

**Johnson City Board of Education Regular Meeting**  
**November 3, 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 South Side
- 1.D. Opening  
Students from South Side
- 1.E. Art work on display  
Students from South Side
- 1.F. Update on South Side  
Ms. Kaytee Jones, Principal

**2. RECOGNITIONS**

**3. ADOPTION OF AGENDA**

**4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS**

**5. REPORTS FROM SUPERINTENDENT AND STAFF**

- 5.A. Building Projects Update  
Mr. Brian Ross
- 5.B. Financial Report ending September 30, 2025  
Ms. Leia Valley
- 5.C. Update on Sales Tax - PEP  
Ms. Leia Valley
- 5.D. 2025-2026 Budget Amendment  
Ms. Leia Valley
- 5.E. 2025 Local Education Agency Compliance Report  
Ms. Tammy Larkey
- 5.F. Memorandum Of Understanding  
Ms. Tammy Larkey
- 5.G. JCS Update  
Dr. Erin Slater

**6. UNFINISHED BUSINESS**

**7. CONSENT AGENDA**

7.A. Approval of Minutes

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

7.C. Overnight Field Trip Requests

7.D. Proposed Fundraiser Activities

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

Ms. Leia Valley

8.A. TISA Accountability Report

**9. NEW BUSINESS**

9.A. SHHS Graduation Date 2026 Discussion

9.B. Current Meeting Communication Follow Up

**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

**Recommendations for Recognitions for  
JCBOE School Board Meeting  
November 3, 2025**

1. Reese Drayer, a 5<sup>th</sup> grader at Woodland, was selected as one of the two WJHL Rookie Reporters for the upcoming Big South Basketball Championships to be held in March 2026.
  
2. The winner of the Attendance Trophy 2025 will be announced.

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

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- Construction contract with JA Street approved by BOC 10/16/25
- Contractor is in the process of mobilizing to the site
- Preconstruction meeting was conducted on site 10/20/25
- Exploring cost saving options to potentially be able to include furnishings and playground equipment
- 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*

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- Mountain View, Cherokee, and North Side are in progress; Anticipate completion of all three by Dec 2025
- Market Street demolition work is in progress

**(Received on 10/20/2025 – MB)**

**SCHOOL BOARD AGENDA ITEM  
NOVEMBER 3, 2025 MEETING**

**ACTION ITEM**

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

**BACKGROUND INFORMATION:**

The un-audited financial report for the month ending September 30, 2025 is attached for your review.

**Revenues:**

Revenues received the month of September totaled \$7,907,619, primarily consisting of the Local Option Sales Tax, TISA and the monthly appropriation from the City.

Local Option Sales Tax receipted for the month was \$1,812,686. Through the month of September, Local Option Sales Tax collections have increased 6.4% compared to September 2024.

At the end of September, revenues totaled \$20,516,528 for the year. Total Revenues increased 13.5% from September 30, 2024, primarily because of the State of TN bonus funds. Total revenues received through September 30, 2025 were at 20% of the budget. In comparison, last year total revenues received through September 30, 2024 were at 18.7% of the budget.

**Expenditures:**

Expenditures for the month of September totaled \$8,910,364. Legal services paid in September totaled \$3,052 for services received in August. Capital expenditures in September totaled \$7,381 for Lake Ridge.

Total expenditures for the year through September were \$23,650,660. Total expenditures as of September 30, 2025 were at 22.3% of the budget. In comparison, expenditures as of September 30, 2024 were at 19.8% of the budget.

**Fund Balance:**

The General Purpose School Fund Balance had a net decrease through September 30, 2025 of \$3,134,132. For the year, total Fund Balance is budgeted to decrease \$3,783,376. Total Fund Balance at the end of September was \$15,442,326. Total fund balance was below the fund balance target by \$1,421,232.

**Tax Rate Information:**

Included is the tax rates for the surrounding systems. These are the rates for 2024. The property tax rates for 2025 should be posted on the TN Comptroller's website soon. Once those rates are posted, we will update the property tax rate information for the school board.

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 September 30, 2025**

	<u>Y-T-D</u> <u>9/30/24</u>	<u>Y-T-D</u> <u>9/30/25</u>	<u>Difference in</u> <u>Dollars</u>	<u>Difference in</u> <u>Percentage</u>	<u>FY25 Actual</u>	<u>FY26 Budget</u>
<b>Revenues:</b>						
County Property Tax - Current	\$ 48,116	\$ 50,207	\$ 2,091	4.35%	\$ 13,317,974	\$ 12,738,140
Local Option Sales Tax	5,129,000	5,458,145	329,145	6.42%	21,445,655	20,752,299
TISA (Previously BEP)	9,056,919	9,824,948	768,029	8.48%	47,356,761	49,232,654
Tuition	91,786	110,644	18,858	20.55%	282,781	250,000
All Other Revenues	3,755,087	5,072,584	1,317,497	35.09%	19,530,849	19,417,178
<b>Total Revenues</b>	<b>\$ 18,080,908</b>	<b>\$ 20,516,528</b>	<b>\$ 2,435,620</b>	<b>13.47%</b>	<b>\$ 101,934,019</b>	<b>\$ 102,390,271</b>
Percentage of Revenue Budget Collected to Date		<b>20.04%</b>				
Percentage/Dollar Amount of Revenue Budget left to be Collected		<b>79.96%</b>				<b>\$ 81,873,743</b>
<b>Expenditures:</b>						
Salaries	\$ 12,208,467	\$ 14,920,893	\$ 2,712,426	22.22%	\$ 64,633,026	\$ 69,242,176
Benefits	4,043,698	4,574,309	530,611	13.12%	18,375,395	20,139,644
Electricity	369,199	412,443	43,244	11.71%	1,979,637	1,950,000
Water/Sewer	58,363	37,094	(21,269)	-36.44%	354,414	320,000
Natural Gas	10,897	16,710	5,813	53.35%	230,730	265,000
Disposal Fees	24,486	13,459	(11,027)	-45.03%	144,782	130,000
Gasoline	3,277	3,538	261	7.95%	46,063	50,000
Technology/Instructional Equipment	36,242	18,027	(18,215)	-50.26%	977,327	1,029,957
Capital Outlay	74,863	36,133	(38,730)	-51.73%	2,442,009	456,500
All Other Expenditures	2,661,035	3,618,054	957,019	35.96%	12,303,022	12,590,370
<b>Total Expenditures</b>	<b>\$ 19,490,527</b>	<b>\$ 23,650,660</b>	<b>\$ 4,160,133</b>	<b>21.34%</b>	<b>\$ 101,486,405</b>	<b>\$ 106,173,647</b>
Percentage of Expenditure Budget Spent to Date		<b>22.28%</b>				
Percentage/Dollar Amount of Expenditure Budget remaining		<b>77.72%</b>				<b>\$ 82,522,987</b>
<b>Year-To-Date Revenues Over (Under) Expenditures</b>	<b>\$ (1,409,620)</b>	<b>\$ (3,134,132)</b>	<b>\$ (1,724,512)</b>	<b>122.34%</b>	<b>\$ 447,614</b>	<b>\$ (3,783,376)</b>
% of Fiscal Year Complete		<b>25.00%</b>				
% of Fiscal Year Remaining		<b>75.00%</b>				

**BOE POLICY 2.100 RESERVE FUNDS**

<b>Total Expenditure Budget - FY26 Budget</b>	\$	106,173,647
Less:		
Operating Transfers	\$	62,739
Debt Service	\$	2,386,055
Capital Outlay	\$	456,500
Early Childhood	\$	458,369
Educare	\$	1,628,637
Total to deduct	\$	<u>4,992,300</u>
 <b>Total Operating Budget</b>	 \$	 <b>101,181,347</b>
 16% of the General Purpose School Fund Operating Budget	 \$	 <u><u>16,863,895</u></u>
 <b>Monthly Operating Expense:</b>		
Annual Operating Expense Budget	\$	101,181,347
 Monthly Operating Expenses Budgeted	 \$	 8,431,779
<b>2 Months Operating Expenses Budgeted</b>	\$	<u><u>16,863,558</u></u>

<p><b>BOE Policy 2.100 as revised at the 5 o'clock 2-3-2014 BOE Meeting</b>  <b>First reading April 2014</b>  <b>Second reading May 2014</b></p>
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<b>Current Standing on Target Fund Balance</b>		
<b>*Target Unrestricted Fund Balance (as recommended at 2-3-2014 BOE Policy Meeting) 2 Months Operating Expenditures</b>	\$	<b>16,863,558</b>
<b>Current Fund Balance:</b>		
3% Fund Balance	\$	3,049,135
Undesignated Fund Balance	\$	9,272,756
Current Revenues vs Expenditures	\$	(3,134,132)
Other Reserves	\$	6,254,567
Total Fund Balance	\$	<u>15,442,326</u>
 <b>Target Under as of 9/30/25</b>	 \$	 <u><u>(1,421,232)</u></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
<b>Washington County</b>	\$ 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
<b>Unicoi County</b>	\$ 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
<b>Sullivan County</b>	\$ 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
<b>Carter County</b>	\$ 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
<b>Greene County</b>	\$ 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
<b>Hawkins County</b>	\$ 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 September 30, 2025					
					25.00%
		Amended	Actual	Budget Amount	Percentage
		Budget	Amounts	Remaining	of Budget to Date
Revenues					
40110	Current Property Tax - Washington Co.	\$ 12,390,307	46,987	\$ 12,343,320	0.38%
40110	Current Property Tax - Sullivan Co.	\$ 240,892	2,146	\$ 238,746	0.89%
40110	Current Property Tax - Carter Co.	\$ 106,941	1,075	\$ 105,866	1.00%
40120	Trustee's Collections - Prior Year	\$ 280,555	44,957	\$ 235,598	16.02%
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000	38,626	\$ 61,374	38.63%
40140	Interest & Penalty	\$ 135,000	8,205	\$ 126,795	6.08%
40150	Pick-Up Taxes	\$ 5,500	97	\$ 5,403	1.76%
40162	Payments in Lieu of Taxes - Local Utilities	\$ 215,000	195,239	\$ 19,761	90.81%
40163	Payments in Lieu of Taxes - Other	\$ 18,000	11,605	\$ 6,395	64.47%
40210	Local Option Sales Tax - Washington Co.	\$ 20,380,064	5,323,567	\$ 15,056,497	26.12%
40210	Local Option Sales Tax - Sullivan Co.	\$ 180,181	67,500	\$ 112,681	37.46%
40210	Local Option Sales Tax - Carter Co.	\$ 192,054	67,079	\$ 124,975	34.93%
40270	Business Tax	\$ 517,000	113,087	\$ 403,913	21.87%
40275	Mixed Drink Tax	\$ 3,500	42	\$ 3,458	1.20%
40320	Bank Excise Tax	\$ 95,000	-	\$ 95,000	0.00%
	<b>Total County Taxes</b>	<b>\$ 34,859,994</b>	<b>\$ 5,920,211</b>	<b>\$ 28,939,783</b>	<b>16.98%</b>
41110	Marriage Licenses	\$ 1,700	445	\$ 1,255	26.15%
	<b>Total Licenses and Permits</b>	<b>\$ 1,700</b>	<b>\$ 445</b>	<b>\$ 1,255</b>	<b>26.15%</b>
43511	Tuition - Regular Day Students	\$ 250,000	110,644	\$ 139,356	44.26%
43517	Tuition - Online Learning	\$ 30,000	50	\$ 29,950	0.17%
43581	Tuition - EDUCARE	\$ 1,449,900	314,651	\$ 1,135,249	21.70%
43581	Tuition - ECLC	\$ 247,000	62,283	\$ 184,717	25.22%
43990	Other Charges for Services - Fingerprints	\$ 21,000	2,646	\$ 18,354	12.60%
43990	Print Shop Enterprise Account	\$ 60,000	3,630	\$ 56,370	6.05%
	<b>Total Charges for Current Services</b>	<b>\$ 2,057,900</b>	<b>\$ 493,904</b>	<b>\$ 1,563,996</b>	<b>24.00%</b>
44160	Retirees' Insurance Payments	\$ 23,000	3,949	\$ 19,051	17.17%
44170	Miscellaneous Refunds	\$ -	3,372	\$ (3,372)	#DIV/0!
44530	Sale of Equipment	\$ -	-	\$ -	#DIV/0!
44570	Contributions	\$ -	-	\$ -	#DIV/0!
44570	Contributions - Shoe Fund	\$ 10,000	-	\$ 10,000	0.00%
44570	Contributions - Homeless Fund	\$ -	-	\$ -	#DIV/0!
44570	Contributions - Niswonger	\$ -	900	\$ (900)	#DIV/0!
44570	Contributions - Battelle	\$ -	10,000	\$ (10,000)	#DIV/0!
44990	Other Local Revenue (STEAM 536)	\$ 1,000	-	\$ 1,000	0.00%
44990	Other Local Revenue (Misc)	\$ -	99	\$ (99)	#DIV/0!
	<b>Total Other Local Revenues</b>	<b>\$ 34,000</b>	<b>\$ 18,320</b>	<b>\$ 15,680</b>	<b>53.88%</b>
46510	Tennessee Investment in Student Achievement (TISA)	\$ 48,652,044	9,824,948	\$ 38,827,096	20.19%
46510	TISA Outcomes	\$ 527,849	-	\$ 527,849	0.00%
46513	TISA On-Behalf Payments	\$ 52,761	-	\$ 52,761	0.00%
46550	Driver Education	\$ 11,000	-	\$ 11,000	0.00%
46590	Other State Educational Funds - Teacher Bonus	\$ 1,390,518	1,341,032	\$ 49,486	96.44%
46610	Career Ladder	\$ 63,500	-	\$ 63,500	0.00%
46596	Paid Parental Leave	\$ -	-	\$ -	#DIV/0!
	<b>Total State Education Funds</b>	<b>\$ 50,697,672</b>	<b>\$ 11,165,980</b>	<b>\$ 39,531,692</b>	<b>22.02%</b>
47143	Education of the Handicapped Act - IDEA	\$ -	-	\$ -	#DIV/0!
	<b>Total Federal Through State</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>#DIV/0!</b>

JOHNSON CITY SCHOOLS					
Statement of Revenues, Expenditures, and Changes in Fund Balance					
For the Period Ended September 30, 2025					
					25.00%
		Amended	Actual	Budget Amount	Percentage
		Budget	Amounts	Remaining	of Budget to Date
47640	ROTC Reimbursement	\$ 75,000	10,984	\$ 64,016	14.65%
	<b>Total Direct Federal Government</b>	<b>\$ 75,000</b>	<b>\$ 10,984</b>	<b>\$ 64,016</b>	<b>14.65%</b>
48610	Donations	\$ -	1	\$ (1)	#DIV/0!
49315	SBITA ISSUED	\$ -	-	\$ -	#DIV/0!
49800	Operating Transfers	\$ -	-	\$ -	#DIV/0!
49810	City General Fund Transfer - Operations	\$ 11,626,736	2,906,684	\$ 8,720,052	25.00%
49810	City General Fund Transfer - Transportation	\$ 3,037,269	-	\$ 3,037,269	0.00%
	<b>Total Other Sources</b>	<b>\$ 14,664,005</b>	<b>\$ 2,906,685</b>	<b>\$ 11,757,320</b>	<b>19.82%</b>
	<b>Total Revenues</b>	<b>\$ 102,390,271</b>	<b>\$ 20,516,528</b>	<b>\$ 81,873,743</b>	<b>20.04%</b>
APPROPRIATIONS (Expenditures)					
		Amended	Actual	Budget Amount	Percentage
		Budget	Amounts	Remaining	of Budget to Date
	<b>INSTRUCTION</b>				
71100	116 Teachers	\$ 34,767,340	6,246,387	\$ 28,520,953	17.97%
71100	116 Safety Net Program (1-031)	\$ 49,000	1,200	\$ 47,800	2.45%
71100	116 RTI (534)	\$ 516,120	110,590	\$ 405,530	21.43%
71100	116 Four-Year Transition Plan (2-301)	\$ 6,120	-	\$ 6,120	0.00%
71100	116 Local Extended Contract (1-578)	\$ 161,990	17,710	\$ 144,280	10.93%
71100	116 Mountain View Orchestra (9-581)	\$ 8,825	-	\$ 8,825	0.00%
71100	116 Curriculum Development (538)	\$ 22,000	3,480	\$ 18,520	15.82%
71100	116 Teacher Stipends for Online Learning (555)	\$ 24,520	-	\$ 24,520	0.00%
71100	117 Career Ladder	\$ 31,000	-	\$ 31,000	0.00%
71100	163 Educational Assistants	\$ 1,302,360	239,851	\$ 1,062,509	18.42%
71100	188 Personal Bonus	\$ 1,562,000	1,568,350	\$ (6,350)	100.41%
71100	189 Other Salaries & Wages	\$ -	32	\$ (32)	#DIV/0!
71100	195 Substitute Teachers Certified	\$ 150,000	14,078	\$ 135,922	9.39%
71100	198 Substitute Teachers - Non Certified	\$ 530,660	79,803	\$ 450,857	15.04%
71100	201 Social Security	\$ 2,399,808	486,796	\$ 1,913,012	20.28%
71100	204 Retirement	\$ 2,456,874	531,208	\$ 1,925,666	21.62%
71100	206 Life Insurance	\$ 88,534	17,703	\$ 70,831	20.00%
71100	207 Medical Insurance	\$ 4,684,799	1,126,879	\$ 3,557,920	24.05%
71100	208 Dental Insurance	\$ 145,000	30,995	\$ 114,005	21.38%
71100	210 Unemployment	\$ 25,000	8,559	\$ 16,441	34.23%
71100	211 Local Retirement	\$ -	20,069	\$ (20,069)	#DIV/0!
71100	212 Medicare	\$ 569,913	114,342	\$ 455,571	20.06%
71100	215 Other Post Employment Benefits (Retiree Insurance)	\$ 714,000	194,332	\$ 519,668	27.22%
71100	217 Retirement-Hybrid Stabilization	\$ 129,565	40,204	\$ 89,361	31.03%
71100	336 Performing Music Maintenance and Repair Equipment	\$ 21,682	8,704	\$ 12,978	40.14%
71100	399 Other Contracted Services (Site-Based check-copiers)	\$ 86,544	86,544	\$ -	100.00%
71100	399 RTI (1-534)	\$ -	25,000	\$ (25,000)	#DIV/0!
71100	399 Edmentum (Credit Recovery) 1-519	\$ 61,000	-	\$ 61,000	0.00%
71100	399 Public Chapter 426, Public Acts of 2011 (1-532)	\$ 40,000	1,050	\$ 38,950	2.63%
71100	399 Subscription Renewal - Brain Pop (1-536)	\$ 33,000	36,159	\$ (3,159)	109.57%
71100	399 Subscription Renewal - Curipod	\$ 20,000	-	\$ 20,000	0.00%
71100	399 Subscription Renewal - Neptune Navigate	\$ 3,000	2,750	\$ 250	91.67%
71100	399 Subscription Renewal - Canvas	\$ 61,000	-	\$ 61,000	0.00%
71100	399 Subscription - Generation Genius	\$ 9,000	8,955	\$ 45	99.50%
71100	399 Subscription Renewal - Mystery Science	\$ 12,000	13,560	\$ (1,560)	113.00%
71100	399 Subscription Renewal - Explore Learning	\$ 33,000	34,524	\$ (1,524)	104.62%
71100	399 Subscription Renewal - Study Island	\$ 16,000	15,625	\$ 375	97.66%
71100	399 Subscription Renewal - Age of Learning	\$ 60,000	54,000	\$ 6,000	90.00%
71100	399 Subscription - Quizizz	\$ 20,000	20,000	\$ -	100.00%
71100	399 Subscription - Vocabulary.com	\$ 9,300	-	\$ 9,300	0.00%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended September 30, 2025							
						25.00%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
71100	399	Subscription -- Flocabulary	\$ 20,000	17,181	\$ 2,819	85.91%	
71100	399	Virtual Program Instruction	\$ 220,000	260,010	\$ (40,010)	118.19%	
71100	399	Other Contracted Services	\$ -	696	\$ (696)	#DIV/0!	
71100	429	Instructional Supplies and Materials	\$ 223,185	224,375	\$ (1,190)	100.53%	
71100	429	Forward Funding	\$ 54,224	54,224	\$ -	100.00%	
71100	429	Summer School Supplies (1-033)	\$ 5,000		\$ 5,000	0.00%	
71100	429	AP - Instructional Supplies (2-583)	\$ 7,500	936	\$ 6,564	12.49%	
71100	429	RTI - (1-534)	\$ 12,000	423	\$ 11,577	3.53%	
71100	429	Instructional Supplies - Science Materials	\$ 19,269	19,269	\$ -	100.00%	
71100	429	Instructional Supplies - STEAM (536) +1K Donation	\$ 15,000	3,745	\$ 11,255	24.97%	
71100	429	Instructional Supplies - Rsrv for Encumb	\$ -	12,301	\$ (12,301)	#DIV/0!	
71100	429	Instructional Supplies - Special Budget Request	\$ 25,000		\$ 25,000	0.00%	
71100	449	Textbooks	\$ 768,700	874,955	\$ (106,255)	113.82%	
71100	449	Textbooks - Reserved for Encumbrances	\$ -		\$ -	#DIV/0!	
71100	471	Software Maintenance - IXL	\$ 52,896	43,220	\$ 9,676	81.71%	
71100	535	Fee Waiver Student Fees	\$ 126,419	126,419	\$ -	100.00%	
71100	535	Fee Waiver Student Performing Music	\$ 10,555	10,555	\$ -	100.00%	
71100	599	Receipt Books	\$ -		\$ -	#DIV/0!	
71100	595	TISA - On-Behalf Payments	\$ -		\$ -	#DIV/0!	
71100	614	Principal on SBITA	\$ -	100,834	\$ (100,834)	#DIV/0!	
71100	615	Interest on SBITA	\$ -	10,860	\$ (10,860)	#DIV/0!	
71100	722	Regular Instruction Equipment	\$ 92,271	7,155	\$ 85,116	7.75%	
71100	722	Performing Music Equipment	\$ 46,186	504	\$ 45,682	1.09%	
71100	722	Technology -BOE Tech Plan (568)	\$ 800,000	10,368	\$ 789,632	1.30%	
71100	722	Instruction Equipment - Special Budget Request	\$ 91,500		\$ 91,500	0.00%	
<b>Total Instruction</b>			<b>\$ 53,420,659</b>	<b>\$ 12,937,470</b>	<b>\$ 40,483,189</b>	<b>24.22%</b>	
<b>Alternative Instruction Program</b>							
71150	116	Teachers	\$ 1,043,460	222,276	\$ 821,184	21.30%	
71150	163	Educational Assistants	\$ 161,160	28,530	\$ 132,630	17.70%	
71150	188	Bonus	\$ 38,000	-	\$ 38,000	0.00%	
71150	201	Social Security	\$ 75,800	14,590	\$ 61,210	19.25%	
71150	204	Retirement	\$ 98,994	18,693	\$ 80,301	18.88%	
71150	206	Life Insurance	\$ 2,891	626	\$ 2,265	21.66%	
71150	207	Medical Insurance	\$ 159,629	40,085	\$ 119,544	25.11%	
71150	208	Dental Insurance	\$ 5,500	1,260	\$ 4,240	22.91%	
71150	211	Local Retirement	\$ -	483	\$ (483)	#DIV/0!	
71150	212	Medicare	\$ 18,018	3,412	\$ 14,606	18.94%	
71150	217	Retirement-Hybrid Stabilization	\$ 2,917	555	\$ 2,362	19.02%	
71150	399	Other Contracted Services	\$ 5,236	5,236	\$ -	100.00%	
71150	429	Instructional Supplies and Materials	\$ 15,432	15,432	\$ -	100.00%	
71150	499	Other Supplies and Materials	\$ 3,309	3,309	\$ -	100.00%	
71150	790	Other Equipment	\$ 12,140	2,653	\$ 9,487	21.85%	
<b>Total Alternative Instruction</b>			<b>\$ 1,642,486</b>	<b>\$ 357,140</b>	<b>\$ 1,285,346</b>	<b>21.74%</b>	
<b>SPECIAL EDUCATION</b>							
71200	116	Teachers	\$ 2,875,871	570,584	\$ 2,305,287	19.84%	
71200	117	Career Ladder	\$ 7,000	-	\$ 7,000	0.00%	
71200	163	Educational Assistants	\$ 885,100	144,182	\$ 740,918	16.29%	
71200	171	Speech Pathologist	\$ 479,400	84,676	\$ 394,724	17.66%	
71200	189	Other Salaries & Wages - Sign Language Interpreters	\$ 90,270	5,743	\$ 84,527	6.36%	
71200	201	Social Security	\$ 264,596	46,486	\$ 218,110	17.57%	
71200	204	Retirement	\$ 312,400	56,718	\$ 255,682	18.16%	
71200	206	Life Insurance	\$ 10,410	2,024	\$ 8,386	19.44%	
71200	207	Medical Insurance	\$ 717,939	149,147	\$ 568,792	20.77%	
71200	208	Dental Insurance	\$ 16,000	4,154	\$ 11,846	25.96%	
71200	211	Local Retirement	\$ 2,397	1,758	\$ 639	73.34%	

