agriculture and State Board of
10 Education's Minimum Nutritional Standards For Individual Food Items Sold Or Offered For Sale To
11 Pupils In Pre-K Through Eight. The coordinated school health counselor shall be responsible for
12 overseeing the school district's compliance with the State Board of Education Rules and Regulations
13 for sale of food items in the school district and that this Wellness Policy is being fulfilled by all
14 schools in the district. They shall register with the State Department of Education.

15 The goals shall be to give students an adequate time to enjoy healthy meals and relax in a pleasant
16 environment. Meals shall be accessible to all students in a non-stigmatizing manner. Good nutritional
17 habits shall be encouraged.

18 All food including vending machines, fundraising items, and concessions must meet guidelines set
19 forth by the Healthy Hunger-free Kids Act, 2010, Smart Snacks in Schools.^{4,5,6}

20 **DISTRICT GOALS**

21 The district will promote healthy nutrition through various activities, including nutrition related
22 newsletters, informational links on the district website, healthy eating posters and bulletin boards in
23 dining areas, and informational booths at various community functions.

24 Education will be offered as part of a standards based program designed to provide students with the
25 knowledge and skills needed to promote and protect their health as outlined in the State Board of
26 Education and Lifetime Wellness Standards OR Nutrition Education. Nutrition Education will
27 discourage teachers from using high fat, sugar, and sodium foods as rewards and encourage students to
28 start each day with a healthy breakfast.

29 **EVALUATION OF EFFECTIVENESS OF NUTRITION PROGRAM**

30 The Board shall monitor the effectiveness of the school nutrition program within a wide-range of
31 student constituency groups. Factors to be considered shall include, but are not limited to:

- 32 1. Participation rates in school meal programs;
- 33 2. Student satisfaction surveys to monitor the effects of consumption of healthy snacks on
34 children's health, behavior, and school performance and to monitor satisfaction with snack
35 choices;

- 1 3. Parent satisfaction surveys to monitor the effects of consumption of healthy snacks on
- 2 children's health, behavior, and school performance and to monitor satisfaction with snack
- 3 choices;
- 4 4. Frequency and types of health problems noted on school nurse logs;
- 5 5. Frequency and types of mental health and behavioral problems note on counselor logs;
- 6 6. Incidence of student behavior infractions;
- 7 7. Teacher surveys of student's classroom behavior, attention span and memory; and
- 8 8. Test scores.³

9 **PHYSICAL ACTIVITY**⁷

10 The Board recognizes that physical activity is extremely important to the overall health of a child.
11 Schools shall support and promote physical activity. Physical activity may be integrated into any areas
12 of the school program.

13 Physical Education classes shall be offered as part of a standards based program designed to provide
14 developmentally appropriate, moderate to vigorous physical activity as an integral part of the class.
15 Students shall be encouraged by staff whenever possible to be physically active.

16 **Unstructured physical activity periods shall be offered in addition to the school system's physical**
17 **education program. Elementary school students shall receive a minimum of forty (40) minutes of**
18 **physical activity each full school day. Middle and high school students shall receive a minimum**
19 **of ninety (90) minutes of physical activity each full school week.**

20 **Physical activity will be conducted outside if weather permits. The following activities shall not**
21 **be considered physical activity: walking to and from class, time spent on an electronic device,**
22 **and time spent in a physical education class.**

23 ~~Supervised recess should be offered daily to all elementary school children.~~ **Schools shall continue to**
24 **offer after school sports and activities.** Physical activity shall not be employed as a form of
25 discipline or punishment. ~~Schools shall continue to offer after school sports and activities.~~ **Physical**
26 **activity shall not be withheld from a student as a form of punishment.**

27 **CURRICULUM**³

28 All applicable courses of study should be based on Lifetime Wellness Curriculum Standards, the K-8
29 Healthful Living Curriculum Standards, and the K-12 Physical Education Curriculum Standards.

30 **SCHOOL HEALTH INDEX**³

31 Beginning July 1, 2006, each school will begin implementation of the School Health Index. The State
32 Board of Education Policy on Implementation of School Health Index shall be followed by each school
33 within the district. (See, Tenn. State Board of Ed. Physical Activity Policy, Aug. 18, 2005).

1 All schools within the district shall annually administer a baseline assessment on each of the
 2 recommended School Health Index modules. Results shall be submitted to the School Health Advisory
 3 Council and reported to the State Department of Education.

4 **RECORDS COMPLIANCE**

5 The Coordinated School Health Coordinator shall ensure that records demonstrating compliance with
 6 community involvement requirements are maintained. The Coordinated School Health Coordinator
 7 shall additionally document that the school wellness policy and triennial assessments are made
 8 available to the public.⁸

9 **TRIENNIAL ASSESSMENT**

10 An assessment of policy will be completed at a minimum of every three years. This assessment will
 11 determine: Compliance with the wellness policy, how the wellness policy compares to model wellness
 12 policies, and progress made in attaining the goals of the wellness policy.

Legal References

1. TCA 49-6-1022
2. State Board of Education Policy 4.204
3. State Board of Education Policy 4.206
4. 42 USCA § 1758b; [TRR/MS 0520-01-06-.04](#)
5. TRR/MS 0520-01-06
6. 7 CFR § 210; 7 CFR § 220
7. ~~TCA 49-6-1021~~
8. ~~7 CFR § 210.31(f)~~
9. [7 CFR 210.31\(c\)\(3\)\(iii\)](#)
10. [TCA 49-6-1021; Public Acts of 2025, Chapter No. 306](#)
11. [7 CFR § 210.31\(f\)](#)

Cross References

Student Suicide Prevention 6.415

Johnson City Board of Education

Monitoring: Review: Annually, in May	Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: 05/07/24
		Rescinds: 6.600	Issued: 04/05/21

1 A cumulative record shall be kept for each student enrolled in school. The cumulative record shall
2 contain a health record, attendance record, a home language survey and academic record; shall be kept
3 current; and shall accompany the student through their school career.¹

4 The name used on the record of the student entering the school system must be the same as that shown
5 on the birth certificate, unless evidence is presented that such name has been legally changed. If the
6 parent(s)/guardian(s) does not have, or cannot obtain a birth certificate, then the name used on the
7 records of such student will be as shown on documents which are acceptable to the system as proof of
8 date of birth.

9 The name used on the records of a student entering the system from another school must be the same as
10 that shown on records from the school previously attended unless evidence is presented that such name
11 has been legally changed as prescribed by law.

12 When a student transfers and their records are requested from another school in the system, the school
13 shall send the original records to the transfer school.²

14 When a student transfers and their records are requested from a school outside of the system, the school
15 shall keep the original records and send copies to the transfer school.

16 All records shall be remitted in accordance with the Family Education Rights and Privacy Act (FERPA).³

17 ACCESS TO STUDENT RECORDS

18 Student records shall be confidential. Authorized school officials shall have access to and permit access
19 to student education records for legitimate educational purposes.⁴ A “legitimate educational interest” is
20 the official’s need to know information in order to:

- 21 1. Perform required administrative tasks;
- 22 2. Perform a supervisory or instructional task directly related to the student’s education; and
- 23 3. Perform a service or benefit for the student or the student’s family such as health care, counseling,
24 student job placement, or student financial aid.

25 Authorized school officials may release information from or permit access to a student’s education record
26 without the parent(s)/guardian(s) or eligible student’s* prior written consent in the following instances:

- 1 1. To comply with a judicial order or lawfully issued subpoena. The school system will make a
2 reasonable effort to notify the student's parent(s)/**guardian(s)** or the eligible student before
3 making a disclosure;⁵
4
- 5 2. If the disclosure is an item of directory information;⁶
6
- 7 3. To comply with the requirements of child abuse reports to the extent known by the school
8 officials including the name, address, and age of the child; the name and address of the person
9 responsible for the care of the child, and the facts requiring the report;⁷
10
- 11 4. When certain federal and state officials need information in order to audit or enforce legal
12 conditions related to federally-supported education programs in the school system;⁸
13
- 14 5. When the school system has entered into a contract or written agreement for an organization to
15 conduct scientific research on the system's behalf to develop tests or improve instruction,
16 provided that the studies are conducted in a manner which will not permit the personal
17 identification of students and their parent(s)/**guardian(s)** by individuals other than
18 representatives of the organization and the information will be destroyed when no longer
19 needed for the purpose for which the study was conducted;⁹
20
- 21 6. To appropriate officials if the parent(s)/**guardian(s)** claim the student as a dependent as defined
22 by the Internal Revenue Code;¹⁰
23
- 24 7. To accrediting organizations to carry out their accrediting functions;¹¹
25
- 26 8. When a student seeks or intends to enroll in another school district or a post-secondary school.
27 Parent(s)/**guardian(s)** of students or eligible students have a right to obtain copies of records
28 transferred under this provision;¹²
29
- 30 9. To financial institutions or government agencies that provide or may provide financial aid to a
31 student in order to establish eligibility, to determine the amount of financial aid, to establish
32 conditions for the receipt of financial aid, and to enforce financial aid agreements;¹³
33
- 34 10. To make the needed disclosure in a health or safety emergency when warranted by the
35 seriousness of the threat to the student or other persons, when the information is necessary and
36 needed to meet the emergency, when time is an important and limiting factor, and when the
37 persons to whom the information is to be disclosed are qualified and in a position to deal with
38 the emergency;¹⁴
39
- 40 11. To the Attorney General or his designee for official purposes related to the investigation or
41 prosecution of an act of domestic or international terrorism. An educational agency that, in
42 good faith, produces education records in accordance with an order issued under this Act shall
43 not be liable to any person for that production;¹⁵
44

12. To any agency caseworker or other representative of a state or local child welfare agency or tribal organization authorized to access the student's educational records when such agencies or organizations are legally responsible for the care and protection of the student;¹⁶
13. **To the Secretary of Agriculture/designee for purposes of conducting program monitoring, evaluations, and performance measurements, provided that the data collected will be protected in a manner which will not permit the disclosure of personal identification of students and their parent(s)/guardian(s) by individuals other than to representatives of the organization, and that the information will be destroyed when no longer needed for the purpose for which it was conducted;**¹⁷ and
14. **To state and local authorities to whom information is specifically allowed to be reported or disclosed by state law that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released.**¹⁸