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
						25.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
71200	212	Medicare	\$ 62,896	10,908	\$ 51,988	17.34%
71200	217	Retirement-Hybrid Stabilization	\$ 25,375	6,242	\$ 19,133	24.60%
71200	336	Equipment Repairs and Maintenance	\$ 500	-	\$ 500	0.00%
71200	429	Instructional Supplies and Materials	\$ 15,000	6,438	\$ 8,562	42.92%
71200	499	Other Supplies and Materials	\$ 4,000	1,252	\$ 2,748	31.29%
71200	725	Special Education Instruction Equipment	\$ 14,000	259	\$ 13,741	1.85%
		<b>Total Special Education</b>	<b>\$ 5,783,154</b>	<b>\$ 1,090,570</b>	<b>\$ 4,692,584</b>	<b>18.86%</b>
		<b>VOCATIONAL INSTRUCTION</b>				
71300	116	Teachers	\$ 1,955,260	348,396	\$ 1,606,864	17.82%
71300	117	Career Ladder	\$ 4,000	-	\$ 4,000	0.00%
71300	163	Educational Assistants	\$ 85,680	15,734	\$ 69,946	18.36%
71300	188	Personal Bonus	\$ 56,000	-	\$ 56,000	0.00%
71300	201	Social Security	\$ 128,157	21,209	\$ 106,948	16.55%
71300	204	Retirement	\$ 149,237	24,478	\$ 124,759	16.40%
71300	206	Life Insurance	\$ 19,908	964	\$ 18,944	4.84%
71300	207	Medical Insurance	\$ 249,981	61,495	\$ 188,486	24.60%
71300	208	Dental Insurance	\$ 6,624	1,547	\$ 5,077	23.36%
71300	212	Medicare	\$ 30,464	4,960	\$ 25,504	16.28%
71300	217	Retirement-Hybrid Stabilization	\$ 54,316	1,734	\$ 52,582	3.19%
71300	399	Other Contracted Services	\$ 1,612	1,612	\$ -	100.00%
71300	429	Instructional Supplies and Materials	\$ 39,210	12,455	\$ 26,755	31.76%
71300	429	Forward Funding	\$ 1,612	1,612	\$ -	100.00%
71300	730	Vocational Equipment	\$ 4,375	-	\$ 4,375	0.00%
		<b>Total Vocational Instruction</b>	<b>\$ 2,786,436</b>	<b>\$ 496,194</b>	<b>\$ 2,290,242</b>	<b>17.81%</b>
		<b>ATTENDANCE</b>				
72110	188	Personal Bonus	\$ 18,000	2,000	\$ 16,000	11.11%
72110	189	Other Salaries and Wages	\$ 240,720	41,943	\$ 198,777	17.42%
72110	201	Social Security	\$ 15,782	2,593	\$ 13,189	16.43%
72110	204	State Retirement	\$ 19,843	3,157	\$ 16,686	15.91%
72110	206	Life Insurance	\$ 578	114	\$ 464	19.79%
72110	207	Medical Insurance	\$ 33,653	5,708	\$ 27,945	16.96%
72110	208	Dental Insurance	\$ 1,200	241	\$ 959	20.09%
72110	211	Local Retirement	\$ -	429	\$ (429)	#DIV/0!
72110	212	Medicare	\$ 3,751	606	\$ 3,145	16.17%
72110	217	Retirement - Hybrid Stabilization	\$ 3,442	534	\$ 2,908	15.51%
72110	471	Software Maintenance	\$ 143,000	86,045	\$ 56,955	60.17%
		<b>Total Attendance</b>	<b>\$ 479,969</b>	<b>\$ 143,371</b>	<b>\$ 336,598</b>	<b>29.87%</b>
		<b>HEALTH SERVICES</b>				
72120	131	Medical Personnel	\$ 762,960	159,186	\$ 603,774	20.86%
72120	188	Bonus	\$ 30,000	30,000	\$ -	100.00%
72120	201	Social Security	\$ 48,371	11,074	\$ 37,297	22.89%
72120	204	Retirement	\$ 65,740	15,117	\$ 50,623	23.00%
72120	206	Life Insurance	\$ 1,831	375	\$ 1,456	20.48%
72120	207	Medical Insurance	\$ 124,390	29,940	\$ 94,450	24.07%
72120	208	Dental Insurance	\$ 3,000	996	\$ 2,004	33.19%
72120	212	Medicare	\$ 11,498	2,590	\$ 8,908	22.52%
72120	217	Retirement-Hybrid Stabilization	\$ 8,011	2,446	\$ 5,565	30.53%
72120	355	Travel	\$ 600	75	\$ 525	12.44%
72120	399	Other Contracted Services	\$ 8,000	2,378	\$ 5,622	29.72%
72120	399	Other Contracted Services - Coordinated School Health	\$ -	-	\$ -	#DIV/0!
72120	413	Drugs & Medical Supplies	\$ 3,900	449	\$ 3,451	11.51%
72120	499	Other Supplies & Materials	\$ 15,000	8,435	\$ 6,565	56.23%
72120	499	Other Supplies & Materials - Coordinated School Health	\$ -	-	\$ -	#DIV/0!

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
						25.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72120	524	Staff Development	\$ 1,000	236	\$ 764	23.55%
72120	524	Staff Development - Coordinated School Health	\$ -	-	\$ -	#DIV/0!
72120	599	Other Charges - Coordinated School Health	\$ 100,000	-	\$ 100,000	0.00%
72120	735	Health Equipment - Coordinated School Health	\$ 2,400	648	\$ 1,752	27.00%
		<b>Total Health Services</b>	<b>\$ 1,186,701</b>	<b>\$ 263,943</b>	<b>\$ 922,759</b>	<b>22.24%</b>
		<b>STUDENT SUPPORT</b>				
72130	117	Career Ladder	\$ 2,000	-	\$ 2,000	0.00%
72130	123	Guidance Personnel	\$ 1,754,400	339,384	\$ 1,415,016	19.34%
72130	161	Secretary	\$ 41,820	9,529	\$ 32,291	22.79%
72130	188	Bonus	\$ 92,000	96,000	\$ (4,000)	104.35%
72130	189	Other Salaries & Benefits	\$ 908,737	171,613	\$ 737,124	18.88%
72130	201	Social Security	\$ 170,736	36,225	\$ 134,511	21.22%
72130	204	Retirement	\$ 204,762	43,989	\$ 160,773	21.48%
72130	206	Life Insurance	\$ 6,717	1,194	\$ 5,523	17.77%
72130	207	Medical Insurance	\$ 394,419	92,115	\$ 302,304	23.35%
72130	208	Dental Insurance	\$ 11,071	2,368	\$ 8,703	21.39%
72130	211	Local Retirement	\$ -	628	\$ (628)	#DIV/0!
72130	212	Medicare	\$ 40,585	8,472	\$ 32,113	20.87%
72130	217	Retirement-Hybrid Stabilization	\$ 18,790	5,566	\$ 13,224	29.62%
72130	322	AP Testing (2-583)	\$ 135,000	-	\$ 135,000	0.00%
72130	355	Travel	\$ -	76	\$ (76)	#DIV/0!
72130	499	Other Supplies & Materials	\$ -	1,402	\$ (1,402)	#DIV/0!
72130	790	Other Equipment (1-529)	\$ 2,500	-	\$ 2,500	0.00%
		<b>Total Student Support</b>	<b>\$ 3,783,537</b>	<b>\$ 808,558</b>	<b>\$ 2,974,979</b>	<b>21.37%</b>
		<b>INSTRUCTION SUPPORT</b>				
72210	105	Administration	\$ 744,278	188,186	\$ 556,092	25.28%
72210	117	Career Ladder	\$ 6,000	-	\$ 6,000	0.00%
72210	129	Librarians	\$ 875,670	159,455	\$ 716,215	18.21%
72210	137	Educational Media Personnel	\$ 343,640	70,291	\$ 273,349	20.45%
72210	161	Secretary	\$ 138,720	39,899	\$ 98,821	28.76%
72210	172	Instructional Coaches	\$ 1,549,167	87,045	\$ 1,462,122	5.62%
72210	188	Bonus	\$ 124,000	169,400	\$ (45,400)	136.61%
72210	189	Other Salaries and Wages	\$ 114,240	164,859	\$ (50,619)	144.31%
72210	189	Other Salaries and Wages - Tech Teacher Leader	\$ 30,500	-	\$ 30,500	0.00%
72210	201	Social Security	\$ 239,499	51,606	\$ 187,893	21.55%
72210	204	Retirement	\$ 261,668	60,073	\$ 201,595	22.96%
72210	206	Life Insurance	\$ 9,923	1,670	\$ 8,253	16.82%
72210	207	Medical Insurance	\$ 425,291	91,306	\$ 333,985	21.47%
72210	208	Dental Insurance	\$ 11,683	2,583	\$ 9,100	22.10%
72210	211	Local Retirement	\$ 4,636	1,069	\$ 3,567	23.06%
72210	212	Medicare	\$ 56,930	12,082	\$ 44,848	21.22%
72210	217	Retirement-Hybrid Stabilization	\$ 5,742	2,703	\$ 3,039	47.08%
72210	355	Travel	\$ 11,500	181	\$ 11,319	1.57%
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-57)	\$ 15,000	-	\$ 15,000	0.00%
72210	355	Travel - Choir, Orchestra & Drama	\$ 10,000	-	\$ 10,000	0.00%
72210	399	Niswonger Class Fees (555)	\$ 5,000	4,800	\$ 200	96.00%
72210	399	Contracted Services Niswonger Consortium Fee (555)	\$ 15,200	15,428	\$ (228)	101.50%
72210	399	Other Contracted Services (5\$ Transact)	\$ 9,000	-	\$ 9,000	0.00%
72210	399	Other Contracted Services - Frontline	\$ 31,000	32,407	\$ (1,407)	104.54%
72210	399	Other Contracted Services - Robotics Team (16-572)	\$ 1,000	-	\$ 1,000	0.00%
72210	399	Other Contracted Services - Parent Square	\$ 31,500	31,200	\$ 300	99.05%
72210	399	Other Contracted Services - 504 Online System	\$ 5,000	-	\$ 5,000	0.00%
72210	399	Other Contracted Services - Major Clarity	\$ 7,000	-	\$ 7,000	0.00%
72210	399	Other Contracted Services - Print Shop	\$ 41,000	1,890	\$ 39,110	4.61%
72210	399	Random Drug Testing (DOT Physicals)	\$ 16,000	1,358	\$ 14,642	8.49%
72210	399	Contracted Services - RC (1-030)	\$ 2,400	-	\$ 2,400	0.00%

JOHNSON CITY SCHOOLS									
Statement of Revenues, Expenditures, and Changes in Fund Balance									
For the Period Ended September 30, 2025									
						25.00%			
				Amended	Actual	Budget Amount	Percentage		
				Budget	Amounts	Remaining	of Budget to Date		
72210	399	Internal Assessment Platform - Illuminate	\$	55,000		\$	55,000	0.00%	
72210	399	Other Contracted Services (Misc)	\$	20,000	3,711	\$	16,289	18.55%	
72210	432	Library Books Media	\$	36,730	36,730	\$	-	100.00%	
72210	471	Software Maintenance - Hapara	\$	65,640	62,855	\$	2,785	95.76%	
72210	471	Software Maintenance - Library Software	\$	22,000	23,261	\$	(1,261)	105.73%	
72210	471	Software Maintenance - Renaissance Learning Item Bank	\$	-	3,696	\$	(3,696)	#DIV/0!	
72210	471	Software Maintenance - Educlimber	\$	50,000		\$	50,000	0.00%	
72210	499	Other Supplies & Materials	\$	10,000	5,782	\$	4,218	57.82%	
72210	499	Mclass Amplify Program (1-524)	\$	24,000		\$	24,000	0.00%	
72210	499	Other Supplies & Materials-RC (1-030)	\$	7,700		\$	7,700	0.00%	
72210	499	Other Supplies and Materials - Robotics Team (16-572)	\$	5,000		\$	5,000	0.00%	
72210	499	Shoe Fund (1-520)	\$	10,000	5,895	\$	4,105	58.95%	
72210	499	Centegix Supplies (964)	\$	2,400	885	\$	1,515	36.86%	
72210	499	Homeless Donations (701)	\$	-	(526)	\$	526	#DIV/0!	
72210	499	Other Supplies & Materials - Safe Schools	\$	-	396	\$	(396)	#DIV/0!	
72210	499	Other Supplies & Materials - Print Shop	\$	110,000	6,690	\$	103,310	6.08%	
72210	524	Teacher Leadership Academy (537)	\$	44,500		\$	44,500	0.00%	
72210	524	In-service Staff Dev. System Wide/School Based	\$	148,208	18,360	\$	129,848	12.39%	
72210	524	Staff Development - Safe Schools	\$	-	19,455	\$	(19,455)	#DIV/0!	
72210	524	Staff Development - Coordinated School Health	\$	-	2,701	\$	(2,701)	#DIV/0!	
72210	524	AP Staff Development (2-583)	\$	10,000		\$	10,000	0.00%	
72210	599	Non Revenue Producing Sports \$30K (25/5)	\$	40,000	4,062	\$	35,938	10.15%	
72210	599	Non Revenue Producing Sports - Reserved for Encumbrance	\$	-		\$	-	#DIV/0!	
72210	599	Other Charges - MS Competition Fees	\$	3,000		\$	3,000	0.00%	
72210	599	Other Charges - Safe Schools	\$	-		\$	-	#DIV/0!	
72210	599	Other Charges - Homeless Program	\$	-	3,760	\$	(3,760)	#DIV/0!	
72210	599	Other Charges	\$	4,000		\$	4,000	0.00%	
72210	790	Non Revenue Producing Sports - Arts \$20K (15/5)	\$	25,000	2,885	\$	22,115	11.54%	
72210	790	Other Equipment - Safe Schools	\$	-	18,385	\$	(18,385)	#DIV/0!	
72210	790	Safety - Radios (1-964) - Elementary	\$	5,000		\$	5,000	0.00%	
72210	790	Other Equipment	\$	5,000	1,953	\$	3,047	39.06%	
<b>Total Instruction Support</b>			<b>\$</b>	<b>5,845,365</b>	<b>\$</b>	<b>1,410,426</b>	<b>\$</b>	<b>4,434,939</b>	<b>24.13%</b>
<b>ALTERNATIVE INSTRUCTIONAL SUPPORT</b>									
72215	161	Secretaries	\$	40,800	7,363	\$	33,437	18.05%	
72215	188	Personal Bonus	\$	2,000	-	\$	2,000	0.00%	
72215	201	Social Security	\$	2,611	382	\$	2,229	14.62%	
72215	204	Retirement	\$	3,240	560	\$	2,680	17.27%	
72215	206	Life Insurance	\$	98	22	\$	76	22.09%	
72215	207	Medical Insurance	\$	16,888	4,118	\$	12,770	24.38%	
72215	208	Dental Insurance	\$	450	122	\$	328	27.05%	
72215	212	Medicare	\$	621	89	\$	532	14.38%	
72215	217	Retirement - Hybrid Stabilization	\$	583	140	\$	443	24.07%	
72215	435	Office Supplies	\$	2,368	2,368	\$	-	100.00%	
72215	524	In-Service/Staff Development	\$	2,000	989	\$	1,011	49.47%	
<b>Total Alternative Instruction Support</b>			<b>\$</b>	<b>71,659</b>	<b>\$</b>	<b>16,153</b>	<b>\$</b>	<b>55,506</b>	<b>22.54%</b>
<b>SPECIAL EDUCATION SUPPORT</b>									
72220	105	Administration	\$	123,227	30,807	\$	92,420	25.00%	
72220	124	Psychological Personnel	\$	82,304	14,971	\$	67,333	18.19%	
72220	131	Physical Therapist	\$	290,333	53,025	\$	237,308	18.26%	
72220	135	Diagnosticians	\$	384,273	69,877	\$	314,396	18.18%	
72220	161	Secretary	\$	114,240	34,068	\$	80,172	29.82%	
72220	189	Other Salaries & Wages	\$	183,630	14,946	\$	168,684	8.14%	
72220	201	Social Security	\$	71,858	13,206	\$	58,652	18.38%	
72220	204	Retirement	\$	93,705	17,304	\$	76,401	18.47%	
72220	206	Life Insurance	\$	2,827	557	\$	2,270	19.69%	
72220	207	Medical Insurance	\$	126,684	42,340	\$	84,344	33.42%	