Consent to Disclose Records¹⁹

Authorized school officials may release information from a student's education record if the student's parent(s)/**guardian(s)** or the eligible student gives written consent for the disclosure.¹⁷ The written consent must include:

1. A specification of the records to be released;
2. The reasons for the disclosure;
3. The person, organization, or class of persons or organizations to whom the disclosure is to be made;
4. The signature of the parent(s)/**guardian(s)** or eligible student;
5. The date of the consent and, if appropriate, a date when the consent is to be terminated.

The student's parent(s)/**guardian(s)** or the eligible student* may obtain a copy of any records disclosed under this provision.

RECORDKEEPING

The school system will maintain an accurate record of all requests to disclose information from or to permit access to a student's education records. The system will maintain an accurate record of information it discloses and access it permits. The system will maintain this record as long as it maintains the student's education record.^{18,20}

The record will include at least:²⁰

1. The name of the person or agency that makes the request;
2. The interest the person or agency has in the information;
3. The date the person or agency makes the request; and
4. Whether the request is granted and, if it is, the date access is permitted or the disclosure is made.

* *The student becomes an "eligible student" when they reach age 18 or enrolls in a post-secondary school, at which time all of the above rights become the student's right.*^{19,21}

 Legal References

1. [20 USCA § 1232g](#)
2. [TCA 49-6-3001\(c\)\(1\)](#)
3. [TCA 49-1-701; 20 USCA § 1232g](#)
4. [TCA 10-7-504\(a\)\(4\); 20 USCA § 1232g](#)
5. [20 USCA § 1232g\(b\)\(2\)\(B\); 20 USCA § 1232g\(b\)\(1\)\(J\)](#)
6. [20 USCA § 1232g\(b\)\(2\); TCA 10-7-504\(a\)\(4\)\(A\)](#)
7. [TCA 37-1-403](#)
8. [20 USCA § 1232g\(b\)\(3\), \(5\); 20 USCA § 1232g\(b\)\(1\)\(C\)](#)
9. [20 USCA § 1232g\(b\)\(1\)\(F\)](#)
10. [20 USCA § 1232g\(b\)\(1\)\(H\)](#)
11. [20 USCA § 1232g\(b\)\(1\)\(G\)](#)
12. [20 USCA § 1232g\(b\)\(1\)\(B\)](#)
13. [20 USCA § 1232g\(b\)\(1\)\(D\)](#)
14. [20 USCA § 1232g\(b\)\(1\)\(I\)](#)
15. [20 USCA § 1232g\(j\)](#)
16. [20 USCA § 1232g\(b\)\(1\)\(L\)](#)
17. [34 CFR § 99.30; 20 USCA § 1232g\(b\)\(2\)\(A\)](#)
18. [34 CFR § 99.32\(a\)](#)
19. [34 CFR §§ 99.3, 99.5; TCA 49-1-704](#)
20. [20 USCA § 1232g\(b\)\(1\)\(K\)](#)
21. [20 USCA § 1232g\(b\)\(1\)\(E\)](#)
22. [34 CFR § 99.30; 20 USCA § 1232g\(b\)\(2\)\(A\)](#)
23. [34 CFR § 99.32\(a\)](#)
24. [34 CFR §§ 99.3, 99.5; TCA 49-1-704](#)

 Cross References

School District ~~System~~ Records 1.407
 Promotion and Retention 4.603
 Attendance 6.200
 Child Custody/Parental Access 6.209
 Disciplinary Hearing Authority 6.317
 Acquired Immune Deficiency Syndrome 6.404
 Student Use of Records

BOARD OF EDUCATION CALENDAR OF EVENTS

SEPTEMBER 2025

September 1, 2025

Labor Day Holiday (all staff)

September 4, 2025

Regular Board Meeting, 6 p.m., Board Room

OCTOBER 2025

Oct. Mtg. on September 29, 2025 Regular Board Meeting, 6 p.m., Board Room

October 6-10, 2025

Fall Break

NOVEMBER 2025

November 3, 2025

Special Session to Review Policy, 5 p.m., Maple Room

November 3, 2025

Regular Board Meeting, 6 p.m., Board Room

November 13-16, 2025

TSBA Leadership Conference & Annual Convention, Nashville

November 26, 2025

Vacation for all schools

November 27, 2025

Holiday for all schools

November 28, 2025

Vacation for all schools

November 26-28, 2025

Holidays for all 12-month employees

DECEMBER 2025

December 1, 2025

Regular Board Meeting, 6 p.m., Board Room

December 19, 2025

(1/2 day for students)