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
						25.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72220	208	Dental Insurance	\$ 2,924	997	\$ 1,927	34.08%
72220	212	Medicare	\$ 17,081	3,088	\$ 13,993	18.08%
72220	217	Retirement-Hybrid Stabilization	\$ 5,427	1,137	\$ 4,290	20.94%
72220	312	Contracts with Private Agencies	\$ 20,819	135	\$ 20,684	0.65%
72220	322	Testing Materials	\$ 5,000	1,359	\$ 3,641	27.17%
72220	336	Maintenance & Repair Services - Equipment	\$ 1,600	1,170	\$ 430	73.13%
72220	355	Travel	\$ 7,500	907	\$ 6,593	12.09%
72220	499	Other Supplies & Materials	\$ 3,000	709	\$ 2,291	23.64%
72220	524	In Service/Staff Development	\$ 4,000	3,296	\$ 704	82.41%
72220	790	Other Equipment	\$ 3,500	-	3500	0.00%
		<b>Total Special Education Support</b>	<b>\$ 1,543,932</b>	<b>\$ 303,896</b>	<b>\$ 1,240,036</b>	<b>19.68%</b>
		<b>VOCATIONAL INSTRUCTION SUPPORT</b>				
72230	105	Administration	\$ 132,911	32,599	\$ 100,312	24.53%
72230	117	Career Ladder	\$ 3,000	-	\$ 3,000	0.00%
72230	161	Secretary	\$ 39,780	7,142	\$ 32,638	17.95%
72230	188	Personal Bonus	\$ 4,000	-	\$ 4,000	0.00%
72230	201	Social Security	\$ 10,961	2,311	\$ 8,650	21.08%
72230	204	Retirement	\$ 11,148	2,424	\$ 8,724	21.74%
72230	206	Life Insurance	\$ 422	90	\$ 332	21.44%
72230	207	Medical Insurance	\$ 22,189	5,412	\$ 16,777	24.39%
72230	208	Dental Insurance	\$ 558	136	\$ 422	24.42%
72230	212	Medicare	\$ 2,606	540	\$ 2,066	20.74%
72230	217	Retirement - Hybrid Stabilization	\$ 569	136	\$ 433	23.93%
72230	355	Travel	\$ 154	154	\$ -	100.00%
72230	399	Other Contracted Services	\$ -	-	\$ -	#DIV/0!
72230	435	Office Supplies	\$ 154	154	\$ -	100.00%
72230	524	In-Service/Staff Development	\$ -	392	\$ (392)	#DIV/0!
		<b>Total Vocational Instruction Support</b>	<b>\$ 228,452</b>	<b>\$ 51,491</b>	<b>\$ 76,649</b>	<b>22.54%</b>
		<b>TECHNOLOGY</b>				
72250	105	Administration	\$ 108,001	22,496	\$ 85,505	20.83%
72250	121	Technicians	\$ 1,118,635	268,985	\$ 849,650	24.05%
72250	188	Bonus	\$ 42,000	44,000	\$ (2,000)	104.76%
72250	201	Social Security	\$ 77,387	19,607	\$ 57,780	25.34%
72250	204	Retirement	\$ 171,872	44,264	\$ 127,608	25.75%
72250	206	Life Insurance	\$ 2,944	620	\$ 2,324	21.06%
72250	207	Medical Insurance	\$ 196,136	45,832	\$ 150,304	23.37%
72250	208	Dental Insurance	\$ 5,809	1,373	\$ 4,436	23.64%
72250	211	Local Retirement	\$ -	2,014	\$ (2,014)	#DIV/0!
72250	212	Medicare	\$ 18,395	4,585	\$ 13,810	24.93%
72250	217	Retirement - Hybrid Stabilization	\$ 9,026	2,216	\$ 6,810	24.55%
72250	307	Technology Communications	\$ 6,300	671	\$ 5,629	10.65%
72250	320	Dues and Memberships	\$ 900	-	\$ 900	0.00%
72250	336	Maintenance and Repair Services	\$ -	-	\$ -	#DIV/0!
72250	350	Other Charges-Internet/ENA	\$ 185,000	19,558	\$ 165,442	10.57%
72250	355	Travel Technology	\$ 3,000	-	\$ 3,000	0.00%
72250	399	Contracted Services	\$ 20,000	40,224	\$ (20,224)	201.12%
72250	411	Data Processing Supplies	\$ 11,500	77	\$ 11,423	0.67%
72250	435	Office Supplies Technology	\$ 1,700	-	\$ 1,700	0.00%
72250	471	Software Maintenance - Content Filter	\$ 26,000		\$ 26,000	0.00%
72250	471	Software Maintenance - Endpoint Protection - Trend	\$ 62,000		\$ 62,000	0.00%
72250	471	Software Maintenance - Jatheon/Email Archive	\$ 5,000		\$ 5,000	0.00%
72250	471	Software Maintenance - KnowBe4	\$ 25,000		\$ 25,000	0.00%
72250	471	Software Maintenance - TeamViewer	\$ 11,000		\$ 11,000	0.00%
72250	471	Software Maintenance - VXRail	\$ 26,000		\$ 26,000	0.00%
72250	471	Software Maintenance - Microsoft EES - OS and Office L	\$ 45,000	43,833	\$ 1,167	97.41%
72250	471	Software Maintenance - Cisco Smartnet	\$ 20,000		\$ 20,000	0.00%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
					25.00%	
			<b>Amended</b>	<b>Actual</b>	<b>Budget Amount</b>	
			<b>Budget</b>	<b>Amounts</b>	<b>Remaining</b>	
					<b>Percentage</b>	
					<b>of Budget to Date</b>	
72250	471	Software Maintenance - Veeam	\$ 6,400		\$ 6,400	0.00%
72250	471	Software Maintenance - Help Desk	\$ 28,000	27,916	\$ 84	99.70%
72250	471	Software Maintenance - VMWare	\$ 12,000		\$ 12,000	0.00%
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$ 15,000		\$ 15,000	0.00%
72250	471	Software Maintenance - SonicWall - Firewall	\$ 10,000		\$ 10,000	0.00%
72250	471	Software Maintenance - KACE	\$ 1,500		\$ 1,500	0.00%
72250	471	Software Maintenance - Identity Automation Rapid	\$ 58,000		\$ 58,000	0.00%
72250	471	Software Maintenance - Tipping Point	\$ 95,000		\$ 95,000	0.00%
72250	471	Software Hosting Services	\$ 21,000	19,345	\$ 1,655	92.12%
72250	471	Software Maintenance - Aruba Clearpass	\$ 15,000	5,226	\$ 9,774	34.84%
72250	471	Software Maintenance - Badgepass	\$ 10,000		\$ 10,000	0.00%
72250	471	Software Maintenance - Wasabi Cloud Storage	\$ 2,200		\$ 2,200	0.00%
72250	471	Software Maintenance - Document Cloud Storage	\$ 18,000		\$ 18,000	0.00%
72250	471	Software Maintenance - Other	\$ 5,000	16,896	\$ (11,896)	337.92%
72250	499	Other Supplies & Materials Technology	\$ 10,500		\$ 10,500	0.00%
72250	524	In-service Staff Development - Technology	\$ 10,000	175	\$ 9,825	1.75%
72250	709	Data Processing Equipment Technology	\$ 10,000	454	\$ 9,546	4.54%
		<b>Total Technology</b>	<b>\$ 2,526,205</b>	<b>\$ 630,369</b>	<b>\$ 1,895,836</b>	<b>24.95%</b>
		<b>BOARD OF EDUCATION</b>				
72310	206	Life Insurance	\$ 420	95	\$ 326	22.50%
72310	207	Medical Insurance	\$ 30,172	7,359	\$ 22,813	24.39%
72310	208	Dental Insurance	\$ 1,100	92	\$ 1,008	8.35%
72310	305	Audit Service	\$ 22,000	19,000	\$ 3,000	86.36%
72310	320	Dues and Memberships	\$ 12,000	8,276	\$ 3,724	68.97%
72310	331	Legal Services	\$ 15,000	5,219	\$ 9,782	34.79%
72310	355	Travel	\$ 500	-	\$ 500	0.00%
72310	399	Other Contracted Services	\$ 10,000	3,000	\$ 7,000	30.00%
72310	499	Other Supplies & Materials	\$ 2,000	426	\$ 1,574	21.31%
72310	506	Liability Insurance	\$ 89,036	-	\$ 89,036	0.00%
72310	506	*Athletic Liability Insurance	\$ 41,000	-	\$ 41,000	0.00%
72310	508	Corporate Surety Bonds	\$ 150	144	\$ 6	96.00%
72310	510	Trustee's Commission	\$ 500,000	60,728	\$ 439,272	12.15%
72310	513	Workman's Compensation Insurance	\$ 450,633	-	\$ 450,633	0.00%
72310	524	In-service Staff Development	\$ 26,000	10,593	\$ 15,407	40.74%
72310	599	Other Charges	\$ 30,000	464	\$ 29,536	1.55%
72310	599	Athletics/Band Travel	\$ 80,000	4,110	\$ 75,890	5.14%
		<b>Total Board of Education</b>	<b>\$ 1,310,011</b>	<b>\$ 119,505</b>	<b>\$ 1,190,506</b>	<b>9.12%</b>
		<b>Superintendent</b>				
72320	101	Superintendent	\$ 198,800	48,177	\$ 150,623	24.23%
72320	117	Career Ladder	\$ -	-	\$ -	#DIV/0!
72320	161	Secretary	\$ 56,100	13,999	\$ 42,101	24.95%
72320	188	Bonus	\$ 2,000	2,000	\$ -	100.00%
72320	201	Social Security	\$ 15,671	4,166	\$ 11,505	26.58%
72320	204	Retirement	\$ 20,231	5,484	\$ 14,747	27.10%
72320	206	Life Insurance	\$ 617	81	\$ 536	13.06%
72320	207	Medical Insurance	\$ 33,000	8,551	\$ 24,449	25.91%
72320	208	Dental Insurance	\$ 820	194	\$ 626	23.65%
72320	212	Medicare	\$ 3,725	974	\$ 2,751	26.15%
72320	217	Retirement - Hybrid Stabilization	\$ 2,890	765	\$ 2,125	26.48%
72320	299	Other Fringe Benefits	\$ 1,200	5,000	\$ (3,800)	416.67%
72320	307	Communications	\$ 60,000	11,688	\$ 48,312	19.48%
72320	320	Dues & Memberships	\$ 12,000	3,682	\$ 8,318	30.68%
72320	348	Postal Charges	\$ 10,000	1,115	\$ 8,885	11.15%
72320	355	Travel	\$ 1,000	-	\$ 1,000	0.00%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
					25.00%	
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72320	399	Other Contracted Services	\$ 11,000	3,292	\$ 7,708	29.93%
72320	435	Office Supplies	\$ 7,000	194	\$ 6,806	2.77%
72320	499	Other Supplies and Materials	\$ -	10,550	\$ (10,550)	#DIV/0!
72320	524	Staff Development - Leadership Program	\$ 11,000	2,552	\$ 8,448	23.20%
72320	599	Other Charges	\$ 13,000	-	\$ 13,000	0.00%
72320	701	Administrative Equipment	\$ 2,000	-	\$ 2,000	0.00%
		<b>Total Director of Schools</b>	<b>\$ 462,054</b>	<b>\$ 122,464</b>	<b>\$ 339,590</b>	<b>26.50%</b>
		<b>OFFICE OF THE PRINCIPAL</b>				
72410	104	Principals	\$ 1,340,978	350,087	\$ 990,891	26.11%
72410	117	Career Ladder	\$ 2,000	-	\$ 2,000	0.00%
72410	119	Bookkeepers	\$ 497,760	106,443	\$ 391,317	21.38%
72410	139	Assistant Principals	\$ 2,170,389	488,835	\$ 1,681,554	22.52%
72410	161	Secretary	\$ 1,141,300	225,471	\$ 915,829	19.76%
72410	188	Bonus	\$ 140,000	164,000	\$ (24,000)	117.14%
72410	189	Data Processing Personnel	\$ 75,422	18,855	\$ 56,567	25.00%
72410	201	Social Security	\$ 327,439	79,649	\$ 247,790	24.32%
72410	204	Retirement	\$ 401,541	92,652	\$ 308,889	23.07%
72410	206	Life Insurance	\$ 12,883	2,618	\$ 10,265	20.32%
72410	207	Medical Insurance	\$ 610,972	141,455	\$ 469,517	23.15%
72410	208	Dental Insurance	\$ 16,515	3,941	\$ 12,574	23.86%
72410	211	Local Retirement	\$ -	2,614	\$ (2,614)	#DIV/0!
72410	212	Medicare	\$ 77,834	18,661	\$ 59,173	23.97%
72410	217	Retirement - Hybrid Stabilization	\$ 22,692	5,726	\$ 16,966	25.23%
72410	307	Communication	\$ 80,000	16,048	\$ 63,952	20.06%
72410	320	Dues & Memberships	\$ 2,000	2,000	\$ -	100.00%
72410	348	Postal Charges	\$ 8,173	8,809	\$ (636)	107.79%
72410	355	Travel	\$ 1,684	1,684	\$ -	100.00%
72410	435	Office Supplies	\$ 5,475	7,212	\$ (1,737)	131.73%
72410	524	In-service/Staff Development	\$ 912	-	\$ 912	0.00%
72410	701	Administrative Equipment	\$ 131,700	881	\$ 130,819	0.67%
		<b>Total Office of the Principal</b>	<b>\$ 7,067,669</b>	<b>\$ 1,737,640</b>	<b>\$ 5,330,029</b>	<b>24.59%</b>
		<b>FISCAL SERVICES</b>				
72510	105	Administration	\$ 121,634	30,406	\$ 91,228	25.00%
72510	119	Bookkeepers	\$ 323,619	74,064	\$ 249,555	22.89%
72510	188	Bonus	\$ 12,000	12,000	\$ -	100.00%
72510	201	Social Security	\$ 27,892	6,821	\$ 21,071	24.46%
72510	204	Retirement	\$ 54,422	13,980	\$ 40,442	25.69%
72510	206	Life Insurance	\$ 1,069	219	\$ 850	20.48%
72510	207	Medical Insurance	\$ 43,210	12,564	\$ 30,646	29.08%
72510	208	Dental Insurance	\$ 1,250	409	\$ 841	32.70%
72510	211	Local Retirement	\$ 4,610	1,071	\$ 3,539	23.22%
72510	212	Medicare	\$ 6,630	1,595	\$ 5,035	24.06%
72510	217	Retirement - Hybrid Stabilization	\$ 2,895	811	\$ 2,084	28.01%
72510	306	Bank Charges	\$ 5,000	-	\$ 5,000	0.00%
72510	320	Dues & Memberships	\$ 1,000	-	\$ 1,000	0.00%
72510	355	Travel	\$ 100	22	\$ 78	21.56%
72510	399	Other Contracted Services	\$ 50,500	2,133	\$ 48,367	4.22%
72510	411	Data Processing Supplies	\$ 4,500	863	\$ 3,637	19.17%
72510	435	Office Supplies	\$ 4,000	1,595	\$ 2,405	39.87%
72510	499	Other Supplies and Materials	\$ 1,000	-	\$ 1,000	0.00%
72510	524	Staff Development	\$ 5,000	175	\$ 4,825	3.50%
72510	599	Other Charges	\$ 250	-	\$ 250	0.00%
72510	701	Administrative Equipment	\$ 3,000	2,910	\$ 90	97.01%
		<b>Total Fiscal Services</b>	<b>\$ 673,581</b>	<b>\$ 161,637</b>	<b>\$ 511,944</b>	<b>24.00%</b>

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
						25.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
		<b>HUMAN RESOURCES</b>				
72520	105	Supervisor/Director	\$ 93,791	23,448	\$ 70,343	25.00%
72520	161	Secretary	\$ 148,596	33,853	\$ 114,743	22.78%
72520	188	Personal Bonus	\$ 8,000	8,000	\$ -	100.00%
72520	201	Social Security	\$ 15,274	3,845	\$ 11,429	25.18%
72520	204	State Retirement	\$ 28,185	7,396	\$ 20,789	26.24%
72520	206	Life Insurance	\$ 582	108	\$ 474	18.56%
72520	207	Medical Insurance	\$ 34,096	7,289	\$ 26,807	21.38%
72520	208	Dental Insurance	\$ 1,000	215	\$ 785	21.49%
72520	212	Medicare	\$ 3,631	899	\$ 2,732	24.77%
72520	217	Retirement - Hybrid Stabilization	\$ 2,479	706	\$ 1,773	28.49%
72520	320	Dues and Memberships	\$ 250	50	\$ 200	20.00%
72520	355	Travel	\$ 250	22	\$ 228	8.96%
72520	399	Other Contracted Services	\$ 3,000	2,701	\$ 299	90.05%
72520	435	Office Supplies	\$ 2,000	157	\$ 1,843	7.85%
72520	499	Other Supplies	\$ -	-	\$ -	#DIV/0!
72520	524	Staff Development	\$ 4,000	2,865	\$ 1,135	71.63%
72520	599	Other Charges	\$ -	-	\$ -	#DIV/0!
72520	701	Administrative Equipment	\$ 1,000	-	\$ 1,000	0.00%
		<b>Total Human Resources</b>	<b>\$ 346,134</b>	<b>\$ 91,555</b>	<b>\$ 254,579</b>	<b>26.45%</b>
		<b>OPERATION OF PLANT</b>				
72610	160	Guards	\$ 220,320	27,655	\$ 192,665	12.55%
72610	166	Custodial Personnel	\$ 2,066,520	432,242	\$ 1,634,278	20.92%
72610	166	Summer Worker (510)	\$ 16,320	6,532	\$ 9,788	40.03%
72610	166	Custodian Overtime	\$ 7,000	6,633	\$ 367	94.76%
72610	188	Bonus	\$ 111,050	106,700	\$ 4,350	96.08%
72610	201	Social Security	\$ 147,694	33,401	\$ 114,293	22.62%
72610	204	Retirement	\$ 250,968	59,378	\$ 191,590	23.66%
72610	206	Life Insurance	\$ 5,544	900	\$ 4,644	16.23%
72610	207	Medical Insurance	\$ 324,154	83,723	\$ 240,431	25.83%
72610	208	Dental Insurance	\$ 8,500	2,180	\$ 6,320	25.65%
72610	211	Local Retirement	\$ -	4,216	\$ (4,216)	#DIV/0!
72610	212	Medicare	\$ 35,108	7,953	\$ 27,155	22.65%
72610	217	Retirement - Hybrid Stabilization	\$ 21,551	4,517	\$ 17,034	20.96%
72610	359	Disposal Fees	\$ 130,000	13,459	\$ 116,541	10.35%
72610	399	Other Contracted Services	\$ -	32,482	\$ (32,482)	#DIV/0!
72610	410	Custodial Supplies	\$ 160,000	32,747	\$ 127,253	20.47%
72610	415	Electricity	\$ 1,950,000	412,443	\$ 1,537,557	21.15%
72610	434	Natural Gas	\$ 265,000	16,710	\$ 248,290	6.31%
72610	454	Water & Sewer	\$ 320,000	37,094	\$ 282,906	11.59%
72610	471	Trane Cloud System	\$ 25,000	-	\$ 25,000	0.00%
72610	499	Other Supplies & Materials	\$ 5,000	2,560	\$ 2,440	51.20%
72610	599	Other Charges	\$ -	-	\$ -	#DIV/0!
72610	720	Plant Operating Equipment	\$ 5,000	-	\$ 5,000	0.00%
		<b>Total Operation of Plant</b>	<b>\$ 6,074,729</b>	<b>\$ 1,323,525</b>	<b>\$ 4,751,204</b>	<b>21.79%</b>
		<b>MAINTENANCE OF PLANT</b>				
72620	105	Administration	\$ 93,898	23,469	\$ 70,429	24.99%
72620	161	Secretary	\$ 47,430	9,435	\$ 37,995	19.89%
72620	167	Maintenance Personnel	\$ 1,201,918	267,887	\$ 934,031	22.29%
72620	188	Bonus	\$ 46,000	44,000	\$ 2,000	95.65%
72620	201	Social Security	\$ 84,744	19,527	\$ 65,217	23.04%
72620	204	Retirement	\$ 207,501	49,597	\$ 157,904	23.90%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
						25.00%
			Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
72620	206	Life Insurance	\$ 3,224	618	\$ 2,606	19.18%
72620	207	Medical Insurance	\$ 237,169	56,064	\$ 181,105	23.64%
72620	208	Dental Insurance	\$ 6,393	1,394	\$ 4,999	21.80%
72620	211	Local Retirement	\$ -	1,329	\$ (1,329)	#DIV/0!
72620	212	Medicare	\$ 20,144	4,567	\$ 15,577	22.67%
72620	217	Retirement - Hybrid Stabilization	\$ 8,121	1,956	\$ 6,165	24.09%
72620	307	Communications	\$ 12,000	906	\$ 11,094	7.55%
72620	336	Maint & Repair Service - Equipment	\$ 7,500	5,057	\$ 2,443	67.43%
72620	399	Other Contracted Services	\$ 130,000	18,279	\$ 111,721	14.06%
72620	399	ESG M& V Services	\$ 17,000	-	\$ 17,000	0.00%
72620	499	Other Supplies & Materials	\$ 255,000	58,126	\$ 196,874	22.79%
72620	599	Other Charges-In-service/Staff Development.	\$ 3,000	-	\$ 3,000	0.00%
		<b>Total Maintenance of Plant</b>	<b>\$ 2,381,042</b>	<b>\$ 562,212</b>	<b>\$ 1,818,830</b>	<b>23.61%</b>
		<b>TRANSPORTATION</b>				
72710	189	Other Salaries & Wages - Bus Assistants	\$ 38,600	823	\$ 37,777	2.13%
72710	201	Social Security	\$ 2,393	48	\$ 2,345	2.00%
72710	204	Retirement	\$ 4,270	63	\$ 4,207	1.47%
72710	211	Local Retirement	\$ 300	-	\$ 300	0.00%
72710	212	Medicare	\$ 560	11	\$ 549	2.01%
72710	217	Retirement - Hybrid Stabilization	\$ -	22	\$ (22)	#DIV/0!
72710	312	Special Education Transportation	\$ 3,000	-	\$ 3,000	0.00%
72710	314	Contracts w/Public Carrier	\$ 3,037,269	-	\$ 3,037,269	0.00%
72710	338	Maint & Repair Service	\$ 15,000	219	\$ 14,781	1.46%
72710	355	Travel	\$ -	-	\$ -	#DIV/0!
72710	399	Other Contracted Services	\$ -	-	\$ -	#DIV/0!
72710	425	Gasoline	\$ 50,000	3,538	\$ 46,463	7.08%
72710	450	Tires & Tubes	\$ 5,000	-	\$ 5,000	0.00%
72710	453	Vehicle Parts	\$ 9,000	1,233	\$ 7,767	13.70%
72710	729	Transportation Equipment	\$ 214,000	-	\$ 214,000	0.00%
		<b>Total Transportation</b>	<b>\$ 3,379,392</b>	<b>\$ 5,956</b>	<b>\$ 3,373,436</b>	<b>0.18%</b>
		<b>PUBLIC RELATIONS</b>				
72810	188	Bonus	\$ 4,000	4,000	\$ -	100.00%
72810	189	Other Salaries and Wages	\$ 115,310	28,829	\$ 86,481	25.00%
72810	201	Social Security	\$ 7,278	1,869	\$ 5,409	25.68%
72810	204	Retirement	\$ 8,729	2,495	\$ 6,234	28.58%
72810	206	Life Insurance	\$ 286	54	\$ 232	18.94%
72810	207	Medical Insurance	\$ 16,888	5,100	\$ 11,789	30.20%
72810	208	Dental Insurance	\$ 410	123	\$ 287	30.04%
72810	212	Medicare	\$ 1,730	437	\$ 1,293	25.26%
72810	217	Retirement - Hybrid Stabilization	\$ 1,649	454	\$ 1,195	27.50%
72810	355	Travel Public Relations	\$ 1,000	-	\$ 1,000	0.00%
72810	399	Contracted Services Public Relations	\$ 16,000	11,259	\$ 4,741	70.37%
72810	435	Office Supplies Public Relations	\$ 1,500	-	\$ 1,500	0.00%
72810	499	Other Supplies & Materials-Public Relations	\$ 4,200	450	\$ 3,750	10.71%
72810	524	In-service Staff Development - Public Relations	\$ 4,200	5,100	\$ (900)	121.44%
72810	599	Other Charges Public Relations	\$ 2,000	90	\$ 1,910	4.48%
72810	709	Data Processing Equipment Public Relations	\$ 3,000	-	\$ 3,000	0.00%
		<b>Total Public Relations</b>	<b>\$ 188,180</b>	<b>\$ 60,259</b>	<b>\$ 127,921</b>	<b>32.02%</b>
		<b>COMMUNITY SERVICE</b>				
73300	105	Supervisor/Director	\$ 376,912	67,496	\$ 309,416	17.91%
73300	188	Bonus	\$ 42,000	18,350	\$ 23,650	43.69%
73300	189	Other Salaries and Wages	\$ 906,250	164,667	\$ 741,583	18.17%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended September 30, 2025						
						25.00%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
73300	201	Social Security	\$ 81,388	14,959	\$ 66,429	18.38%
73300	204	Retirement	\$ 13,988	4,668	\$ 9,320	33.37%
73300	206	Life Insurance	\$ 321	96	\$ 225	29.75%
73300	207	Medical Insurance	\$ 32,250	7,863	\$ 24,387	24.38%
73300	208	Dental Insurance	\$ 1,200	248	\$ 952	20.63%
73300	211	Local Retirement	\$ 200	-	\$ 200	0.00%
73300	212	Medicare	\$ 23,857	3,594	\$ 20,263	15.07%
73300	217	Hybrid Stabilization	\$ -	879	\$ (879)	#DIV/0!
73300	307	Communications	\$ 1,553	152	\$ 1,401	9.80%
73300	355	Travel	\$ 3,700	-	\$ 3,700	0.00%
73300	399	Other Contracted Services	\$ 8,300	1,410	\$ 6,890	16.98%
73300	422	Food Supplies	\$ 43,575	5,726	\$ 37,849	13.14%
73300	429	Instructional Supplies and Materials	\$ -	-	\$ -	#DIV/0!
73300	499	Other Supplies	\$ 59,066	7,135	\$ 51,931	12.08%
73300	509	Refunds	\$ 2,915	256	\$ 2,659	8.78%
73300	524	Staff Development	\$ 5,762	65	\$ 5,697	1.13%
73300	599	Other Charges	\$ 19,400	1,003	\$ 18,397	5.17%
73300	790	Other Equipment	\$ 6,000	-	\$ 6,000	0.00%
		<b>Total Community Services</b>	<b>\$ 1,628,637</b>	<b>\$ 298,567</b>	<b>\$ 1,330,070</b>	<b>18.33%</b>
		<b>EARLY CHILDHOOD EDUCATION</b>				
73400	105	Supervisor/Director	\$ 60,000	4,291	\$ 55,709	7.15%
73400	116	Teachers	\$ 136,847	24,661	\$ 112,186	18.02%
73400	163	Educational Assistants	\$ 40,290	7,620	\$ 32,670	18.91%
73400	188	Bonus	\$ 10,000	8,000	\$ 2,000	80.00%
73400	189	Other Salaries & Wages	\$ 110,000	37,295	\$ 72,705	33.90%
73400	201	Social Security	\$ 21,996	5,016	\$ 16,980	22.80%
73400	204	Retirement	\$ 10,879	1,970	\$ 8,909	18.11%
73400	206	Life Insurance	\$ 328	60	\$ 268	18.39%
73400	207	Medical Insurance	\$ 27,454	3,483	\$ 23,971	12.69%
73400	208	Dental Insurance	\$ 410	162	\$ 248	39.41%
73400	211	Local Retirement	\$ -	-	\$ -	#DIV/0!
73400	212	Medicare	\$ 5,178	1,173	\$ 4,005	22.66%
73400	217	Retirement - Hybrid Stabilization	\$ 1,437	339	\$ 1,098	23.56%
73400	307	Communications	\$ 50	8	\$ 42	16.00%
73400	399	Other Contracted Services	\$ 1,000	-	\$ 1,000	0.00%
73400	422	Food Supplies	\$ -	594	\$ (594)	#DIV/0!
73400	429	Instructional Supplies	\$ -	-	\$ -	#DIV/0!
73400	499	Other Supplies & Materials	\$ 18,000	179	\$ 17,821	0.99%
73400	509	Refunds	\$ 500	70	\$ 430	14.00%
73400	524	Staff Development	\$ 2,000	-	\$ 2,000	0.00%
73400	599	Other Charges	\$ 2,000	-	\$ 2,000	0.00%
73400	790	Other Equipment	\$ 10,000	-	\$ 10,000	0.00%
		<b>Total Early Childhood Education</b>	<b>\$ 458,369</b>	<b>\$ 94,921</b>	<b>\$ 363,448</b>	<b>20.71%</b>
		<b>CAPITAL OUTLAY</b>				
76100	707	Building Improvements	\$ 225,000	36,133	\$ 188,867	16.06%
76100	707	Building Improvements - Special Budget Requests	\$ 181,500	-	\$ 181,500	0.00%
76100	799	Other Capital Outlay - Playgrounds	\$ 50,000	-	\$ 50,000	0.00%
		<b>Total Capital Outlay</b>	<b>\$ 456,500</b>	<b>\$ 36,133</b>	<b>\$ 420,367</b>	<b>7.92%</b>
		<b>DEBT SERVICE</b>				
82130	601	Sales Tax Trust Fund	\$ 1,837,155	527,033	\$ 1,310,122	28.69%
82130	601	ESG Bond Principal Payments 2017 Issue	\$ 430,000	-	\$ 430,000	0.00%
82230	603	ESG Bond Interest Payments - 2017 Issue	\$ 118,900	(959)	\$ 119,859	-0.81%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended September 30, 2025							
						25.00%	
				Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
82230	699	ESG Bond Other Services/Fees Payments	\$ -	-	\$ -	#DIV/0!	
<b>Total Debt Service</b>			<b>\$ 2,386,055</b>	<b>\$ 526,074</b>	<b>\$ 1,859,981</b>	<b>22.05%</b>	
<b>TRANSFERS</b>							
99100	590	Operating Transfers (PREK)	\$ 52,739	629	\$ 52,110	1.19%	
99100	590	Operating Transfer - SRO Overtime	\$ 10,000	-	\$ 10,000	0.00%	
<b>Total Transfers</b>			<b>\$ 62,739</b>	<b>\$ 629</b>	<b>\$ 62,110</b>	<b>1.00%</b>	
<b>TOTAL EXPENDITURES</b>			<b>\$ 106,173,647</b>	<b>\$ 23,650,660</b>	<b>\$ 82,086,077</b>	<b>22.28%</b>	
<b>NET CHANGE IN FUND BALANCE</b>			<b>\$ (3,783,376)</b>	<b>\$ (3,134,132)</b>	<b>\$ (212,333)</b>		
<b>NET CHANGE IN FUND BALANCE BREAKDOWN</b>							
<b>UNDESIGNATED</b>							
Textbooks			\$ 768,700	\$ -	\$ 768,700		
One-Time Bonus			\$ 1,320,500	\$ 1,100,606	\$ 219,894		
Special Budget Requests			\$ 517,000	\$ -	\$ 517,000		
Capital			\$ 223,552	\$ -	\$ 223,552		
Local Extended Contracts			\$ -	\$ -	\$ -		
Local Donations			\$ -	\$ -	\$ -		
Chromebooks			\$ 800,000	\$ -	\$ 800,000		
<b>Total Undesignated Fund Balance</b>			<b>\$ 3,629,752</b>	<b>\$ 1,100,606</b>	<b>\$ 2,529,146</b>		
<b>EDUCARE</b>			<b>\$ 153,624</b>	<b>\$ (38,189)</b>	<b>\$ 191,813</b>		
<b>Total Net Change in Fund Balance</b>			<b>\$ 3,783,376</b>	<b>\$ 1,062,417</b>	<b>\$ 2,720,959</b>		

Acct	Acct	AMOUNT
A	Asset	
11130	CASH IN BANK	9,620,593.71
11131	FOOD SERVICE CASH	0.00
11133	RETAINAGE ESCROW ACCOUNT	0.00
11200	INVENTORIES	74,292.72
11300	INVESTMENTS	1,575,988.27
11410	ACCOUNTS RECEIVABLE	518.77
11420	DUE FROM WASHINGTON CO GASB 33	19,417,284.00
11430	DUE FROM OTHER GOVERNMENTS	5,749,443.74
11440	DUE FROM OTHER FUNDS	5,856.64
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	36,443,977.85
		=====
L	Liability	
21100	ACCOUNTS PAYABLE	-50.00
21200	ACCRUED PAYROLL	-835,896.14
21310	INCOME TAX WITHHELD AND UNPAID	0.00
21311	STATE INCOME TAX	0.00
21320	SOCIAL SECURITY TAX	-51,825.54
21325	EMPLOYEE MEDICARE DEDUCTION	-12,120.53
21330	RETIREMENT CONTRIBUTIONS	-55,105.39
21331	THE TRUST COMPANY	-523.96
21332	GREAT WEST DC PLAN	-199.38
21340	FAMILY HEALTH INSURANCE	0.00
21341	MEDICAL INSURANCE	41,675.12
21342	SECTION 125	-93,019.28
21344	PAYROLL DEDUCTIONS	-5,990.80
21345	JCEA	0.00
21346	NTA	0.00
21347	NAS INC	0.00
21348	DENTAL INSURANCE	-42,305.03
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	-420.50
21540	DUE TO DEBT SERVICE FUND 1/4 C	-527,033.10
21555	DUE TO OTHER GOVERNMENTS	0.00
-----	Liability	-21,001,651.53
		=====

Acct	Acct	AMOUNT
Q	Equity	
34110	RESERVED FOR ENCUMBRANCES - CU	-1,156,814.21
34130	RESERVED FOR CHROMEBOOKS	-84,322.72
34141	RESERVED FOR SITE-BASED	0.00
34142	RESERVED FOR THE ARTS	0.00
34143	RESERVED FOR ADULT EDUCATION	0.00
34144	LOCAL EXTENDED CONTRACT	0.00
34145	RESERVED FOR BOILER - MAINTENA	0.00
34147	RESERVED FOR MAINTENANCE EQUIP	0.00
34150	RESERVED FOR INVENTORY	-72,121.76
34170	RESERVED FOR PROJECT SMILE	0.00
34179	LOCAL EXTENDED CONTRACTS	-146,280.00
34180	RESERVED FOR SUMMER SCHOOL	0.00
34181	RESERVED FOR LOCAL DONATIONS	-5,914.95
34379	RESERVED FOR EXTENDED CONTRACT	0.00
34380	RESERVED FOR CAREER LADDER PRO	2,063.58
34381	RESERVED FOR BEP CLASSROOM	0.00
34383	RESERVED FOR TECHNOLOGY	0.00
34384	RESERVED FOR TEXTBOOKS	0.00
34385	RESERVED FOR STAFF DEVELOPMENT	0.00
34390	OTHER STATE EDUCATION RESERVES	0.00
34391	RESERVED FOR SUMMER YOUTH	0.00
34392	RESERVED FOR TECH CENTER AUCTI	0.00
34393	RESERVED FOR CAPITAL OUTLAY	0.00
34394	RESERVE FOR HVAC	0.00
34395	RESERVE FOR SPECIAL BUDGET REQ	-583,000.00
34400	RESERVED FOR COMPENSATED ABSEN	-4,208,177.34
34450	RESERVED FOR GOLLONG	0.00
35110	DESIGNATED FOR 0.03 FUND BALAN	-3,049,135.41
35120	DESIGNATED FOR STIMULUS RECOVE	0.00
39000	UNDESIGNATED FUND BALANCE	-6,138,623.51
-----	Equity	-15,442,326.32
		=====
-----		0.00
Grand Asset Totals		36,443,977.85
Grand Liability Totals		-21,001,651.53
Grand Equity Totals		-15,442,326.32
Grand Totals		0.00

Number of Accounts: 456

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

<u>Fnd Acct</u>	<u>Acct</u>	<u>AMENDED BUDGET</u>	<u>MONTH-TO-DATE COLLECTIONS</u>	<u>YEAR-TO-DATE COLLECTIONS</u>	<u>UNCOLLECTED REVENUES</u>	<u>PERCENT COLLECTED</u>	
40000							
141	40110	CURRENT PROPERTY TAX	12,738,140.00	116.47	50,207.32	12,687,932.68	0.39%
141	40120	TRUSTEE'S COLLECTIONS - PRIOR	280,555.00	21,787.08	44,957.46	235,597.54	16.02%
141	40130	CIRCUIT CLERK/CLERK & MASTER C	100,000.00	12,081.21	38,625.82	61,374.18	38.63%
141	40140	INTEREST AND PENALTY	135,000.00	5,126.95	8,205.00	126,795.00	6.08%
141	40150	PICK-UP TAXES	5,500.00	0.00	96.74	5,403.26	1.76%
141	40162	PAYMENTS IN LIEU OF TAXES - LO	215,000.00	0.00	195,238.97	19,761.03	90.81%
141	40163	PAYMENTS IN LIEU OF TAXES - OT	18,000.00	0.00	11,604.91	6,395.09	64.47%
141	40210	LOCAL OPTION SALES TAX	20,752,299.00	1,812,686.09	5,458,145.47	15,294,153.53	26.30%
141	40270	BUSINESS TAX	517,000.00	10,364.34	113,087.31	403,912.69	21.87%
141	40275	MIXED DRINK TAX	3,500.00	16.69	41.92	3,458.08	1.20%
141	40320	BANK EXCISE TAX	95,000.00	0.00	0.00	95,000.00	0.00%
141	40350	INTERSTATE TELECOMMUNICATIONS	0.00	0.00	0.00	0.00	0.00%
141	40390	OTHER STATUTORY LOCAL TAXES	0.00	0.00	0.00	0.00	0.00%
141	40---		34,859,994.00	1,862,178.83	5,920,210.92	28,939,783.08	16.98%
41000							
141	41110	MARRIAGE LICENSE	1,700.00	116.90	444.56	1,255.44	26.15%
141	41---		1,700.00	116.90	444.56	1,255.44	26.15%
43000							
141	43511	TUITION - REGULAR DAY STUDENTS	250,000.00	33,661.76	110,643.99	139,356.01	44.26%
141	43512	TUITION - ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00%
141	43513	TUITION - SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00%
141	43517	TUITION - ONLINE LEARNING	30,000.00	50.00	50.00	29,950.00	0.17%
141	43542	CNTRCT FOR INSTR SVCS W/LEA'S	0.00	0.00	0.00	0.00	0.00%
141	43581	COMMUNITY SERVICE FEES-CHILDRE	1,696,900.00	107,913.62	376,934.05	1,319,965.95	22.21%
141	43990	OTHER CHARGES FOR SERVICES	81,000.00	2,864.75	6,276.43	74,723.57	7.75%
141	43---		2,057,900.00	144,490.13	493,904.47	1,563,995.53	24.00%
44000							
141	44110	INTEREST EARNED	0.00	0.00	0.00	0.00	0.00%
141	44120	LEASE / RENTALS	0.00	0.00	0.00	0.00	0.00%
141	44146	E-RATE FUNDING	0.00	0.00	0.00	0.00	0.00%
141	44160	RETIRES' INSURANCE PAYMENTS	23,000.00	679.20	3,949.28	19,050.72	17.17%
141	44170	MISCELLANEOUS REFUNDS	0.00	1,709.59	4,271.75	-4,271.75	0.00%
141	44530	SALE OF EQUIPMENT	0.00	0.00	0.00	0.00	0.00%
141	44570	CONTRIBUTIONS	11,000.00	10,000.00	10,000.00	1,000.00	90.91%
141	44990	OTHER LOCAL REVENUES	0.00	64.22	98.66	-98.66	0.00%
141	44---		34,000.00	12,453.01	18,319.69	15,680.31	53.88%

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED	
46000							
141	46510	TISA	49,232,654.00	4,912,473.80	9,824,947.60	39,407,706.40	19.96%
141	46511	BASIC EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00%
141	46512	BEP ARRA	0.00	0.00	0.00	0.00	0.00%
141	46513	TISA ON-BEHALF PAYMENTS	0.00	0.00	0.00	0.00	0.00%
141	46530	ENGERY EFFICIENT SCHOOLS	0.00	0.00	0.00	0.00	0.00%
141	46550	DRIVER EDUCATION	11,000.00	0.00	0.00	11,000.00	0.00%
141	46590	OTHER STATE EDUCATION FUNDS	1,390,518.00	0.00	1,341,032.20	49,485.80	96.44%
141	46592	INTERNET CONNECTIVITY	0.00	0.00	0.00	0.00	0.00%
141	46596	PAID PARENTAL LEAVE	0.00	0.00	0.00	0.00	0.00%
141	46610	CAREER LADDER PROGRAM	63,500.00	0.00	0.00	63,500.00	0.00%
141	46612	EXTENDED CONTRACT	0.00	0.00	0.00	0.00	0.00%
141	46615	EXTENDED CONTRACT ARRA	0.00	0.00	0.00	0.00	0.00%
141	46690	TEST FEE	0.00	0.00	0.00	0.00	0.00%
141	46850	MIXED DRINK TAX	0.00	0.00	0.00	0.00	0.00%
141	46980	OTHER STATE GRANTS	0.00	0.00	0.00	0.00	0.00%
141	46990	OTHER STATE REVENUES	0.00	0.00	0.00	0.00	0.00%
141	46---		50,697,672.00	4,912,473.80	11,165,979.80	39,531,692.20	22.02%
47000							
141	47143	EDUCATION OF THE HANDICAPPED A	0.00	0.00	0.00	0.00	0.00%
141	47304	REMOTE TECHNOLOGY GRANT	0.00	0.00	0.00	0.00	0.00%
141	47590	OTHER FEDERAL THROUGH STATE	0.00	0.00	0.00	0.00	0.00%
141	47640	ROTC REIMBURSEMENT	75,000.00	7,011.20	10,984.20	64,015.80	14.65%
141	47---		75,000.00	7,011.20	10,984.20	64,015.80	14.65%
48000							
141	48610	DONATIONS	0.00	0.79	0.79	-0.79	0.00%
141	48---		0.00	0.79	0.79	-0.79	0.00%
49000							
141	49315	SBITA ISSUED	0.00	0.00	0.00	0.00	0.00%
141	49316	SBITA ISSUED	0.00	0.00	0.00	0.00	0.00%
141	49800	OPERATING TRANSFERS	0.00	0.00	0.00	0.00	0.00%
141	49810	CITY GENERAL FUND TRANSFER	14,664,005.00	968,894.63	2,906,683.93	11,757,321.07	19.82%
141	49---		14,664,005.00	968,894.63	2,906,683.93	11,757,321.07	19.82%
Grand Revenue Totals			102,390,271.00	7,907,619.29	20,516,528.36	81,873,742.64	20.04%

Number of Accounts: 189

Fnd	Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE	YEAR-TO-DATE	OUTSTANDING	2025-26 FYTD	Percent of
			AMOUNT	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	Unencumbered Bal	Budget Remaining
141	70106	CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00
141	71100	REGULAR INSTRUCTION PROGRAM	53,420,659.00	4,968,135.00	12,937,470.49	160,333.56	40,322,854.95	75.48
141	71150	ALTERNATIVE INSTRUCTION PROGRA	1,642,486.00	153,068.18	357,140.24	0.00	1,285,345.76	78.26
141	71200	SPECIAL EDUCATION PROGRAM	5,783,154.00	522,999.72	1,090,570.01	1,179.46	4,691,404.53	81.12
141	71300	VOCATION EDUCATION PROGRAM	2,786,436.00	232,549.50	496,194.10	5,600.00	2,284,641.90	81.99
141	71600	ADULT EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
141	72110	ATTENDANCE	479,969.00	25,110.08	143,370.74	0.00	336,598.26	70.13
141	72120	HEALTH SERVICES	1,186,701.00	106,877.90	263,943.41	592.07	922,165.52	77.71
141	72130	OTHER STUDENT SUPPORT	3,783,537.00	312,615.31	808,557.98	0.00	2,974,979.02	78.63
141	72210	REGULAR INSTRUCTION PROGRAM	5,845,365.00	439,208.68	1,410,425.80	158,978.04	4,275,961.16	73.15
141	72215	ALTERNATIVE INSTRUCTION PROGRA	71,659.00	5,666.67	16,153.08	0.00	55,505.92	77.46
141	72220	SPECIAL EDUCATION PROGRAM	1,543,932.00	133,381.90	303,896.23	1,290.00	1,238,745.77	80.23
141	72230	VOCATION EDUCATION PROGRAM	228,452.00	18,283.54	51,490.62	0.00	176,961.38	77.46
141	72250	TECHNOLOGY	2,526,205.00	177,810.05	630,368.83	19,531.92	1,876,304.25	74.27
141	72260	ADULT PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00
141	72310	BOARD OF EDUCATION	1,310,011.00	35,849.05	119,504.96	63,678.00	1,126,828.04	86.02
141	72320	OFFICE OF THE SUPERINTENDENT	462,054.00	44,909.90	122,463.92	2,637.06	336,953.02	72.93
141	72410	OFFICE OF THE PRINCIPAL	7,067,669.00	583,142.88	1,737,639.57	0.00	5,330,029.43	75.41
141	72510	FISCAL SERVICES	673,581.00	56,732.61	161,637.06	2,823.45	509,120.49	75.58
141	72520	HUMAN RESOURCES	346,134.00	30,088.92	91,555.47	0.00	254,578.53	73.55
141	72610	OPERATION OF PLANT	6,074,729.00	507,484.99	1,323,525.26	0.00	4,751,203.74	78.21
141	72620	MAINTENANCE OF PLANT	2,381,042.00	179,351.64	562,211.53	46,486.57	1,772,343.90	74.44
141	72710	TRANSPORTATION	3,379,392.00	5,647.15	5,956.32	0.00	3,373,435.68	99.82
141	72810	CENTRAL AND OTHER	188,180.00	19,487.89	60,259.47	1,311.35	126,609.18	67.28
141	73300	COMMUNITY SERVICES	1,628,637.00	127,214.26	298,567.29	9,694.06	1,320,375.65	81.07
141	73400	EARLY CHILDHOOD EDUCATION	458,369.00	41,480.66	94,921.10	1,447.75	362,000.15	78.98
141	76100	REGULAR CAPITAL OUTLAY	456,500.00	7,380.76	36,133.25	202,181.21	218,185.54	47.80
141	82130	PRINCIPAL	2,267,155.00	175,257.74	527,033.10	0.00	1,740,121.90	76.75
141	82230	INTEREST	118,900.00	0.00	-958.65	0.00	119,858.65	100.81
141	99100	TRANSFERS TO OTHER FUNDS	62,739.00	629.27	629.27	0.00	62,109.73	99.00
Grand Expense Totals			106,173,647.00	8,910,364.25	23,650,660.45	677,764.50	81,845,222.05	77.09

Number of Accounts: 6790

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

**SCHOOL BOARD AGENDA ITEM  
NOVEMBER 3, 2025 MEETING**

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

**BACKGROUND INFORMATION:**

PEP – Sales Tax Acct:

Sales Tax deposits for September consisted of \$305,358 for the City portion (July Sales) and \$175,258 for the School portion (June Sales). For the first three months of the fiscal year, local option sales tax received is 4.4% (\$59,778) above the previous year through September 30, 2024.