December 24-26, 2025

Holidays for all 12-month employees

December 22–Jan.5, 2025

Vacation for students

TBD

BOE Retreat for January or February

JANUARY 2026

January 1, 2026

Holidays for all 12-month employees

January 1, 2026

Holiday for all schools

January 5, 2026

Administrative Day

January 5, 2026

Regular Board Meeting, 6 p.m., Board Room

January 19, 2026

Holiday for All Schools and All 12-month employees

FEBRUARY 2026

February 2, 2026

Special Session to Review Policy, 5 p.m., Maple Room

February 2, 2026

Regular Board Meeting, 6 p.m., Board Room

TBD

TSBA Legislative and Legal Institute

February 16, 2026

Built In Snow Day

MARCH 2026

March 2, 2026

Regular Board Meeting, 6 p.m., Board Room

March 16-20, 2026

Spring Break

March 23, 2026 (TBD)

SHHS Awards Program (hosted by BOE), 6 p.m., SH Auditorium

April 2026

April 3, 2026
April 6, 2026

Vacation for students
Regular Board Meeting, 6 p.m., Board Room

May 2026

May 4, 2026
May 22, 2026
May 23, 2026
May 23, 2026
May 25, 2026

Regular Board Meeting, 6 p.m., Board Room
Last Day of School for 2024-2025 SY – ½ day for students
Administrative Day
SHHS Graduation, 10 a.m. Freedom Hall
Holiday for All Schools and All 12-month employees

June 2026

June 1, 2026

Regular Board Meeting, 6 p.m., Board Room

July 2026

July 3, 2026

Independence Day Holiday for all 12-month employees

July 6, 2026 (TBD)

Regular Board Meeting, 6 p.m., Board Room (Subject to change)

CERTIFIED RESIGNATIONS

Quade, Candice

ESL Teacher
Indian Trail Middle
06/17/2025

CERTIFIED HIRES

Leathers, Megan

CDC Teacher
Liberty Bell Middle
Replace: Macy Cherry
Transferred to SHHS
06/27/2025

Dulaney, Elizabeth

ELA Teacher
Indian Trail Middle
Replace: Andrea Blackburn
Transferred internally
08/05/2025

Cross, Caitlin

Interim 2nd Grade Teacher
Towne Acres Elementary
Replace: Christy Kibelbek
08/24/2025- 05/23/2025

Emert, Brooke

ESL Teacher
Liberty Bell Middle
New Position

Long, Brian

Social Studies Teacher
India Trail Middle School
Replace: Eric Rowe
08/15/2025

CERTIFIED RETIREES

Archer, Mary

Classroom Teacher
Woodland Elementary
05/23/2025

Martindale, Robert

Classroom Teacher
Mountain View Elementary
05/23/2025

Botts, Cathy

Classroom Teacher
Lake Ridge Elementary
05/23/2025

Wooten, John

Gap Lab Teacher
Science Hill High School
ESY 2024-2025

CLASSIFIED RESIGNATIONS

Long, Brian

Boys Basketball Assistant Coach
Science Hill High School
End of 2024- 2025 Season
Transferred to ITMS

CLASSIFIED HIRES

Smith, Jake

Boys Basketball Assistant Coach
Seasonal
Science Hill High School Replace:
Brian Long

Wilhoit, Amber

School Nurse
Liberty Bell Middle
Replace: Laura McKinney (Transferred)

Dockery, Chris

Boys Lacrosse Coach
Seasonal
Science Hill High School Replace:
Philip Hamilton

Aldridge, Tembra

ISS Assistant
Full Time
Liberty Bell Middle
Replace: Jessica Williams Internal
transfer from PERM SUB

Youseff, Mouna	Infant Toddler Caregiver Part Time Woodland Elementary Replace: Callee Ward
Ibrahim, Sharooq	Infant Toddler Caregiver Part Time Woodland Elementary Replace: Vikki Kimball
Merrick, Gracie	EduCare Director Full Time Mt. View/ North Side (split) Replace: Barbara Gemar
Tuck, Ben	SPED Assistant Full Time Fairmont Elemntary Replace: New Position
Robinson, Emma	SPED Assistant Full Time Indian Trail Middle Replace: Deanna Lane
Prude, Jaqueline	RTI Assistant Part Time SHHS Market Street Replace: Jon McCurry
Sheppard, Marsha	Café Worker Part Time Indian Trail Middle Replace: New Position
Tan, Elizabeth	Café Worker Part Time Science Hill High School Replace: Eileen Gamboa

Helton, Hannah	Café Worker Part Time South Side Elementary New Position
Creedon, Micaylah	Café Worker Part Time Science Hill High School New Position
Frederickson, Skylar	Case Manager Full Time Fairmont Elementary Replace: Carmen Acevedo Transfer New Position
Brown, Douglas	Head Custodian Full Time South Side Elementary Replace: Joe Estep
Hensley, Brittany	Athletic Administrative Secretary Full Time Science Hill High School Replace: Noemi Mejia
Cox, Garrett	Custodian Full Time Fairmont Elementary Replace: Tim Hughes
Edens, Joshua	Head Softball Coach Seasonal Science Hill High School Replace: Megan Harmon
Hughes, Megan	ECLC Instructor Part Time Lake Ridge Elementary Replace: Nancy Kneisley