Interest earned for the month of September totaled \$7,937.

The monthly interest payment for the 2010 Series VII-I-1 Bond was transferred out totaling \$54,887.

As of September 30, 2025, the Educational Facilities bank account had a balance of \$9,997,689.

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

**RESPECTFULLY SUBMITTED:** *Leia Valley*

(RECEIVED ON 10/20/2025 - MB)

**PEP Sales Tax Account (Educational Facilities Trust)**  
**September 30, 2025**

	FY26 Budget	September, 2025	August, 2025	July, 2025	Current Year to Date	% of Budget	Previous Year to Date
<b>Beginning Bank Balance</b>		<b>\$ 9,564,023.18</b>	<b>\$ 9,171,838.50</b>	<b>\$ 8,946,140.21</b>	<b>\$ 8,946,140.21</b>		<b>\$ 7,744,987.41</b>
<b>Revenues</b>							
City Sales Tax	\$ 3,392,000.00	\$ 305,357.88	\$ 295,775.72	\$ 293,821.48	\$ 894,955.08	26.38%	\$ 863,140.84
School Sales Tax	1,900,000.00	175,257.74	174,668.18	177,107.18	\$ 527,033.10	27.74%	\$ 499,069.01
ADA Adjustment	-				\$ -	#DIV/0!	\$ -
Washington County Payment	500,000.00				\$ -		\$ -
Interest	38,000.00	7,936.65	7,903.90	7,640.09	\$ 23,480.64	61.79%	\$ 10,642.82
<b>Total Revenues</b>	<b>5,830,000.00</b>	<b>488,552.27</b>	<b>478,347.80</b>	<b>478,568.75</b>	<b>1,445,468.82</b>	<b>24.79%</b>	<b>1,372,852.67</b>
<b>Expenditures</b>							
2010 Series VII-I-1 Principal	1,920,000.00				-	0.00%	-
2010 Series VII-I-1 Interest	595,800.00	54,886.80	62,338.98	32,975.48	150,201.26	25.21%	155,127.36
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%	38,500.00
2022 GO Bond - Interest	78,000.00			39,000.00	39,000.00	50.00%	(7,021.90)
Columbus Powell HVAC	60,000.00				-	0.00%	-
ITMS Fence - Track	-		23,807.00		23,807.00	#DIV/0!	-
Bank Services Charges	12,150.00		17.14		17.14	0.14%	32.83
<b>Total Expenditures</b>	<b>4,001,750.00</b>	<b>54,886.80</b>	<b>86,163.12</b>	<b>252,870.46</b>	<b>393,920.38</b>	<b>9.84%</b>	<b>186,638.29</b>
<b>Total Net</b>	<b>\$ 1,828,250.00</b>	<b>\$ 433,665.47</b>	<b>\$ 392,184.68</b>	<b>\$ 225,698.29</b>	<b>\$ 1,051,548.44</b>		<b>\$ 1,186,214.38</b>
<b>Ending Balance</b>		<b>\$ 9,997,688.65</b>	<b>\$ 9,564,023.18</b>	<b>\$ 9,171,838.50</b>	<b>\$ 9,997,688.65</b>		<b>\$ 8,931,201.79</b>
<b>Statement Balance</b>		<b>\$ 9,997,688.65</b>	<b>\$ 9,564,023.18</b>	9,171,838.50			
<b>Difference</b>		\$ -	\$ -	-			

**SCHOOL BOARD AGENDA ITEM  
NOVEMBER 3<sup>RD</sup> 2025 MEETING**

**ACTION ITEM**

**TOPIC:** 2025-2026 BUDGET AMENDMENT #1 for the following funds:  
General Purpose School Fund  
Federal Projects Fund  
State Special Projects Fund

**General Purpose School Fund:**

Attached you will find the first budget amendment for the 2025-2026 budget. The Amendment reflects an increase in revenues totaling \$472,694 and an increase in appropriations totaling \$2,363,929, resulting in the additional \$1,891,235 use of fund balance. With approval, revenues budgeted for 2025-2026 would total \$102,862,965, expenditures would total \$108,537,576 and total budgeted to come from fund balance would be \$5,674,611.

**Revenues**

The amendment reflects an increase in TISA funding of \$472,694 from the final TISA allocation received TDOE this summer.

**Expenditures**

The increase in TISA funding has been allocated to increase appropriations by \$472,694. This budget amendment reflects the \$100,000 increase for the Wireless System Upgrade previously approved by the BOE. Due to increased enrollment in the Virtual Program/Market Street School, the budget for the platform used for has been increased \$40,000. The additional TISA funding is also being used to fund expenditures for the Homeless Program totaling \$86,591.

Last year, additional ESSER grant funds were used for the ECBM platform used by the RTI program (Response to Intervention). Prior to ESSER grant funds, the platform had been funded out of the General Purpose School Fund. During the budgeting process it was missed adding this expenditure back into the budget. The cost is \$25,000.

The remainder of the funds from TISA are allocated \$50,000 to Instructional Material and Supplies and \$171,103 to salary and benefits for staffing changes that have or could occur throughout the year due to position changes, turnover, or interims to cover leaves of absences.

This budget amendment also increases appropriations to be funded from fund balance totaling \$1,891,235. During the budget process, the balance of reserves for year-end is unknown and so the reserves were not included in appropriations for 25-26. In the budget amendment attached, the appropriate expenditure line items have been adjusted accordingly. The reserves consist of the following balances:

Encumbrances (Outstanding Purchase Orders 24-25)	\$1,156,040
Special Budget Requests	583,000
Local Extended Contracts	146,280
Local Donations	<u>5,915</u>
Total	\$1,891,235

Finally, funds have been transferred between expenditure lines for Health Services, Coordinated School Health funds and School Safety funds at the request of the specific departments responsible.

**Federal Projects Fund:**

During the 25-26 Budget process, actual grant allocations and carryover funds are not all known. This budget amendment reflects changes to the grants to match current allocations in ePlan. Revenues and expenditures increased \$960,773. With approval, budgeted revenues will total \$6,832,478, budgeted expenditures will total \$6,858,478, and transfers in remain the same at \$26,000.

**State Special Projects Fund:**

During the 25-26 Budget process, actual grant allocations and carryover are not all known. This budget amendment reflects changes to the grants to match current allocations in ePlan. Revenues and expenditures increased \$317,387. With approval, budgeted revenues will total \$2,584,806, budgeted expenditures will total \$2,604,346, and transfers in remain the same at \$19,539.

**RECOMMENDATION:** I recommend approving the second budget amendment for the 2024-2025 budget as presented. If approved tonight, I will submit the amendments to the City Commission for their approval. Please feel free to call me if you have questions (434-5212).

**RESPECTFULLY SUBMITTED:** *Leia Valley*

**GENERAL PURPOSE SCHOOL FUND SUMMARY**  
**2025-2026 BUDGET**

	Original Budget	Amendment #1	Amended Budget
<b>REVENUES</b>			
County Taxes/Licenses	34,858,194	0	34,858,194
Charges for Service	2,057,900	0	2,057,900
Other Local Revenue	34,000	0	34,000
State Education Funds	50,701,172	472,694	51,173,866
Federal Funds Through State	0	0	0
Direct Federal Funds	75,000	0	75,000
<b>TOTAL REVENUES</b>	<b>87,726,266</b>	<b>472,694</b>	<b>88,198,960</b>
<b>EXPENDITURES</b>			
Instruction:			
Regular Education Instruction	53,420,659	1,244,976	54,665,635
Alternative Instruction	1,642,486	0	1,642,486
Special Education Instruction	5,783,154	0	5,783,154
Vocational Educational Instruction	2,786,436	0	2,786,436
<b>Total Instruction</b>	<b>63,632,735</b>	<b>1,244,976</b>	<b>64,877,711</b>
Support Services:			
Attendance	479,969	0	479,969
Health Services	1,186,701	(40,000)	1,146,701
Student Support	3,783,537	14,000	3,797,537
Instruction Support	5,845,365	210,312	6,055,677
Alternative Support	71,659	0	71,659
Special Education Support	1,543,932	0	1,543,932
Vocational Education Support	228,452	0	228,452
Technology	2,526,205	20,776	2,546,981
Board of Education	1,310,011	676	1,310,687
Superintendent	462,054	0	462,054
Office of the Principal	7,067,669	(28,485)	7,039,184
Fiscal Services	673,581	0	673,581
Human Resources	346,134	0	346,134
Operation of Plant	6,074,729	0	6,074,729
Maintenance of Plant	2,381,042	20,869	2,401,911
Transportation	3,379,392	120,000	3,499,392
Public Relations	188,180	0	188,180
<b>Total Support Services</b>	<b>37,548,612</b>	<b>318,148</b>	<b>37,866,760</b>
Non-Instructional Services:			
Debt Service	2,386,055	0	2,386,055
Early Childhood Education	458,369	0	458,369
Community Services	1,628,637	3,377	1,632,014
Regular Capital Outlay	456,500	797,428	1,253,928
Operating Transfers	62,739	0	62,739
<b>Total Non-Instructional Services</b>	<b>4,992,300</b>	<b>800,805</b>	<b>5,793,105</b>
<b>GRAND TOTAL EXPENDITURES</b>	<b>106,173,647</b>	<b>2,363,929</b>	<b>108,537,576</b>
Excess (Deficiency) of Revenues and Other Sources Over (Under) Expenditures	<u>(18,447,381)</u>	<u>(1,891,235)</u>	<u>(20,338,616)</u>
<b>OTHER SOURCES OF FUNDS</b>			
School Funds	0	0	0
SBITA Issued	0	0	0
City Appropriation	11,626,736	0	11,626,736
Transfer from City General Fund for Transportation	3,037,269	0	3,037,269
<b>TOTAL OTHER SOURCES OF FUNDS</b>	<b>14,664,005</b>	<b>0</b>	<b>14,664,005</b>
<b>Net Change in Fund Balance</b>	<u><b>(3,783,376)</b></u>	<u><b>(1,891,235)</b></u>	<u><b>(5,674,611)</b></u>
<b>FUND BALANCE (BEGINNING)</b>	<u><b>17,786,715</b></u>	<u><b>0</b></u>	<u><b>17,786,715</b></u>
Prior Period Adjustment	0	0	0
<b>FUND BALANCE (ENDING)</b>	<u><u><b>14,003,339</b></u></u>	<u><u><b>0</b></u></u>	<u><u><b>12,112,104</b></u></u>
<b>Final</b>	<b>102,390,271</b>	<b>472,694</b>	<b>102,862,965</b>

**SCHOOL FEDERAL PROJECTS FUND  
2025-2026 BUDGET**

	Original Budget	Amendment #1	Amended Budget
<b><u>REVENUES</u></b>			
Federal Funds Direct and through State	5,871,705	960,773	6,832,478
Total Revenues	5,871,705	960,773	6,832,478
<b><u>EXPENDITURES</u></b>			
Title I	1,970,247	502,279	2,472,526
Title I Carryover	70,303	107,553	177,856
Title I-C	0	0	0
Title I-D	15,815	36,612	52,427
Title I-D Carryover	0	549	549
Title II	363,158	48,284	411,442
Title II Carryover	68,722	39,233	107,955
Title III	51,992	5,206	57,198
Title III Carryover	16,995	(4,706)	12,289
Title IV	149,202	644	149,846
Title IV Carryover	7,402	6,759	14,161
21st Century Cohort 2024	122,725	0	122,725
21st Century Cohort 2022	149,651	0	149,651
McKinney Homeless	87,104	(87,104)	0
Carl Perkins	160,938	2,261	163,199
CTE Perkins Reserve	50,000	(50,000)	0
IDEA	1,879,512	(9,843)	1,869,669
IDEA Carryover	254,512	28,782	283,294
IDEA Preschool	54,117	223	54,340
IDEA Preschool Carryover	4,117	1,741	5,858
IDEA Partnership for Systematic Change K-12	100,000	0	100,000
Preschool Access for All Network	0	50,000	50,000
ARP Homeless 1.0 Carryover	0	0	0
ARP Homeless 2.0 Carryover	0	0	0
ARP Homeless 2.0 Reallocated	0	0	0
Literacy Training Stipend	0	5,000	5,000
Stronger Connections	321,193	277,300	598,493
Total Expenditures	5,897,705	960,773	6,858,478
Excess (Deficiency) of Revenues Over (Under) Expenditures	(26,000)	0	(26,000)
<b><u>OTHER FINANCING SOURCES (USES)</u></b>			
Transfer In	26,000	0	26,000
Transfer Out	0	0	0
Total Other Financing Sources (Uses)	26,000	0	26,000
Net Change in Fund Balance	0	0	0
<b>FUND BALANCE (BEGINNING)</b>	248,721	0	248,721
<b>FUND BALANCE (ENDING)</b>	248,721	0	248,721

**SCHOOL SPECIAL PROJECTS FUND  
2025-2026 BUDGET**

	<u>Original Budget</u>	<u>Amendment #1</u>	<u>Amendment #2</u>	<u>Amended Budget</u>
<b><u>REVENUES</u></b>				
Federal Funds Direct and through State	<u>2,267,419</u>	<u>317,387</u>	<u>0</u>	<u>2,584,806</u>
Total Revenues	<u>2,267,419</u>	<u>317,387</u>	<u>0</u>	<u>2,584,806</u>
<b><u>EXPENDITURES</u></b>				
Lottery Pre-K	436,539	(3,912)	0	432,627
Public School Security Grant	0	160,173	0	160,173
State Special Education Preschool	171,000	45,489	0	216,489
State Special Educ Preschool Carryover	0	153,553	0	153,553
Learning Camps	825,000	0	0	825,000
Leaning Camps Transportation	70,000	0	0	70,000
Innovative School Model Grant	<u>784,419</u>	<u>(37,916)</u>	<u>0</u>	<u>746,503</u>
Total Expenditures	<u>2,286,958</u>	<u>317,387</u>	<u>0</u>	<u>2,604,346</u>
Excess (Deficiency) of Revenues Over ( Under) Expenditures	(19,539)	0	0	(19,539)
<b><u>Other Financing Sources (Uses)</u></b>				
Transfer In	<u>19,539</u>	<u>0</u>	<u>0</u>	<u>19,539</u>
Net Change in Fund Balance	0	0	0	0
<b>FUND BALANCE (BEGINNING)</b>	<u>34,723</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>FUND BALANCE (ENDING)</b>	<u><u>34,723</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>34,723</u></u>

JOHNSON CITY SCHOOLS				
2025 - 2026 Budget				
			Original	Amended
			BUDGET	Budget
			2025-2026	2025-2026
			Amendment	
			#1	
		<b>Beginning Fund Balance:</b>		
		Designated for 3% Fund Balance	\$ 3,049,135	\$ 3,049,135
		Educare Reserves	\$ 1,452,179	\$ 1,452,179
		Undesignated	\$ 10,771,574	\$ 10,771,574
		Designated for Inventory and Compensated Absences	\$ 1,150,000	\$ 1,150,000
		Other Reserves/Designations	\$ 850,000	\$ 850,000
		<b>Designated and Undesignated Fund Balance</b>	<b>\$ 17,272,888</b>	<b>\$ 17,272,888</b>
		<b>GRAND TOTAL ALL FUND BALANCE AND RESERVES</b>	<b>\$ 17,272,888</b>	<b>\$ 17,272,888</b>
40110		Current Property Tax - Wash Co	\$ 12,390,307	12,390,307
40110		Current Property Tax - Sullivan Co	\$ 240,892	240,892
40110		Current Property Tax - Carter Co	\$ 106,941	106,941
40120		Trustee's Collections - Prior Year	\$ 280,555	280,555
40130		Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000	100,000
40140		Interest & Penalty	\$ 135,000	135,000
40150		Pick-Up Taxes	\$ 5,500	5,500
40162		Payments in Lieu of Taxes - Local Utilities	\$ 215,000	215,000
40163		Payments in Lieu of Taxes - Other	\$ 18,000	18,000
40210		Local Option Sales Tax - Wash Co	\$ 20,380,064	\$ - 20,380,064
40210		Local Option Sales Tax - Sullivan Co	\$ 180,181	180,181
40210		Local Option Sales Tax - Carter Co	\$ 192,054	192,054
40270		Business Tax	\$ 517,000	517,000
40275		Mixed Drink Tax	\$ 3,500	3,500
40320		Bank Excise Tax	\$ 95,000	95,000
		<b>Total County Taxes</b>	<b>\$ 34,859,994</b>	<b>\$ - \$ 34,859,994</b>
41110		Marriage Licenses	\$ 1,700	1,700
		<b>Total Licenses and Permits</b>	<b>\$ 1,700</b>	<b>\$ - \$ 1,700</b>
43511		Tuition - Regular Day Students	\$ 250,000	250,000
43517		Tuition - Online Learning	\$ 30,000	30,000
43581		Tuition - EDUCARE	\$ 1,449,900	1,449,900
43581		Tuition - ECLC	\$ 247,000	247,000
43990		Other Charges for Services	\$ 21,000	21,000
43990		Print Shop Enterprise Account	\$ 60,000	60,000
		<b>Total Charges for Current Services</b>	<b>\$ 2,057,900</b>	<b>\$ - \$ 2,057,900</b>
44160		Retirees' Insurance Payments	\$ 23,000	23,000
44570		Contributions - United Way	\$ 10,000	10,000
44570		Contributions - STEAM (536)	\$ 1,000	1,000
		<b>Total Other Local Revenues</b>	<b>\$ 34,000</b>	<b>\$ - \$ 34,000</b>
46510		Tennessee Investment in Student Achievement (TISA)	\$ 48,652,044	\$ 472,694 49,124,738
46510		TISA Outcomes	\$ 527,849	527,849
46510		TISA On-Behalf Payments	\$ 52,761	52,761
46550		Driver Education	\$ 11,000	11,000
46610		Career Ladder	\$ 63,500	63,500
46590		Other State Educational Funds - Teacher Bonus	\$ 1,390,518	1,390,518
		<b>Total State Education Funds</b>	<b>\$ 50,697,672</b>	<b>\$ 472,694 \$ 51,170,366</b>
47640		ROTC Reimbursement	\$ 75,000	\$ - 75,000
		<b>Total Direct Federal Government</b>	<b>\$ 75,000</b>	<b>\$ - \$ 75,000</b>
49810		City General Fund Transfer - Operations	\$ 11,626,736	11,626,736
49810		City General Fund Transfer - Transportation	\$ 3,037,269	3,037,269
		<b>Total Other Sources</b>	<b>\$ 14,664,005</b>	<b>\$ - \$ 14,664,005</b>
		<b>Total Revenues</b>	<b>\$ 102,390,271</b>	<b>\$ 472,694 \$ 102,862,965</b>
		<b>GRAND TOTAL REVENUES AND FUND BALANCE</b>	<b>\$ 119,663,159</b>	<b>\$ 472,694 \$ 120,135,853</b>

JOHNSON CITY SCHOOLS					
2025 - 2026 Budget					
			Original	Amended	
			BUDGET	Budget	
			2025-2026	2025-2026	
APPROPRIATIONS			1,020		
REGULAR INSTRUCTION (71100)					
71100	116	Teachers	\$ 34,767,340	\$ 69,428	34,836,768
71100	116	Safety Net Program (1-031)	\$ 49,000		49,000
71100	116	RTI (534)	\$ 516,120		516,120
71100	116	Four-Year Transition Plan (2-301)	\$ 6,120		6,120
71100	116	Local Extended Contract (1-578)	\$ 161,990	\$ 146,280	308,270
71100	116	Mountain View Orchestra (9-581)	\$ 8,825		8,825
71100	116	Curriculum Development (538)	\$ 22,000		22,000
71100	116	Teacher Stipends for Online Learning (555)	\$ 24,520		24,520
71100	117	Career Ladder	\$ 31,000		31,000
71100	163	Educational Assistants	\$ 1,302,360		1,302,360
71100	188	Bonus	\$ 1,562,000		1,562,000
71100	195	Substitute Teachers Certified	\$ 150,000		150,000
71100	198	Substitute Teachers - Non Certified	\$ 530,660		530,660
71100	201	Social Security	\$ 2,399,808		2,399,808
71100	204	Retirement	\$ 2,456,874	\$ (82,000)	2,374,874
71100	206	Life Insurance	\$ 88,534		88,534
71100	207	Medical Insurance	\$ 4,684,799		4,684,799
71100	208	Dental Insurance	\$ 145,000		145,000
71100	210	Unemployment	\$ 25,000		25,000
71100	211	Local Retirement	\$ -	\$ 82,000	82,000
71100	212	Medicare	\$ 569,913		569,913
71100	215	Other Post Employment Benefits (Retiree Insurance)	\$ 714,000		714,000
71100	217	Retirement - Hybrid Stabilization	\$ 129,565		129,565
71100	336	Performing Music Maintenance and Repair Equipment	\$ 21,682	\$ 1,672	23,354
71100	399	Other Contracted Services	\$ 86,544		86,544
71100	399	RTI (1-534)	\$ -	\$ 25,000	25,000
71100	399	Edmentum (Credit Recovery) (1-519)	\$ 61,000	\$ (61,000)	-
71100	399	Public Chapter 426, Public Acts of 2011 (1-532)	\$ 40,000		40,000
71100	399	Subscription Renewal - Brain Pop (1-536)	\$ 33,000		33,000
71100	399	Subscription Renewal - Curipod	\$ 20,000		20,000
71100	399	Subscription - Neptune Navigate	\$ 3,000		3,000
71100	399	Canvas (1-536)	\$ 61,000		61,000
71100	399	Subscription Renewal - Generation Genius	\$ 9,000		9,000
71100	399	Subscription Renewal - Mystery Science	\$ 12,000		12,000
71100	399	Subscription Renewal - Explore Learning	\$ 33,000		33,000
71100	399	Subscription Renewal - Study Island	\$ 16,000		16,000
71100	399	Subscription - Age of Learning	\$ 60,000		60,000
71100	399	Subscription - Quizziz	\$ 20,000		20,000
71100	399	Subscription - Vocabulary.com	\$ 9,300		9,300
71100	399	Subscription - Flocabulary	\$ 20,000		20,000
71100	399	Subscription - Virtual Program Instruction	\$ 220,000	\$ 40,000	260,000
71100	429	Instructional Supplies and Materials	\$ 223,185		223,185
71100	429	Forward Funding	\$ 54,224		54,224
71100	429	Summer School Supplies (1-033)	\$ 5,000		5,000
71100	429	AP - Instructional Supplies	\$ 7,500		7,500
71100	429	RTI - (1-534)	\$ 12,000		12,000
71100	429	Instructional Supplies - Science Materials	\$ 19,269		19,269
71100	429	Instructional Supplies - Teacher Toolkit (grades 3-5 supplement)	\$ 25,000		25,000
71100	429	Instructional Supplies - STEAM (536) +IK Donation	\$ 15,000		15,000
71100	429	Instructional Supplies - Reserved for Encumbrances	\$ -	\$ 41,325	41,325
71100	429	Instructional Supplies - Special Budget Requests	\$ -	\$ 50,000	50,000
71100	449	Textbooks	\$ 768,700		768,700
71100	449	Reserved for Encumbrances	\$ -	\$ 867,727	867,727
71100	471	IXL	\$ 52,896	\$ (52,896)	-
71100	535	Fee Waiver Student Fees	\$ 126,419		126,419
71100	535	Fee Waiver Student Performing Music	\$ 10,555		10,555
71100	614	Principal on SBITA - Credit Recovery & IXL		\$ 101,000	101,000
71100	615	Interest on SBITA - Credit Recovery & IXL		\$ 12,896	12,896
71100	722	Regular Instruction Equipment	\$ 92,271		92,271
71100	722	Performing Music Equipment	\$ 46,186		46,186
71100	722	Technology -BOE Tech Plan (568)	\$ 800,000		800,000
71100	722	Regular Instruction Equipment - Special Budget Requests	\$ 91,500		91,500
71100	722	Reserved for Encumbrances	\$ -	\$ 3,544	3,544
<b>TOTAL INSTRUCTION</b>			<b>\$ 53,420,659</b>	<b>\$ 1,244,976</b>	<b>\$ 54,665,635</b>

JOHNSON CITY SCHOOLS					
2025 - 2026 Budget					
				Original	Amended
				BUDGET	Budget
				2025-2026	#1 2025-2026
<b>Alternative Instruction Program</b>					
71150	116	Teachers	\$	1,043,460	1,043,460
71150	163	Educational Assistants	\$	161,160	161,160
71150	188	Bonus	\$	38,000	38,000
71150	201	Social Security	\$	75,800	75,800
71150	204	Retirement	\$	98,994	98,994
71150	206	Life Insurance	\$	2,891	2,891
71150	207	Medical Insurance	\$	159,629	159,629
71150	208	Dental Insurance	\$	5,500	5,500
71150	212	Medicare	\$	18,018	18,018
71150	217	Hybrid Stabilization	\$	2,917	2,917
71150	399	Other Contracted Services	\$	5,236	5,236
71150	429	Instructional Supplies and Materials	\$	15,432	15,432
71150	499	Other Supplies and Materials	\$	3,309	3,309
71150	790	Other Equipment	\$	12,140	12,140
<b>TOTAL ALTERNATIVE</b>			<b>\$</b>	<b>1,642,486</b>	<b>\$ -</b>
<b>SPECIAL EDUCATION</b>					
71200	116	Teachers	\$	2,875,871	2,875,871
71200	117	Career Ladder	\$	7,000	7,000
71200	163	Educational Assistants	\$	885,100	885,100
71200	171	Speech Pathologist	\$	479,400	479,400
71200	189	Other Salaries & Wages - Sign Language Interpreters	\$	90,270	90,270
71200	201	Social Security	\$	264,596	264,596
71200	204	Retirement	\$	312,400	312,400
71200	206	Life Insurance	\$	10,410	10,410
71200	207	Medical Insurance	\$	717,939	717,939
71200	208	Dental Insurance	\$	16,000	16,000
71200	211	Local Retirement	\$	2,397	2,397
71200	212	Medicare	\$	62,896	62,896
71200	217	Retirement - Hybrid Stabilization	\$	25,375	25,375
71200	336	Equipment Repairs and Maintenance	\$	500	500
71200	429	Instructional Supplies and Materials	\$	15,000	15,000
71200	499	Other Supplies and Materials	\$	4,000	4,000
71200	725	Special Education Instruction Equipment	\$	14,000	14,000
<b>TOTAL SPECIAL EDUCATION</b>			<b>\$</b>	<b>5,783,154</b>	<b>\$ -</b>
<b>VOCATIONAL INSTRUCTION</b>					
71300	116	Teachers	\$	1,955,260	1,955,260
71300	117	Career Ladder	\$	4,000	4,000
71300	163	Educational Assistants	\$	85,680	85,680
71300	188	Bonus	\$	56,000	56,000
71300	201	Social Security	\$	128,157	128,157
71300	204	Retirement	\$	149,237	149,237
71300	206	Life Insurance	\$	19,908	19,908
71300	207	Medical Insurance	\$	249,981	249,981
71300	208	Dental Insurance	\$	6,624	6,624
71300	212	Medicare	\$	30,464	30,464
71300	217	Retirement - Hybrid Stabilization	\$	54,316	54,316
71300	399	Other Contracted Services	\$	1,612	1,612
71300	429	Instructional Supplies and Materials	\$	39,210	39,210
71300	429	Forward Funding	\$	1,612	1,612
71300	730	Vocational Equipment	\$	4,375	4,375
<b>TOTAL VOCATIONAL INSTRUCTION</b>			<b>\$</b>	<b>2,786,436</b>	<b>\$ -</b>
<b>ATTENDANCE</b>					
72110	188	Bonus	\$	18,000	18,000
72110	189	Other Salaries and Wages	\$	240,720	240,720
72110	201	Social Security	\$	15,782	15,782
72110	204	Retirement	\$	19,843	19,843
72110	206	Life Insurance	\$	578	578
72110	207	Medical Insurance	\$	33,653	33,653
72110	208	Dental Insurance	\$	1,200	1,200
72110	212	Medicare	\$	3,751	3,751
72110	217	Retirement - Hybrid Stabilization	\$	3,442	3,442
72110	471	Software Maintenance	\$	143,000	143,000
<b>TOTAL ATTENDANCE</b>			<b>\$</b>	<b>479,969</b>	<b>\$ -</b>

JOHNSON CITY SCHOOLS					
2025 - 2026 Budget					
			Original	Amended	
			BUDGET	Budget	
			2025-2026	2025-2026	
			Amendment		
			#1		
<b>HEALTH SERVICES</b>					
72120	131	Medical Personnel	\$ 762,960		762,960
72120	188	Bonus	\$ 30,000		30,000
72120	201	Social Security	\$ 48,371		48,371
72120	204	Retirement	\$ 65,740		65,740
72120	206	Life Insurance	\$ 1,831		1,831
72120	207	Medical Insurance	\$ 124,390		124,390
72120	208	Dental Insurance	\$ 3,000		3,000
72120	212	Medicare	\$ 11,498		11,498
72120	217	Hybrid Stabilization	\$ 8,011		8,011
72120	355	Travel	\$ 600	\$ 100	700
72120	355	Travel - Coordinated School Health	\$ -	\$ 400	400
72120	399	Other Contracted Services	\$ 8,000	\$ (3,080)	4,920
72120	399	Other Contracted Services - CSH	\$ -	\$ 25,000	25,000
72120	413	Drugs & Medical Supplies	\$ 3,900	\$ 1,100	5,000
72120	499	Other Supplies & Materials	\$ 15,000	\$ 2,380	17,380
72120	499	Other Supplies & Materials - CSH	\$ -	\$ 25,000	25,000
72120	524	Staff Development	\$ 1,000	\$ (500)	500
72120	524	Staff Development - CSH	\$ -	\$ 9,600	9,600
72120	599	Coordinated School Health	\$ 100,000	\$ (100,000)	-
72120	735	Health Equipment	\$ 2,400		2,400
<b>TOTAL HEALTH SERVICES</b>			<b>\$ 1,186,701</b>	<b>\$ (40,000)</b>	<b>\$ 1,146,701</b>
<b>STUDENT SUPPORT</b>					
72130	117	Career Ladder	\$ 2,000		2,000
72130	123	Guidance Personnel	\$ 1,754,400		1,754,400
72130	161	Secretary	\$ 41,820		41,820
72130	188	Bonus	\$ 92,000		92,000
72130	189	Other Salaries	\$ 908,737	\$ 5,000	913,737
72130	201	Social Security	\$ 170,736	\$ 310	171,046
72130	204	Retirement	\$ 204,762	\$ (2,620)	202,142
72130	206	Life Insurance	\$ 6,717		6,717
72130	207	Medical Insurance	\$ 394,419		394,419
72130	208	Dental Insurance	\$ 11,071		11,071
72130	211	Local Retirement		\$ 3,000	3,000
72130	212	Medicare	\$ 40,585	\$ 73	40,658
72130	217	Retirement - Hybrid Stabilization	\$ 18,790	\$ 70	18,860
72130	322	AP Testing (2-583)	\$ 135,000		135,000
72130	499	Other Supplies - Safety Funds	\$ -	\$ 5,167	5,167
72130	524	Staff Development - Safety Funds		\$ 3,000	3,000
72130	790	Other Equipment	\$ 2,500		2,500
<b>TOTAL OTHER STUDENT SUPPORT</b>			<b>\$ 3,783,537</b>	<b>\$ 14,000</b>	<b>\$ 3,797,537</b>

JOHNSON CITY SCHOOLS				
2025 - 2026 Budget				
			Original	Amended
			BUDGET	Budget
			2025-2026	2025-2026
INSTRUCTION - SUPPORT				
72210	105	Administration	\$ 744,278	744,278
72210	117	Career Ladder	\$ 6,000	6,000
72210	129	Librarians	\$ 875,670	875,670
72210	137	Educational Media Personnel	\$ 343,640	343,640
72210	161	Secretary	\$ 138,720	138,720
72210	172	Instructional Coaches	\$ 1,549,167	1,549,167
72210	188	Bonus	\$ 124,000	124,000
72210	189	Other Salaries and Wages	\$ 114,240	\$ 60,857 175,097
72210	189	Other Salaries and Wages - Teacher Leadership Academy	\$ 30,500	30,500
72210	201	Social Security	\$ 239,499	\$ 3,773 243,272
72210	204	Retirement	\$ 261,668	\$ 4,625 266,293
72210	206	Life Insurance	\$ 9,923	\$ 146 10,069
72210	207	Medical Insurance	\$ 425,291	\$ 15,100 440,391
72210	208	Dental Insurance	\$ 11,683	\$ 356 12,039
72210	211	Local Retirement	\$ 4,636	4,636
72210	212	Medicare	\$ 56,930	\$ 882 57,812
72210	217	Retirement - Hybrid Stabilization	\$ 5,742	\$ 852 6,594
72210	355	Travel	\$ 11,500	11,500
72210	355	Travel Academic Competitions - Robotics Team (10/5)	\$ 15,000	15,000
72210	355	Travel - Choir, Orchestra & Drama	\$ 10,000	10,000
72210	355	Travel - Safety Funds	\$ -	\$ 500 500
72210	399	Niswonger Class Fees (555)	\$ 5,000	5,000
72210	399	Contracted Services Niswonger Consortium Fee (555)	\$ 15,200	15,200
72210	399	Other Contracted Services (5\$ Transact)	\$ 9,000	9,000
72210	399	Other Contracted Services-Safety Net Program (1-031)	\$ -	-
72210	399	Other Contracted Services - Frontline	\$ 31,000	31,000
72210	399	Other Contracted Services - ParentSquare	\$ 31,500	31,500
72210	399	Other Contracted Services - 504 Online System	\$ 5,000	5,000
72210	399	Other Contracted Services - Robotics Team (16-572)	\$ 1,000	1,000
72210	399	Other Contracted Services - Print Shop Equipment	\$ 41,000	41,000
72210	399	Other Contracted Services - Stop It App, Safety Funds		\$ 16,000 16,000
72210	399	Other Contracted Services - Safety Funds		\$ 23,000 23,000
72210	399	Random Drug Testing	\$ 16,000	16,000
72210	399	Contracted Services - RC (1-030)	\$ 2,400	2,400
72210	399	Internal Assessment Platform - Illuminate	\$ 55,000	55,000
72210	399	Other Contracted Services - Major Clarity	\$ 7,000	7,000
72210	399	Other Contracted Services	\$ 20,000	20,000
72210	432	Library Books Media	\$ 36,730	36,730
72210	471	Software Maintenance - Destiny (Library)	\$ 22,000	22,000
72210	471	Software Maintenance - Hapara - Deledao web filtering & monitoring	\$ 65,640	65,640
72210	471	Software Maintenance - Student Data warehouse	\$ 50,000	50,000
72210	499	Other Supplies & Materials	\$ 10,000	10,000
72210	499	Mclass Amplify Program (1-524)	\$ 24,000	24,000
72210	499	Other Supplies & Materials-RC (1-030)	\$ 7,700	7,700
72210	499	Other Supplies and Materials - Robotics Team (16-572)	\$ 5,000	5,000
72210	499	Shoe Fund (1-520)	\$ 10,000	\$ 5,915 15,915
72210	499	Centigex Supplies	\$ 2,400	2,400
72210	499	Other Supplies & Materials - Safety Funds		\$ 2,000 2,000
72210	499	Other Supplies & Materials - Print Shop	\$ 110,000	110,000
72210	524	Teacher Leadership Academy (537)	\$ 44,500	44,500
72210	524	In-service Staff Dev. System Wide/School Based	\$ 148,208	148,208
72210	524	Reserved for Encumbrances	\$ -	\$ 106 106
72210	524	AP Staff Development (1-583)	\$ 10,000	10,000
72210	524	Staff Development - Safety Funds		\$ 55,000 55,000
72210	599	Non Revenue Producing Sports (25/7.5)	\$ 40,000	40,000
72210	599	Other Charges - MS Competition Fees	\$ 3,000	3,000
72210	599	Other Charges	\$ 4,000	4,000
72210	790	Non Revenue Producing Sports - Arts \$20K (15/5)	\$ 25,000	25,000
72210	790	Safety - Radios (1-964) - Elementary	\$ 5,000	5,000
72210	790	Other Equipment - Safety Funds		\$ 21,200 21,200
72210	790	Other Equipment	\$ 5,000	5,000
<b>TOTAL INSTRUCTION SUPPORT</b>			<b>\$ 5,845,365</b>	<b>\$ 210,312 \$ 6,055,677</b>

JOHNSON CITY SCHOOLS				
2025 - 2026 Budget				
			Original	Amended
			BUDGET	Budget
			2025-2026	2025-2026
			Amendment	
			#1	
<b>ALTERNATIVE INSTRUCTIONAL PROGRAM</b>				
72215	161	Secretaries	\$ 40,800	40,800
72215	188	Bonus	\$ 2,000	2,000
72215	201	Social Security	\$ 2,611	2,611
72215	204	Retirement	\$ 3,240	3,240
72215	206	Life Insurance	\$ 98	98
72215	207	Medical Insurance	\$ 16,888	16,888
72215	208	Dental Insurance	\$ 450	450
72215	212	Medicare	\$ 621	621
72215	217	Retirement - Hybrid Stabilization	\$ 583	583
72215	435	Office Supplies	\$ 2,368	2,368
72215	524	In-Service/Staff Development	\$ 2,000	2,000
<b>TOTAL ALTERNATIVE INSTRUCTIONAL PROGRAM</b>			<b>\$ 71,659</b>	<b>\$ 71,659</b>
<b>SPECIAL EDUCATION - SUPPORT</b>				
72220	105	Administration	\$ 123,227	123,227
72220	124	Psychological Personnel	\$ 82,304	82,304
72220	161	Secretary	\$ 114,240	114,240
72220	131	Physical Therapist	\$ 290,333	290,333
72220	135	Diagnosticians	\$ 384,273	384,273
72220	189	Other Salaries and Wages	\$ 183,630	183,630
72220	201	Social Security	\$ 71,858	71,858
72220	204	Retirement	\$ 93,705	93,705
72220	206	Life Insurance	\$ 2,827	2,827
72220	207	Medical Insurance	\$ 126,684	126,684
72220	208	Dental Insurance	\$ 2,924	2,924
72220	212	Medicare	\$ 17,081	17,081
72220	217	Retirement - Hybrid Stabilization	\$ 5,427	5,427
72220	312	Contracts with Private Agencies	\$ 20,819	20,819
72220	322	Testing Materials	\$ 5,000	5,000
72220	336	Maintenance & Repair Services - Equipment	\$ 1,600	1,600
72220	355	Travel	\$ 7,500	7,500
72220	499	Other Supplies & Materials	\$ 3,000	3,000
72220	524	Staff Development	\$ 4,000	4,000
72220	790	Other Equipment	\$ 3,500	3,500
<b>TOTAL SPECIAL EDUCATION SUPPORT</b>			<b>\$ 1,543,932</b>	<b>\$ 1,543,932</b>
<b>VOCATIONAL EDUCATION - SUPPORT</b>				
72230	105	Administration	\$ 132,911	132,911
72230	117	Career Ladder	\$ 3,000	3,000
72230	161	Secretary	\$ 39,780	39,780
72230	188	Bonus	\$ 4,000	4,000
72230	201	Social Security	\$ 10,961	10,961
72230	204	Retirement	\$ 11,148	11,148
72230	206	Life Insurance	\$ 422	422
72230	207	Medical Insurance	\$ 22,189	22,189
72230	208	Dental Insurance	\$ 558	558
72230	212	Medicare	\$ 2,606	2,606
72230	217	Hybrid Stabilization	\$ 569	569
72230	355	Travel	\$ 154	154
72230	435	Office Supplies	\$ 154	154
<b>TOTAL VOCATIONAL EDUCATION - SUPPORT</b>			<b>\$ 228,452</b>	<b>\$ 228,452</b>