Surratt, Sydney	Assistant EduCare Director Part Time Lake Ridge Elementary Replace: Meredith Sperlich
Phillips, Callee	RTI Assistant Part Time Towne Acres Elementary New Position
Balcinovic, Haris	Senior Network Administrator Full Time CTE Replace: Chris Cox
New, Kelsi	Registrar Full Time Liberty Bell Middle Replace: Laren McGrew
McGrew, Lauren	Homeless Coordinator Full Time Central Office Replace: Sydney DeBusk
Mccorquodale, Mary	RTI Assistant Part Time Lake Ridge Elementary Replace: Calle Phillips (transfer TA)
Price, Sarah	Educational Assistant Full Time Woodland Elementary Replace: Kristin Willis
Stallard, Tamara	Special Education Assistant Full Time Woodland Elementary New Position

CLASIFIED RETIREES

Cox, Chris

Senior Network Administrator
Full Time
CTE
09/30/2025



Donation Submittal to BOE Form

School/Program: Cherokee Elementary

From: Danielle Bowling - Bookkeeper Date: 7/31/25

Amount: \$1000.00

Donor: Langston Educational & Development Center

Donation Stipulation/Restriction:

School wide use



Donation Submittal to BOE Form

School/Program: L90002 - School wide Use

From: Danielle Bowling - Bookkeeper Date: 8/7/25

Amount: \$500.00

Donor: Lawrence Krogg

Donation Stipulation/Restriction:

School wide Use



Donation Submittal to BOE Form

School/Program: Lake Ridge Elementary School

From: Tiffany Hibbitts

Date: 8/12/25

Amount: \$120.00

Donor: Deborah Kay Cross

Donation Stipulation/Restriction:

Student supplies



Donation Submittal to BOE Form

School/Program: Mountain View Elementary School

From: Dr. Chelsea Lee *CL* Date: 7/28/25

Amount: \$ 100.00 Donor: CarolynWylie

Donation Stipulation/Restriction:

Donation in memory of Dr. Ernie Bentley and in honor of
Debra Bentley to be used for school supplies per the
Obituary attached.



Never forgotten.
Always missed.

american greetings 

01078625



7042807

5.99 ASY07042807T

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Printed on sustainably sourced paper





Remembering someone
who made this world
a better place.



Dr. Lee,
Please accept this donation in
loving memory of Dr. Ernie and in
especially loving honor of your mom.
Mountain View is a special school.
Brenda (Townsend) & I owe a huge
debt of gratitude to them both.
Not a day goes by that we aren't
grateful for the opportunities they
both provided us. It's such a blessing
that the school is now in your loving
hands.

Sincerely, Carolyn Wylie

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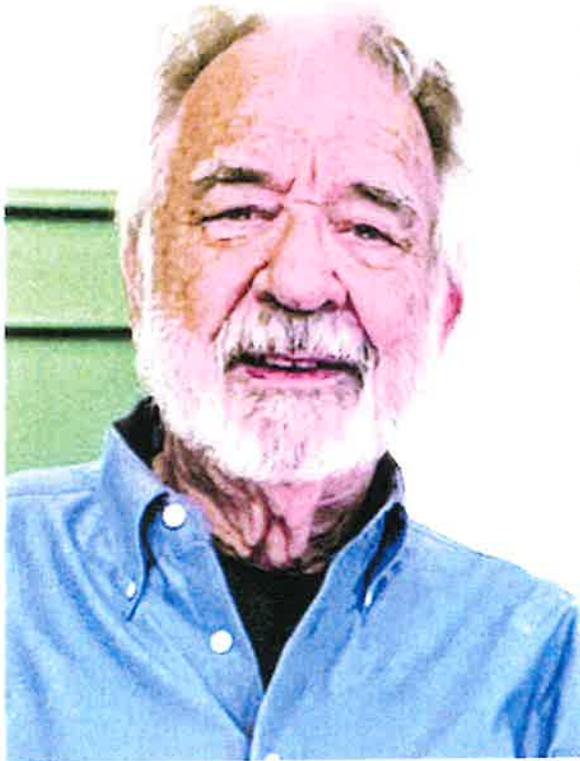
+ Follow

BORN ERNEST L. BENTLEY JR. 1938

DIED 2025

2025

[Florida](#)



Metrick Funeral Services - Johnson City

1001 Peoples Street

Johnson City, Tennessee

[em®](#)

April 30, 2025

It is with deep sadness that the family of Dr. Ernest L. Bentley, Jr. announces his unexpected passing on April 30, 2025, in South Carolina. Ernest was born in Lauderdale County, TN on April 11, 1938, to the late Jodie and Ernest Bentley. He attended Lipscomb University where he earned his undergraduate degree in 1959. In 1962 he earned his master's degree at Vanderbilt's Peabody College and in 1967 received his doctorate from the University of Florida.