JOHNSON CITY SCHOOLS				
2025 - 2026 Budget				
			Original	Amended
			BUDGET	Budget
			2025-2026	2025-2026
TECHNOLOGY				
72250	105	Administration	\$ 108,001	108,001
72250	121	Technicians	\$ 1,118,635	1,118,635
72250	188	Bonus	\$ 42,000	42,000
72250	201	Social Security	\$ 77,387	77,387
72250	204	Retirement	\$ 171,872	171,872
72250	206	Life Insurance	\$ 2,944	2,944
72250	207	Medical Insurance	\$ 196,136	196,136
72250	208	Dental Insurance	\$ 5,809	5,809
72250	212	Medicare	\$ 18,395	18,395
72250	217	Hybrid Stabilization	\$ 9,026	9,026
72250	307	Technology Communications	\$ 6,300	6,300
72250	320	Dues and Memberships	\$ 900	900
72250	350	Other Charges-Internet/ENA	\$ 185,000	185,000
72250	355	Travel Technology	\$ 3,000	3,000
72250	399	Contracted Services	\$ 20,000	20,000
72250	399	Contracted Services - Reserved for Encumbrances		\$ 3,880
72250	411	Data Processing Supplies	\$ 11,500	11,500
72250	435	Office Supplies Technology	\$ 1,700	1,700
72250	471	Software Maintenance - Content Filter iBoss	\$ 26,000	26,000
72250	471	Software Maintenance -Endpoint Protection - Trend	\$ 62,000	62,000
72250	471	Subscription Renewal - Scribbles	\$ -	\$ 16,896
72250	471	Software Maintenance - Jatheon/Email Archive	\$ 5,000	5,000
72250	471	Software Maintenance - KnowBe4	\$ 25,000	25,000
72250	471	Software Maintenance - TeamViewer	\$ 11,000	11,000
72250	471	Software Maintenance - VXRail	\$ 26,000	26,000
72250	471	Software Maintenance - Microsoft EES - OS and Office License	\$ 45,000	45,000
72250	471	Software Maintenance - Cisco Smartnet	\$ 20,000	20,000
72250	471	Software Maintenance - Veeam	\$ 6,400	6,400
72250	471	Software Maintenance - Help Desk SysAid	\$ 28,000	28,000
72250	471	Software Maintenance - VMWare	\$ 12,000	12,000
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$ 15,000	15,000
72250	471	Software Maintenance - SonicWall - Firewall	\$ 10,000	10,000
72250	471	Software Maintenance - KACE	\$ 1,500	1,500
72250	471	Software Maintenance - Identity Automation Rapid Identity Platform	\$ 58,000	58,000
72250	471	Software Maintenance - Tipping Point	\$ 95,000	95,000
72250	471	Software Hosting Services	\$ 21,000	21,000
72250	471	Software Maintenance - Aruba Clearpass	\$ 15,000	15,000
72250	471	Software Maintenance - Badgepass	\$ 10,000	10,000
72250	471	Software Maintenance - Wasabi Cloud Storage	\$ 2,200	2,200
72250	471	Software Maintenance - Other	\$ 5,000	5,000
72250	471	Software Maintenance - Cloud Document Storage (new)	\$ 18,000	18,000
72250	499	Other Supplies & Materials Technology	\$ 10,500	10,500
72250	524	In-service Staff Development - Technology	\$ 10,000	10,000
72250	709	Data Processing Equipment Technology	\$ 10,000	10,000
		<b>TOTAL TECHNOLOGY</b>	<b>\$ 2,526,205</b>	<b>\$ 2,546,981</b>
		<b>BOARD OF EDUCATION</b>		
72310	206	Life Insurance	\$ 420	420
72310	207	Medical Insurance	\$ 30,172	30,172
72310	208	Dental Insurance	\$ 1,100	1,100
72310	305	Audit Service	\$ 22,000	22,000
72310	320	Dues and Memberships	\$ 12,000	12,000
72310	331	Legal Services	\$ 15,000	15,000
72310	355	Travel	\$ 500	500
72310	399	Other Contracted Services	\$ 10,000	10,000
72310	499	Other Supplies & Materials	\$ 2,000	2,000
72310	506	Liability Insurance	\$ 89,036	89,036
72310	506	*Athletic Liability Insurance	\$ 41,000	41,000
72310	508	Corporate Surety Bonds	\$ 150	150
72310	510	Trustee's Commission	\$ 500,000	500,000
72310	513	Workman's Compensation Insurance	\$ 450,633	450,633
72310	524	In-service Staff Development	\$ 26,000	26,000
72310	599	Other Charges	\$ 30,000	30,000
72310	599	Athletics/Band	\$ 80,000	\$ 676
		<b>TOTAL BOARD OF EDUCATION</b>	<b>\$ 1,310,011</b>	<b>\$ 1,310,687</b>

JOHNSON CITY SCHOOLS					
2025 - 2026 Budget					
			Original	Amended	
			BUDGET	Budget	
			2025-2026	2025-2026	
			Amendment		
			#1		
<b>SUPERINTENDENT</b>					
72320	101	Superintendent	\$ 198,800		198,800
72320	161	Secretary	\$ 56,100		56,100
72320	188	Bonus	\$ 2,000		2,000
72320	201	Social Security	\$ 15,671		15,671
72320	204	Retirement	\$ 20,231		20,231
72320	206	Life Insurance	\$ 617		617
72320	207	Medical Insurance	\$ 33,000		33,000
72320	208	Dental Insurance	\$ 820		820
72320	212	Medicare	\$ 3,725		3,725
72320	217	Hybrid Stabilization	\$ 2,890		2,890
72320	299	Other Fringe Benefits	\$ 1,200		1,200
72320	307	Communications	\$ 60,000		60,000
72320	320	Dues & Memberships	\$ 12,000		12,000
72320	348	Postal Charges	\$ 10,000		10,000
72320	355	Travel	\$ 1,000		1,000
72320	399	Other Contracted Services	\$ 11,000		11,000
72320	435	Office Supplies	\$ 7,000		7,000
72320	524	Staff Development - Leadership Program	\$ 11,000		11,000
72320	599	Other Charges	\$ 13,000		13,000
72320	701	Administrative Equipment	\$ 2,000		2,000
<b>TOTAL SUPERINTENDENT</b>			<b>\$ 462,054</b>	<b>\$ -</b>	<b>\$ 462,054</b>
<b>OFFICE OF THE PRINCIPAL</b>					
72410	104	Principals	\$ 1,340,978	\$ 45,841	1,386,819
72410	117	Career Ladder	\$ 2,000		2,000
72410	119	Bookkeepers	\$ 497,760		497,760
72410	188	Bonus	\$ 140,000		140,000
72410	189	Data Processing Personnel	\$ 75,422		75,422
72410	139	Assistant Principals	\$ 2,170,389	\$ 55,834	2,226,223
72410	161	Secretary	\$ 1,141,300		1,141,300
72410	201	Social Security	\$ 327,439		327,439
72410	204	Retirement	\$ 401,541		401,541
72410	206	Life Insurance	\$ 12,883		12,883
72410	207	Medical Insurance	\$ 610,972		610,972
72410	208	Dental Insurance	\$ 16,515		16,515
72410	212	Medicare	\$ 77,834		77,834
72410	217	Retirement - Hybrid Stabilization Funds	\$ 22,692		22,692
72410	307	Communication	\$ 80,000		80,000
72410	320	Dues & Memberships	\$ 2,000		2,000
72410	348	Postal Charges	\$ 8,173		8,173
72410	355	Travel	\$ 1,684		1,684
72410	435	Office Supplies	\$ 5,475		5,475
72410	524	In-service/Staff Development	\$ 912		912
72410	599	Safety Grant	\$ 131,700	\$ (131,700)	-
72410	701	Administration Equipment - Reserved for Encumbrances	\$ -	\$ 1,540	1,540
<b>TOTAL OFFICE OF PRINCIPAL</b>			<b>\$ 7,067,669</b>	<b>\$ (28,485)</b>	<b>\$ 7,039,184</b>
<b>FISCAL SERVICES</b>					
72510	105	Administration	\$ 121,634		121,634
72510	119	Bookkeepers	\$ 323,619		323,619
72510	188	Bonus	\$ 12,000		12,000
72510	201	Social Security	\$ 27,892		27,892
72510	204	Retirement	\$ 54,422		54,422
72510	206	Life Insurance	\$ 1,069		1,069
72510	207	Medical Insurance	\$ 43,210		43,210
72510	208	Dental Insurance	\$ 1,250		1,250
72510	211	Local Retirement	\$ 4,610		4,610
72510	212	Medicare	\$ 6,630		6,630
72510	217	Retirement - Hybrid Stabilization	\$ 2,895		2,895
72320	306	Bank Charges	\$ 5,000		5,000
72510	320	Dues & Memberships	\$ 1,000		1,000
72510	355	Travel	\$ 100		100
72510	399	Other Contracted Services	\$ 50,500		50,500
72510	411	Data Processing Supplies	\$ 4,500		4,500
72510	435	Office Supplies	\$ 4,000		4,000
72510	499	Other Supplies and Materials	\$ 1,000		1,000
72510	524	Staff Development	\$ 5,000		5,000
72510	599	Other Charges	\$ 250		250
72510	701	Administrative Equipment	\$ 3,000		3,000
<b>TOTAL FISCAL SERVICES</b>			<b>\$ 673,581</b>	<b>\$ -</b>	<b>\$ 673,581</b>

JOHNSON CITY SCHOOLS				
2025 - 2026 Budget				
			Original	Amended
			BUDGET	Budget
			2025-2026	2025-2026
			Amendment	
			#1	
<b>HUMAN RESOURCES</b>				
72520	105	Supervisor/Director	\$ 93,791	93,791
72520	161	Secretary	\$ 148,596	148,596
72520	188	Bonus	\$ 8,000	8,000
72520	201	Social Security	\$ 15,274	15,274
72520	204	State Retirement	\$ 28,185	28,185
72520	206	Life Insurance	\$ 582	582
72520	207	Medical Insurance	\$ 34,096	34,096
72520	208	Dental Insurance	\$ 1,000	1,000
72520	212	Medicare	\$ 3,631	3,631
72520	217	Retirement - Hybrid Stabilization	\$ 2,479	2,479
72520	320	Dues and Memberships	\$ 250	250
72520	355	Travel	\$ 250	250
72520	399	Other Contracted Services	\$ 3,000	3,000
72520	435	Office Supplies	\$ 2,000	2,000
72520	524	Staff Development	\$ 4,000	4,000
72520	701	Administrative Equipment	\$ 1,000	1,000
<b>TOTAL HUMAN RESOURCES</b>			<b>\$ 346,134</b>	<b>\$ 346,134</b>
<b>OPERATION OF PLANT</b>				
72610	160	Guards	\$ 220,320	220,320
72610	166	Custodial Personnel	\$ 2,066,520	2,066,520
72610	166	Summer Worker (510)	\$ 16,320	16,320
72610	166	Custodian Overtime	\$ 7,000	7,000
72620	188	Bonus	\$ 111,050	111,050
72610	201	Social Security	\$ 147,694	147,694
72610	204	Retirement	\$ 250,968	\$ (18,000) 232,968
72610	206	Life Insurance	\$ 5,544	5,544
72610	207	Medical Insurance	\$ 324,154	324,154
72610	208	Dental Insurance	\$ 8,500	8,500
72610	211	Local Retirement	\$ -	\$ 18,000 18,000
72610	212	Medicare	\$ 35,108	35,108
72610	217	Hybrid Stabilization	\$ 21,551	21,551
72610	359	Disposal Fees	\$ 130,000	130,000
72610	410	Custodial Supplies	\$ 160,000	160,000
72610	415	Electricity	\$ 1,950,000	1,950,000
72610	434	Natural Gas	\$ 265,000	265,000
72610	454	Water & Sewer	\$ 320,000	320,000
72610	471	Trane Cloud System	\$ 25,000	25,000
72610	499	Other Supplies & Materials	\$ 5,000	5,000
72610	720	Plant Operation Equipment	\$ 5,000	5,000
<b>TOTAL OPERATION PLANT</b>			<b>\$ 6,074,729</b>	<b>\$ 6,074,729</b>
<b>MAINTENANCE OF PLANT</b>				
72620	105	Administration	\$ 93,898	93,898
72620	161	Secretary	\$ 47,430	47,430
72620	167	Maintenance Personnel	\$ 1,201,918	1,201,918
72620	188	Bonus	\$ 46,000	46,000
72620	201	Social Security	\$ 84,744	84,744
72620	204	Retirement	\$ 207,501	\$ (7,500) 200,001
72620	206	Life Insurance	\$ 3,224	3,224
72620	207	Medical Insurance	\$ 237,169	237,169
72620	208	Dental Insurance	\$ 6,393	6,393
72620	211	Local Retirement	\$ -	\$ 7,500 7,500
72620	212	Medicare	\$ 20,144	20,144
72620	217	Retirement - Hybrid Stabilization	\$ 8,121	8,121
72620	307	Communications	\$ 12,000	12,000
72620	336	Maint & Repair Service - Equipment	\$ 7,500	7,500
72620	399	Other Contracted Services	\$ 115,000	115,000
72620	399	Other Contracted Services - Special Budget Requests	\$ 15,000	15,000
72620	399	ESG M&V Services	\$ 17,000	17,000
72620	399	Other Contracted Services - Reserved for Encumbrances	\$ -	\$ 20,869 20,869
72620	499	Other Supplies & Materials	\$ 255,000	255,000
72620	599	Other Charges-In-service/Staff Development.	\$ 3,000	3,000
<b>TOTAL MAINTENANCE PLANT</b>			<b>\$ 2,381,042</b>	<b>\$ 2,401,911</b>

JOHNSON CITY SCHOOLS						
2025 - 2026 Budget						
				Original	Amended	
				BUDGET	Budget	
				2025-2026	#1	
				2025-2026	2025-2026	
<b>TRANSPORTATION</b>						
72710	189	Other Salaries & Wages - Bus Assistants	\$	38,600		38,600
72710	201	Social Security	\$	2,393		2,393
72710	204	Retirement	\$	4,270	\$ (100)	4,170
72710	211	Local Retirement	\$	300		300
72710	212	Medicare	\$	560		560
72710	217	Retirement - Hybrid Stabilization	\$	-	\$ 100	100
72710	312	Special Education Transportation	\$	3,000		3,000
72710	314	Contracts w/Public Carrier	\$	3,037,269		3,037,269
72710	338	Maint & Repair Service	\$	15,000		15,000
72710	425	Gasoline	\$	50,000		50,000
72710	450	Tires & Tubes	\$	5,000		5,000
72710	453	Vehicle Parts	\$	9,000		9,000
72710	729	Transportation Equipment	\$	214,000	\$ 120,000	334,000
<b>TOTAL TRANSPORTATION</b>			<b>\$</b>	<b>3,379,392</b>	<b>\$ 120,000</b>	<b>\$ 3,499,392</b>
<b>PUBLIC RELATIONS</b>						
72810	188	Bonus	\$	4,000		4,000
72810	189	Other Salaries and Wages	\$	115,310		115,310
72810	201	Social Security	\$	7,278		7,278
72810	204	Retirement	\$	8,729		8,729
72810	206	Life Insurance	\$	286		286
72810	207	Medical Insurance	\$	16,888		16,888
72810	208	Dental Insurance	\$	410		410
72810	212	Medicare	\$	1,730		1,730
72810	217	Retirement - Hybrid Stabilization	\$	1,649		1,649
72810	355	Travel Public Relations	\$	1,000		1,000
72810	399	Contracted Services Public Relations	\$	16,000		16,000
72810	435	Office Supplies Public Relations	\$	1,500		1,500
72810	499	Other Supplies & Materials-Public Relations	\$	4,200		4,200
72810	524	In-service Staff Development - Public Relations	\$	4,200		4,200
72810	599	Other Charges Public Relations	\$	2,000		2,000
72810	709	Data Processing Equipment Public Relations	\$	3,000		3,000
<b>TOTAL PUBLIC RELATIONS</b>			<b>\$</b>	<b>188,180</b>	<b>\$ -</b>	<b>\$ 188,180</b>
<b>COMMUNITY SERVICE</b>						
73300	105	Supervisor/Director	\$	376,912		376,912
73300	188	Bonus	\$	42,000		42,000
73300	189	Other Salaries and Wages	\$	906,250		906,250
73300	201	Social Security	\$	81,388		81,388
73300	204	Retirement	\$	13,988		13,988
73300	206	Life Insurance	\$	321		321
73300	207	Medical Insurance	\$	32,250		32,250
73300	208	Dental Insurance	\$	1,200		1,200
73300	211	Local Retirement	\$	200		200
73300	212	Medicare	\$	23,857		23,857
73300	307	Communications	\$	1,553		1,553
73300	355	Travel	\$	3,700		3,700
73300	399	Other Contracted Services	\$	8,300		8,300
73300	422	Food Supplies	\$	43,575		43,575
73300	422	Food Supplies - Reserved for Encumbrances	\$	-	\$ 964	964
73300	499	Other Supplies	\$	59,066		59,066
73300	499	Other Supplies - Reserved for Encumbrances	\$	-	\$ 2,413	2,413
73300	509	Refunds	\$	2,915		2,915
73300	524	Staff Development	\$	5,762		5,762
73300	599	Other Charges	\$	19,400		19,400
73300	790	Other Equipment	\$	6,000		6,000
<b>TOTAL COMMUNITY SERVICE</b>			<b>\$</b>	<b>1,628,637</b>	<b>\$ 3,377</b>	<b>\$ 1,632,014</b>

JOHNSON CITY SCHOOLS				
2025 - 2026 Budget				
			Original	Amended
			BUDGET	Budget
			2025-2026	2025-2026
			Amendment	
			#1	
<b>EARLY CHILDHOOD EDUCATION</b>				
73400	105	Supervisor/Director	\$ 60,000	60,000
73400	116	Teachers	\$ 136,847	136,847
73400	163	Educational Assistants	\$ 40,290	40,290
73400	188	Bonus	\$ 10,000	10,000
73400	189	Other Salaries & Wages	\$ 110,000	110,000
73400	201	Social Security	\$ 21,996	21,996
73400	204	Retirement	\$ 10,879	10,879
73400	206	Life Insurance	\$ 328	328
73400	207	Medical Insurance	\$ 27,454	27,454
73400	208	Dental Insurance	\$ 410	410
73400	212	Medicare	\$ 5,178	5,178
73400	217	Retirement - Hybrid Stabilization	\$ 1,437	1,437
73400	307	Communications	\$ 50	50
73400	399	Other Contracted Services	\$ 1,000	1,000
73400	499	Other Supplies & Materials	\$ 18,000	18,000
73400	509	Refunds	\$ 500	500
73400	524	Staff Development	\$ 2,000	2,000
73400	599	Other Charges	\$ 2,000	2,000
73400	790	Other Equipment	\$ 10,000	10,000
<b>TOTAL EARLY CHILDHOOD EDUCATION</b>			<b>\$ 458,369</b>	<b>\$ 458,369</b>
<b>CAPITAL OUTLAY</b>				
76100	707	Building Improvements	\$ 225,000	225,000
76100	707	Building Improvements Special Budget Requests	\$ 181,500	\$ 491,000
76100	707	Reserved for Encumbrances	\$ -	\$ 91,315
76100	799	Other Capital Outlay - Coordinated School Health	\$ -	\$ 40,000
76100	799	Other Capital Outlay - Playgrounds	\$ 50,000	50,000
76100	799	Other Capital Outlay Reserved for Encumbrances	\$ -	\$ 103,113
76100	799	Other Capital Outlay Special Budget Requests	\$ -	\$ 72,000
<b>TOTAL CAPITAL OUTLAY</b>			<b>\$ 456,500</b>	<b>\$ 797,428</b>
<b>DEBT SERVICE</b>				
82130	601	Sales Tax Trust Fund	\$ 1,837,155	\$ -
82130	601	ESG Bond Principal Payments 2017 Issue	\$ 430,000	430,000
82230	603	ESG Bond Interest Payments - 2017 Issue	\$ 118,900	118,900
<b>TOTAL DEBT SERVICE</b>			<b>\$ 2,386,055</b>	<b>\$ 2,386,055</b>
99100	590	Operating Transfers (CSH, PREK, HOMELESS)	\$ 52,739	52,739
99100	590	SRO Overtime	\$ 10,000	10,000
<b>TOTAL TRANSFERS</b>			<b>\$ 62,739</b>	<b>\$ 62,739</b>
<b>TOTAL EXPENDITURES</b>			<b>\$ 106,173,647</b>	<b>\$ 2,363,929</b>
<b>ENDING RESERVES:</b>				
Designated for 3% Fund Balance			\$ 3,049,135	3,049,135
Educare Reserves			\$ 1,350,000	1,350,000
Undesignated			\$ 7,090,377	(1,123,494)
Designated for Inventory and Compensated Absences			\$ 1,150,000	1,150,000
Other Reserves/Designations			\$ 850,000	\$ (767,741)
Designated and Undesignated Fund Balance			<b>\$ 13,489,512</b>	<b>\$ (1,891,235)</b>
<b>GRAND TOTAL EXPENDITURES AND ENDING RESERVES</b>			<b>\$ 119,663,159</b>	<b>\$ 472,694</b>
<b>OUT OF BALANCE</b>			<b>\$ (0)</b>	<b>\$ (0)</b>

## 2025 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by **November 28, 2025**. During completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., Education Information System, internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised annual compliance report data may inform an LEA's approval classification.

I certify that the LEA is in compliance with all federal and state education laws and SBE rules.

I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

**LEA Name:**

**Director of Schools/Superintendent Name:**

**Director of Schools/Superintendent **Signature:****

**School Board Chair Name:**

**School Board Chair **Signature:****

**Date of School Board Approval:**

**UPLOAD COMPLETED REPORT TO ePlan BY **NOVEMBER 28, 2025****

**(including the corresponding corrective action plan if applicable).**

**Upload instructions are accessible [here](#).**



## Appendix B

The following is a list of helpful links to state education laws and SBE rules:

Public chapters regarding education passed during the 2025 legislative session:  
<https://www.tn.gov/content/dam/tn/education/legal/2025%20Legislative%20Report.pdf>

Current and pending SBE rules:  
<https://www.tn.gov/sbe/rules--policies-and-guidance.html>

Tennessee Code Annotated:  
<http://www.lexisnexis.com/hottopics/tncode/>

If you have questions regarding education laws or SBE rules, please contact the department's general counsel, Christy Ballard, at (615) 741-2921 or [Christy.Ballard@tn.gov](mailto:Christy.Ballard@tn.gov).