He spent five years as a teacher in Tennessee, Georgia, and Maryland before serving as Director of Educational Planning for Atlanta Public Schools. In 1972 he became Executive Director of Metropolitan Educational Services working with ten school districts in the Atlanta area. He became an Associate Professor in the Department of Supervision and Administration at Atlanta University in 1982 before coming to East Tennessee State University in 1985 to serve as an Associate Professor in the Educational Leadership and Policy Analysis department and as Director of Tennessee Leadership, a statewide effort to develop school leaders. In 1992 he served as Director of Tennessee's National Diffusion Project, a program to support the implementation of effective programs in schools across the state. From 1996 to 2016 he was the Executive Director for the Tennessee Principals' Association.

Ernest exhibited a thirst for knowledge. He prided himself on reading at least one new book a month but also enjoyed revisiting special novels. In his later years, he loved to watch "Perry Mason" and "Gunsmoke" re-runs. He was also passionate about God's creative outdoors and enjoyed taking care of trees and plants in his yard. He enjoyed catching pesty Japanese beetles in May and June.

He loved to take fishing trips to Fontana Lake in North Carolina in the fall and spring. He and his fishing buddy, Ronnie, would cast their lines in hopes of catching some Smallmouth Bass, Walleye, and Bluegill.

He was highly active throughout his entire life, beginning at the age of eleven as a paper boy for the Knoxville News Sentinel while growing up in Oak Ridge. Ernest was the owner and operator of DEC Angus. His pleasure in nurturing cows and bulls from birth to maturity was more of a hobby than work. One of his saddest days was when he retired from the Angus cattle business.

In addition to his parents, Ernest was preceded in death by a sister, Tommie Pafford and stepmother, Martha Bentley.

Ernest is survived by his loving wife, Dr. Debra Bentley; daughter, Lynne Lysaght; stepdaughter, Dr. Chelsea Lee; sister, Ann Bentley; grandsons Kyle Lysaght, Logan Lysaght, and Camden Lysaght; sister-in-law Shelia Minier (Dean), brother in-law David Ray (Ronda), and several nieces and nephews.

The celebration of life service will be held Saturday, May 10, 2025, at 3:30 p.m. from the chapel of Tetrick Funeral Services, Johnson City. The family will receive friends prior to the service from 2:00-3:30 p.m. at the funeral home.

In lieu of flowers, the family requests that memorial contributions be made to Mountain View Elementary School, 907 King Springs Road, Johnson City, TN 37601 to purchase school supplies for students for the 2025-2026 school year.

Memories, condolences, and a livestream of the service may be viewed and shared at www.tetrickfuneralservices.com.

Tetrick Funeral Services, 3001 Peoples St. Johnson City, TN 37604, is honored to serve the Bentley family (423-610-7171).

To plant trees in memory, please visit the [Sympathy Store](#).

Published by Johnson City Press from May 6 to May 7, 2025.

✕

Memories and Condolences for Ernest Bentley

Sponsored by Tetrick Funeral Services - Johnson City

Add a memory or share condolences

×

[Not sure what to say?](#)

 Add a Photo

How do you know Dr. Ernest L. Bentley Jr.? (Optional)

Family	Friend	Work	School	Other
--------	--------	------	--------	-------

From

Your Name

Your Email (will not be displayed)

Email Address

Get email updates for this page

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2 Entries

 Janet Courtney May 10, 2025

With deepest sympathy to the family in this time of sorrow.
Janet and George Courtney

 Share

 Ron Satterfield May 7, 2025

Dear Family, I am so sorry to learn of Dr. Bentley's passing. I didn't have the privilege of meeting him but I knew Dr. Chelsea and Dr. Debra Bentley. My condolences and prayers in this difficult time.

x

Showing 1 - 2 of 2 results

Make a Donation in Ernest Bentley's name

Ernest Bentley Memorial Fund

Search for a charity

Search by name, keyword, or EIN

1 2 3 4 5

1 2 3 4 5

Memorial Events for Ernest Bentley

MAY
10

Visitation

2:00 p.m. - 3:30 p.m.

Tetrick Funeral Services

3001 Peoples St., Johnson City, TN 37604

 [Send Flowers](#)

×

MAY
10

Service

3:30 p.m.

Tetrick Funeral Services

3001 Peoples St., Johnson City, TN 37604

 [Send Flowers](#)

Funeral services provided by:

[Tetrick Funeral Services - Johnson City](#)

3001 Peoples Street, Johnson City, TN 37604

 [Call: \(423\) 610-7171](tel:(423)610-7171)

How to support Ernest's loved ones



Honor a beloved veteran with a special tribute of 'Taps' at the National WWI Memorial in Washington, D.C.

[Read more](#)



Attending a Funeral: What to Know

[Read more](#)





Should I Send Sympathy Flowers?

[Read more](#)



What Should I Write in a Sympathy Card?

[Read more](#)

[View All](#)

Resources to help you cope with loss

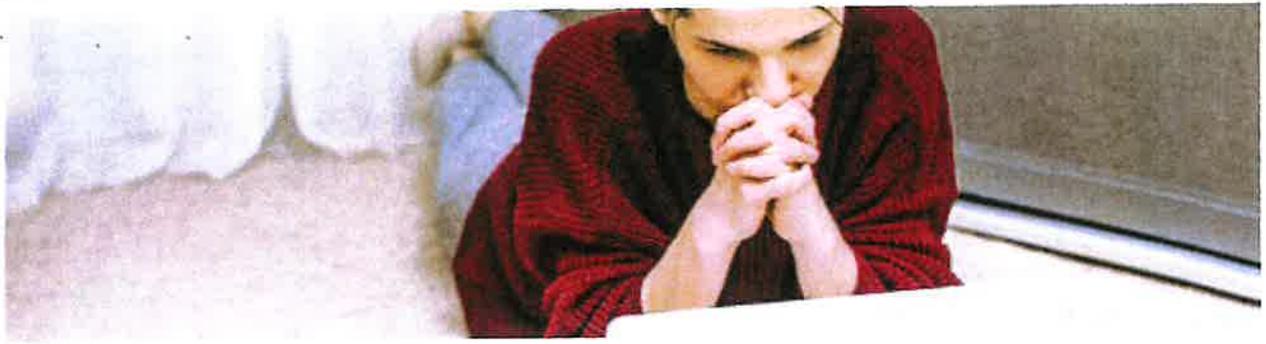


Estate Settlement Guide

If you're in charge of handling the affairs for a recently deceased loved one, this guide offers a helpful checklist.

[Read more](#)





How to Write an Obituary

Need help writing an obituary? Here's a step-by-step guide...

[Read more](#)



Obituaries, grief & privacy: Legacy's news editor on NPR podcast

Legacy's Linnea Crowther discusses how families talk about causes of death in the obituaries they write.

[Read more](#)



The Five Stages of Grief

They're not a map to follow, but simply a description of what people commonly feel.

[Read more](#)

[View All](#)

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Ways to honor Ernest Bentley's life and legacy



Obituary Examples

[Read more](#)



How to Write an Obituary

[Read more](#)



Obituary Templates - Customizable Examples and Samples

[Read more](#)



How Do I Write a Eulogy?

[Read more](#)

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Recent deaths in the news

Tom Lehrer (1928-2025), satirical songwriter of the 1950s and '60s

[Read more](#)

×

Kenneth Washington (d. 2025), Hogan's Heroes actor

[Read more](#)

George Kooymans (1948-2025), guitarist for Golden Earring

[Read more](#)

Chuck Mangione (1940-2025), Feels So Good flugelhorn player

[Read more](#)

View All

More ways to support the family

[Visit the Sympathy Shop](#)



Show your sympathy by sending flowers.

[Send Your Arrangement](#)



Plant a tree in memory of Ernest.

[Choose Your Tree](#)

Dedicate a star in Ernest's name.

[Name a Star](#)

×



Donate to charity in honor of Ernest.

[**Make a Donation**](#)

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Donation Submittal to BOE Form

School/Program: South Side School

From: Leah Knotts

Date: 8/8/2025

Amount: \$300

Donor: Salvation Army

Donation Stipulation/Restriction:

School supplies to include, notebook paper, folders, notebooks,
scissors, crayons, markers, backpacks, glue, and colored pencils.



Donation Submittal to BOE Form

School/Program: Towne Acres

From: Richard Hutson / Hunter Tester

Date: 7/28/2025

Check Amount: \$335.81

Vendor: Kroger

Reason / Purpose:

General donation from Kroger Community Rewards



Donation Submittal to BOE Form

School/Program: Indian Trail Middle

From: A.A. Goodman

Date: 8/14/25

Amount: \$ 2,016.00

Donor: ITMS SOCCER BOOSTERS

Donation Stipulation/Restriction:

This donation will be used to purchase soccer goals.



Donation Submittal to BOE Form

School/Program: SHHS - CTE EMT

From: Clint Philbrick
WCJC EMS

Date: 8.22-25

Amount: supplies

Donor: WCJC EMS

Washington County Johnson City
Emergency Medical Services

Donation Stipulation/Restriction:

WCJC EMS donated alternate airway supplies for the
upcoming EMT course that will be offered in the spring
through Northeast State.

i-gel - size 1 x 3
size 1.5 x 2
size 2 x 2
size 2.5 x 2
size 3 x 2
size 4 x 2
size 5 x 2

King airway - #3 x 2
#4 x 1
#5 x 1

60cc Syringe x 7



Donation Submittal to BOE Form

School/Program: SHHS Deposit code: 95005

From: DOROTHY HOLMER Date: 8-18-25

Amount: \$10,000.00 Donor: US BANK
1719 Church Hill
MINNEAPOLIS, MN 55480

Donation Stipulation/Restriction:
for football only
TEAM EXPENSES, MEALS, GATORADE ETC.



JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jeschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

Donation Submittal to BOE Form

School/Program: Topper Tailgate

From: Kristin Marshall

Date: 8-22-25

10 cases of water

Amount: \$40

Donor: Target of JC

Donation Stipulation/Restriction/Use:

TOPPER TAILGATE - FREE HANDOUT ITEMS



BOARD OF EDUCATION

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

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





JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

Donation Submittal to BOE Form

School/Program: Topper Tailgate

From: Kristin Marshall

Date: 8-22-25

Donated popcorn

Amount: \$250

Donor: AMC theater

Donation Stipulation/Restriction/Use:

TOPPER TAILGATE - FREE HANDOUT ITEMS



BOARD OF EDUCATION

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

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





Donation Submittal to BOE Form

School/Program: _____

From: _____

Date: _____

Amount: _____

Donor: _____

Donation Stipulation/Restriction:

Professional Learning Session Sept. 1 - Sept. 30 (as of Aug. 18, 2025)

Event Title	Event Categories	Event Start Date	Instructor	Location	Confirmed	Cancelled
SHHS Algebra 1 Content Meeting	All Classes	9/2/2025	Amy Rigsby	Science Hill High School	0	0
LBMS New Teacher Monthly Meetings	All Classes	9/10/2025	Haley Reynolds	Liberty Bell Middle School	3	0
LBMS SST Monthly Meeting	All Classes	9/16/2025	Sarah Taylor	Liberty Bell Middle School	4	0
SHHS Algebra 1 Content Meeting	All Classes	9/16/2025	Amy Rigsby	Science Hill High School	0	0
Curipod: New & Improved 2025	All Classes EdTech	9/16/2025	Tina Faust	Virtual Session	8	0
LBMS Leadership Team Meeting	All Classes	9/24/2025	Dr. Kelsey Walker	Liberty Bell Middle School	0	0
SHHS Algebra 1 Content Meeting	All Classes	9/30/2025	Amy Rigsby	Science Hill High School	0	0
TOTAL:					15	0

2025 Board Committee Reports

- **Athletic Committee** – Rick Smith, Jonathan Kinnick and Paula Treece
- **Communications Committee** – Celia Martin and Paula Treece
- **Collaborative Learning Council (CLC):**
(Usually, the 4th Tuesday of every month from 3:30-5:30 pm)
 - January 27, 2026 - Paula Treece – (Location: Towne Acres)
 - February 24, 2026 - Jonathan Kinnick – (Location: Fairmont)
 - March 24, 2026 - Rick Smith - (Location: SHHS CTE)
 - August 26, 2025 - Dr. Ginger Carter – (Location: Board Room)
 - September 23, 2025 - Tom Hager – (Location: South Side)
 - October 21, 2025 - Celia Martin – (Location: Indian Trail)
 - November 18, 2025 - Kathy Hall – (Location: Cherokee)
- **Facilities/Capital Improvements/Site Selection Committee** – Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Finance Committee** – Rick Smith, Tom Hager, Kathy Hall, and Jonathan Kinnick
- **Foundation Board** – Celia Martin and Kathy Hall
- **Policy Committee** – Kathy Hall, plus one other Board Member:

<u>Section</u>	<u>Committee Meets</u>	<u>Board Review 5:00 p.m.</u>	<u>Board Member</u>
One – School Board Operations	August	November	Jonathan Kinnick
Three – Support Services	September	November	Dr. Ginger Carter
Four – Instructional Services	October	November	Tom Hager
Six – Students	January	February	Celia Martin & Rick Smith Student Reps
Two – Fiscal Management	November	March	Paula Treece
Five – Personnel	December	March	Celia Martin & Rick Smith

- **School Zone Assignment Advisory Committee** – Celia Martin, Tom Hager and Paula Treece
- **Sick Leave Bank Trustee** – Tom Hager
- **Superintendent’s Compensation Committee** – Paula Treece (Chair) and Jonathan Kinnick
- **Legislative Liaison** – Paula Treece
- **Safety Security Committee** - Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Student Activities Committee** – Rick Smith, Kathy Hall, and Paula Treece
- **JC Council of PTAs Committee** - Paula Treece
- **Hall of Fame Committee** – Paula Treece
- **Student Health Advisory Committee: SHAC** - Dr. Ginger Carter and Paula Treece

***JOHNSON CITY
BOARD OF EDUCATION
UPCOMING MEETINGS***

- **September 4, 2025, Special Called Board Meeting, 5 p.m., Maple Room**
- **September 4, 2025, Regular Board Meeting, 6 p.m., Board Room**

- **September 29, 2025, Regular Board Meeting, 6 p.m., Board Room**

- **November 3, 2025, Special Session to Review Policy, 5 p.m., Maple Room**
- **November 3, 2025, Regular Board Meeting, 6 p.m., Board Room**

- **December 1, 2025, Regular Board Meeting, 6 p.m., Board Room**

- **January 5, 2026, Regular Board Meeting, 6 p.m., Board Room**

- **February 2, 2026, Special Session to Review Policy, 5 p.m., Maple Room**
- **February 2, 2026, Regular Board Meeting, 6 p.m., Board Room**

- **March 2, 2026, Regular Board Meeting, 6 p.m., Board Room**

- **April 6, 2026, Regular Board Meeting, 6 p.m., Board Room**

- **May 4, 2026, Regular Board Meeting, 6 p.m., Board Room**

- **June 1, 2026, Regular Board Meeting, 6 p.m., Board Room**