**THE JOHNSON CITY  
BOARD OF EDUCATION**

**AND**

**PROFESSIONAL EMPLOYEES OF  
JOHNSON CITY SCHOOLS**

**MEMORANDUM OF  
UNDERSTANDING**

**November 14, 2025 – November 13, 2028**

<b>GRIEVANCE PROCEDURE</b>	<b>1</b>
A. DEFINITIONS	1
1. GRIEVANCE	1
2. CLASS GRIEVANCE	1
3. PROFESSIONAL EMPLOYEE	1
4. GRIEVANT	1
5. TIME LIMITS	1
B. PROCEDURES	1
1. INFORMAL PROCEDURE	1
2. FORMAL PROCEDURE	1
C. ADVANCED STEP FILING	2
D. REPRESENTATION	2
E. SEPARATE GRIEVANCE FILE	2
F. NO REPRISALS	2
G. RELEASED TIME	2
H. GENERAL	2
<b>WORKING CONDITIONS</b>	<b>3</b>
A. TEACHER WORK SCHEDULE	3
B. SUPERVISORY DUTIES	3
C. ADDITIONAL ASSIGNMENTS/DUTIES	3
D. PREPARATION TIME	3
E. SAFETY	3
GENERAL	3
1. SCHOOL LEVEL ACTIVITIES	4
2. PROTECTION OF PROFESSIONAL EMPLOYEES	4
3. WORKERS COMPENSATION	4
a. <i>REPORTING</i>	4
b. <i>SUPPORT</i>	5
c. <i>LEAVE OF ABSENCE/SALARY COMPENSATION/MEDICAL BENEFITS</i>	5
4. REIMBURSEMENT FOR PERSONAL PROPERTY DAMAGE	5
5. REPRESENTATION OF PROFESSIONAL EMPLOYEE	5
6. COMPLAINTS AGAINST PROFESSIONAL EMPLOYEES	5
F. PERSONNEL FILES	6
1. APPLICATION FILE	6
2. GRIEVANCE FILES	6
3. MAINTENANCE OF AND ACCESS TO PERSONNEL FILES	6
4. COMPLAINTS	6
5. USE OF FILES	6
6. ACCESS TO PERSONNEL FILES	7
G. STUDENT DISCIPLINE PROCEDURES	7

1. BOARD SUPPORT AND ASSISTANCE	7
2. LOSS OF PAY	7
3. CODE OF CONDUCT ANNUAL REVIEW	7
<b>LEAVES OF ABSENCE</b>	<b>8</b>
1. SICK LEAVE	8
2. PERSONAL LEAVE	8
3. BEREAVEMENT LEAVE	8
4. JURY AND LEGAL	8
5. VACATION LEAVE	9
6. U.S. MILITARY TRAINING AND ACTIVE DUTY	9
7. RELEASED TIME AND FUNDING FOR ACADEMIC MEETINGS	9
8. PROFESSIONAL ORGANIZATION LEAVE	10
9. OTHER	10
A. EXTENDED LEAVES OF ABSENCE	10
B. FAMILY MEDICAL LEAVE	10
1. NOTIFICATION	10
2. RETURN RIGHTS	10
3. PAY	10
4. EXTENSIONS	10
C. MILITARY	11
D. EDUCATIONAL IMPROVEMENT	11
E. RECUPERATION OF HEALTH	1
F. GOOD CAUSE	11
G. RETURN FROM LEAVE	11
<b>FRINGE BENEFITS</b>	<b>12</b>
A. UNUSED PERSONAL LEAVE	12
B. NATIONAL BOARD CERTIFICATE	12
<b>INSURANCE</b>	<b>13</b>
A. HEALTH AND MAJOR MEDICAL	13
1. THE POLICY	13
2. RETIREE HEALTH INSURANCE	13
<i>a. THE POLICY</i>	<i>13</i>
<i>b. PREMIUMS</i>	<i>13</i>
<i>c. DEPENDENT COVERAGE</i>	<i>14</i>
<i>d. COVERAGE AGE LIMIT</i>	<i>14</i>
<i>e. SURVIVING SPOUSE AND DEPENDENTS</i>	<i>14</i>
B. LIFE INSURANCE	14
C. DENTAL INSURANCE	15
D. COVERAGE PERIOD	15
E. CONTINUATION	15

1. EMPLOYEES ON PAID LEAVE	15
2. UNPAID LEAVE	15
<b>SALARIES AND WAGES</b>	<b>16</b>
A. SALARY SCHEDULE	16
B. SUPPLEMENTAL PAY SCHEDULE	16
C. PLACEMENT ON THE SALARY SCHEDULE	16
1. ADJUSTMENT TO SALARY SCHEDULE	16
2. CREDIT FOR EXPERIENCE	16
3. DELIVERY	16
<b>DURATION</b>	<b>16</b>
A. MODIFICATION OF AGREEMENT	16
B. SEVERABILITY	17
<b>APPENDIX A</b>	<b>18</b>
COLLABORATIVE CONFERENCING GROUND RULES	19
<b>APPENDIX B</b>	<b>21</b>
200 DAY ACCOUNTABILITY REPORT	22
<b>APPENDIX C</b>	<b>23</b>
WORKERS COMPENSATION	24
<b>APPENDIX D</b>	<b>29</b>
SICK LEAVE BANK	30
<b>APPENDIX E</b>	<b>33</b>
CERTIFIED SALARY SCHEDULES	34
<b>EXHIBIT 1</b>	<b>40</b>
DIFFERENTIATED PAY PLAN	41
<b>APPENDIX F</b>	<b>43</b>
INSURANCE RATES	44

# Grievance Procedure

## A. Definitions

1. A "grievance" shall mean any claim by a professional employee, person, or representative as defined by TCA 49-5-602, that there has been a violation, misapplication or misinterpretation of the terms of this agreement; a violation of the right of the professional employee to due process in the implementation of this agreement or a violation, misapplication or misinterpretation of any established written policy or rule or regulation of the Board, or there exists a condition that jeopardizes the professional employee's health and safety.
2. The term "class grievance" means a grievance that, when resolved, would affect more than one professional employee in the same manner. Anytime a series of individual grievances concerning the same matter are submitted, it may be considered a "class grievance" by the grievants.
3. Whenever the phrase "professional employee" is used in this Memorandum of Understanding, it includes any person employed by the Board of Education in a position, which requires a license issued by the State Department of Education for service in public elementary and secondary schools of Tennessee. Management employees are not included in the phrase "professional employee."
4. The word "grievant" shall refer to any professional employee, person, or representative as defined by TCA 49-5-602 having a grievance.
5. All "time limits" shall consist of approved workdays excluding any days designated as holidays for any employees of Johnson City Schools or those days otherwise specified.

## B. Procedures

### 1. Informal Procedure

If the employee feels that they have a grievance, they as the grievant will first discuss the matter with the immediately involved supervisor/principal, accompanied, if desired, by a chosen representative, in an effort to resolve the problem informally. If the informal process fails to satisfy the professional employee, a grievance may be processed as shown under formal procedure.

### 2. Formal Procedure

**Step 1:** The grievant shall within thirty (30) calendar days, from the date of the reason giving rise to the grievance, present the grievance formally in writing to the immediate supervisor/principal. A written grievance shall contain the following information:

- a. Name and position of the grievant.
- b. A statement of the grievance and the facts involved including relevant dates.
- c. A reference to the applicable provisions of the violated policy or MOU, or law, if any.
- d. The corrective actions requested.
- e. The signature of the grievant.
- f. The date of filing.

The immediate supervisor or principal shall arrange a conference with the grievant and their chosen representative if desired. Such conference shall be arranged no later than ten (10) days after receipt of the written grievance. Within five (5) days of the meeting, the grievant and the representative, if

requested by the grievant, shall be provided with the immediate supervisor's/principal's written response including reasons for the decision.

**Step 2:** If the grievance is not resolved at step 1, then the grievant may refer the grievance to the Superintendent or their designee within ten (10) days after receipt of the step 1 answer. The Superintendent shall arrange with the grievant and the requested representative for a meeting to take place within ten (10) days of the Superintendent receipt of appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) days after the meeting, the grievant and the representative, if requested by the grievant, shall be provided with the reasons for the decision.

### **C. Advanced Step Filing**

If the grievant and the immediate supervisor/principal agree, the conferencing aspect of Step 1 of the grievance procedure may be by-passed and the grievance brought directly to step 2.

### **D. Representation**

The Board acknowledges the right of any professional employee filing a grievance to be aided or assisted in the grievance process by associations, organizations, or representatives of their choosing, per TCA 49-5-603, at any level if the grievant desires.

### **E. Separate Grievance File**

All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants and shall not be forwarded to any prospective employer of the grievant, nor shall such documents be revealed or the grievance(s) be mentioned specifically in any communication between the administration and the prospective employer.

### **F. No Reprisals**

No reprisals shall be taken by either party to a grievance against the other party because of participation in the resolution of a grievance.

### **G. Released Time**

Should the investigation or processing of any grievance require that the grievant and/or the representative of the grievant be absent from their regular assignment, and has the approval of the Superintendent, they shall suffer no loss of pay or benefits.

### **H. General**

1. A grievance may be withdrawn at any level without establishing precedent.
2. Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step.
3. The Board, the Administration, the grievant, and any representative(s), shall cooperate and in no way obstruct the investigation of any grievance.

## **WORKING CONDITIONS**

### **A. Teacher Work Schedule**

1. The normal length of the in-school day shall be seven hours and thirty minutes for professional employees, except where extra duties are assigned by the principal or administration. Such extra duties shall be assigned on an equitable basis.

Each professional employee shall be required to report for duty as assigned by their immediate supervisor. Any professional employee unable to report for duty at their assigned time shall inform their immediate supervisor of the absence or tardiness as soon as possible. Departure time at other than normal time must be approved by the immediate supervisor.

2. The 200 Day Accountability Report is in Appendix B.

### **B. Supervisory Duties**

All professional employees shall have a duty-free lunch period equal in length to that of their students as long as required by law and funded by the state. Duties outside the student day shall be assigned before or after school, but not both on the same day. Such supervisory duties shall be assigned on an equitable basis.

### **C. Additional Assignments/Duties**

Due to the increasing demands in education we recognize that it may become necessary for a faculty (in whole or in part) to meet outside the instructional day. However, every attempt should be made to respect the personal time of teachers in limiting meetings and assigned duties outside the instructional day. Every attempt should be made to limit the number of faculty meetings to one per month and the length of one hour each.

### **D. Preparation Time**

Preparation time is defined as time spent by a professional employee preparing and planning for classroom instruction. Any changes to planning/preparation time will be subject to discussion by the collaborative conferencing team. Subject to budget sustainability, classroom professional employees shall have preparation time during which they shall not be assigned to any other duties as follows:

1. High School – Minimum of one (1) class period per day.
2. Middle Schools – Minimum of one (1) hour per day.
3. Elementary Schools – Minimum of one (1) hour per day.

### **E. Safety**

#### **General**

The Board is committed to protecting the health and safety of its employees, and will continue to make reasonable provisions for the safety and health of employees during the workday and at school events outside of the normal workday. "T.C.A. 50-3-101 assures the safe and healthful working conditions for working men and women throughout the state." The responsibility for carrying out the various aspects of this program will be at the building level. The principal will be the first level of responsibility coordinating with maintenance or facilities supervision as deemed necessary.

## **1. School Level Activities**

There will be a safety committee at each school per the SAVE Act.

## **2. Protection of Professional Employees**

- a. The Board will provide for the safety of the professional employees and will seek advice of appropriate experts if there is a question of welfare of any student or employee of the system. T.C.A. 50-3-101
- b. A professional employee may, within the scope of their employment, use and apply such amount of force as is reasonable and necessary to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the student; or to ensure personal safety. The Board recognizes the right of the employee to defend themselves or obtain assistance in cases of assault and/or battery.
- c. Whenever any legal action is brought against a professional employee resulting from their actions in the scope and course of assigned duties, the Board shall provide the professional employee with legal defense and indemnification through liability insurance. Said liability insurance policy shall provide each professional employee with coverage of no less than the maximum allowed under the Tennessee Government Tort Liability Act or \$300,000 for non-tort actions. Coverage would include payment of all legal fees in defense of the professional employee.

## **3. Workers Compensation**

When an employee is injured on the job, and that injury is compensable under workers' compensation coverage, they may receive workers' compensation benefits for medical costs and disability compensation as provided by law. In addition, the employee may have the option of receiving supplemental pay which, when added to the workers' compensation benefits, shall equal full net pay. This supplemental pay shall be charged to the employee's sick leave until sick leave is exhausted. (If employee has no sick leave accumulated, this time may be charged to vacation leave or compensatory leave.) This workers' compensation supplemental pay will commence at the end of seven days of disability to coincide with the commencement of workers' compensation disability payments (i.e., temporary total disability benefits). The use of sick leave, earned vacation or compensatory time for the first seven days of disability will be at the option of the employee. If the workers' compensation disability exceeds fourteen days, a portion of the personal leave time used during the first seven days of disability may be reinstated to the employee's account. New employees will receive a copy of "How to Report Work-Related Injuries."

### **a. Reporting**

When an injury or health related issue has occurred within the scope and course of employment, the employee shall report the issue immediately to their supervisor and the employee and supervisor shall complete an "Employer's First Report of Work Injury or Illness" form (Form C20). The employee shall deliver this form to the City's Risk Management office immediately (fax number 423-232-7145). If the nature of the issue prevents the employee from delivering the report, the employee's supervisor or designee shall make arrangements for delivery of the report to Risk Management. Form C20 must be filed with the insurance carrier by the City's Risk

Management office within 24 hours of the occurrence; thus, it is imperative that issue reports be filed immediately by employees or their supervisor to avoid penalties. See Appendix C.

**b. Support**

Although the Board will provide support to the employees when the professional employee has acted within the scope of Board policy, in cases of assault and/or battery the determination as to whether civil prosecution is warranted will be made by the professional employee. If criminal prosecution is deemed by local law enforcement to be warranted, the professional employee shall be supported as necessary and required.

**c. Leave of Absence/Salary Compensation/Medical Benefits**

Salary compensation and medical benefits shall be in accordance with TCA 50-6-204 through TCA 50-6-210.

**4. Reimbursement for Personal Property Damage**

Upon submission of adequate proof to the Superintendent of the existence of damage to personal property of the professional employee, which has occurred during an assault, or battery while the professional employee was acting within the scope and course of their duties, the Board of Education shall reimburse said professional employee for such damage or destruction not to exceed five hundred dollars (\$500). The Board will be reimbursed any damages received for personal property through litigation. If the professional employee intends to make a claim to the Board under the provisions of this MOU, written notice of damage or destruction of property incurred as a result of assault shall be filed with the Superintendent within ten (10) working days after the alleged incident.

**5. Representation of Professional Employee**

In the event civil or criminal proceedings are brought against a professional employee alleging that they committed an assault and/or battery while acting within the scope and course of their duties, such professional employee may request through the Superintendent's legal advice or special counsel to which the professional employee may be entitled under the law. In the event of such proceeding, the Board will supply to the professional employee any information in its possession relating to the incident. A copy of any request for legal aid may be forwarded to the President of the Professional Organization by the professional employee.

**6. Complaints Against Professional Employees**

A complaint charging physical assault and/or battery placed against a professional employee by a parent or student shall be reported to the professional employee in writing and investigated by the administrator handling the complaint. A written copy of the completed investigation by the administrator shall be given to the professional employee. If the investigation proves the complaint to be valid, a copy of the complaint along with the investigative report shall be placed in the employee's personnel file. The professional employee shall have an opportunity to respond in writing to the complaint and the investigative report and said professional employee's written response shall be attached to the copy of the complaint and investigative report. Any complaint, which is found to be invalid after investigation, shall not be placed in the professional employee's personnel file.

## **F. Personnel Files**

### **1. Application File**

The application, personal references, and other reference documents received prior to the employment of a professional employee shall be maintained in a separate application file.

### **2. Grievance Files**

Grievances, grievance answers, and materials directly related to grievances shall be maintained in Central Office administrative files separate from personnel files.

### **3. Maintenance of And Access to Personnel Files**

The school system shall maintain one professional employee's personnel file on each employee in the Central Office of the school system. No anonymous negative or derogatory material shall be maintained in the professional employee's personnel file.

A professional employee shall be provided copies of any negative or derogatory material before it is placed in their personnel file. They shall also be given an opportunity to initial and date the material and to prepare a written response to such material. The written response shall be permanently attached to the material. The person or persons who place negative or derogatory material in a professional employee's personnel file shall sign the material and signify the date on which such material is forwarded for placement or is placed in the file. The Board shall not establish any other separate personnel file which is not available for the professional employee's inspection.

### **4. Complaints**

Any valid complaint against a professional employee likely to lead to a written reprimand shall be reported to the professional employee and investigated by the administrator handling the complaint. A written copy of a status report or the completed investigation will be given to the professional employee within thirty (30) working days. If the investigation proves the complaint to be valid, a copy of the complaint along with the investigative report shall be placed in the employee's personnel file. The professional employee shall have an opportunity to respond in writing to the complaint and the investigative report. Said professional employee's written response shall be stapled to the copy of the complaint and investigative report. Any complaint, which is found to be invalid after the investigation, shall not be placed in the professional employee's personnel file. A professional employee may request to the respective supervisor the personnel file be purged of negative material after a duration of three (3) years.

### **5. Use of Files**

Central office shall keep a log with each file indicating the persons who examine a personnel file as well as the date and the reason such requests were made.

No negative or derogatory documents shall be placed in the personnel file of a professional employee after the termination of employment except when an employee resigns to avoid termination, in which case a written copy of the completed investigation of a complaint found to be valid may be placed in the

file at the discretion of the Board. This shall not preclude placement in the file of numerical/statistical data relative to the termination/retirement of a professional employee.

## **6. Access to Personnel Files**

Access to personnel files shall be subject to the provisions of the Open Records Law.

A professional employee shall have the right, upon reasonable prior request, to review the contents of their personnel file in the Central Office under supervision and to receive copies of any documents contained therein at the employee's expense. A professional employee shall be entitled to have a representative accompany them during such review. Upon written authorization by the professional employee, the representative, in the presence of the employee, shall have the right to examine and/or obtain copies of materials in the professional employee's personnel file. The first copy will be at no cost to the employee while each copy thereafter will be at the current rate per page as established by the Board.

## **G. Student Discipline Procedures**

### **1. Board Support and Assistance**

The Board recognizes its responsibility to give all reasonable support and assistance to professional employees with respect to the maintenance of control and discipline in the classroom.

### **2. Loss of Pay**

Refer to Tennessee Code Annotated Section 49-5-714.

### **3. Code of Conduct Annual Review**

Each teacher shall be annually notified that the *Johnson City Schools Student Code of Conduct* is available in a digital format on the district website. Each school administrator is responsible for reviewing the Code of Conduct with all staff members.

## Leaves of Absence

Each professional employee shall be entitled to the following temporary leaves of absence each school year.

### 1. Sick Leave

The Board shall grant the accumulation and transfer of sick leave as provided in TCA 49-5-710. Sick leave shall be interpreted to mean leave of absence because of illness of a professional employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of a professional employee, including but not limited to the professional employee's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughters-in-law, sons-in-law, brothers-in-law, sisters-in-law, and partner. The transfer of sick leave shall mean the accumulated sick leave earned from previous employment in a Tennessee school system, or other agency, department, or institution of Tennessee or any state college or university, provided employment with the system begins within two (2) years of previous employment.

The Association shall have the right to maintain a Sick Leave Bank in accordance with TCA 49-5-801 through TCA 49-5-810. The Sick Leave Bank shall not be used for maternity leave unless complications arise which are verified by a physician's written statement. See Appendix D or the website (<https://www.jcschools.org/departments/finance-retirement/employee-forms>) for Sick Leave Bank Information.

### 2. Personal Leave

At the beginning of each year, each professional employee shall be credited with three (3) days to be used for the professional employee's personal business without loss of pay (JCS Board Policy 5.303). Up to three (3) days of unused personal leave will be converted to sick leave. These personal leave days shall be used for any purpose at the discretion of the professional employee. A professional employee planning to use a personal leave day shall notify the immediate supervisor at least one (1) day in advance except in cases of emergency. Requests for personal leave must comply with JCS Board Policy

### 3. Bereavement Leave

Johnson City Schools does not have separate bereavement leave available. Sick leave or personal leave is to be used for bereavement leave.

### 4. Jury and Legal Leave

Any professional employee called for jury duty during school hours, required to appear in any school related judicial or administrative proceeding, or who shall be asked to testify in any school related arbitration matters shall be provided such time with no loss in pay or benefits. Any fees or remuneration the professional employee receives during such leave shall be remitted to the Johnson City School System. The building principal must be notified prior to the service by completing a request for leave.

## 5. Vacation Leave

- a. All professional employees shall have ten (10) days paid vacation per year in accordance with TCA 49-6-3004 and the local school calendar as established by the Board of Education.
- b. All professional employees who are paid on the eleven or twelve month teacher salary scale will earn a day of vacation leave for each month (20 days) of work over the normal 10 month contract. Maximum vacation days that can be earned by an employee working a twelve-month teacher contract is two (2) days. Maximum vacation days that can be earned by an employee working on an eleven month teacher contract is one (1) day. These days will be converted to sick leave if they are not used by December 31 of the following year in which they were earned.
- c. All professional employees who work the 11 or 12 month administrative calendar will earn vacation as follows:

<i>YEARS OF SERVICE</i>	<i>11 MONTH EMPLOYEE VACATION DAYS</i>	<i>12 MONTH EMPLOYEE VACATION DAYS</i>
0-10	14	15
11–Retirement	18	20

Years of service will be determined in the same manner as utilized in calculating where the individual fits on their salary schedule.

Up to five (5) vacation days not utilized by certified employees who work eleven or twelve administrative calendar months before December 31 of the following year will be converted to sick leave.

## 6. U. S. Military Training and Active Duty Leave

Any professional employee who is a member of the U. S. Military and is participating in training and active duty shall be granted temporary leave with pay for the purpose of attending training or active duty for training annually for a period not to exceed twenty (20) work days per calendar year.

## 7. Released Time and Funding for Academic Meetings

Released time with or without pay and funding for academic meetings will be considered on an individual basis by the Superintendent upon receipt of a principal-approved written request.

## 8. Professional Organization Leave

A total of thirty (30) days with pay shall be made available to members of a Professional Organization to be used to attend state or national organizational meetings. No single teacher shall use more than two (2) days of the thirty (30) days unless the person is serving in a state or national capacity.

The leave must be requested at least two weeks in advance of the anticipated absence when possible. The leave must be approved by the principal and the Superintendent or their designee. The Organization must reimburse the school system for all costs associated with hiring a substitute teacher for the day's absence (base pay, FICA, and Medicare).

## **9. Other**

Other temporary leaves of absence, which are requested in writing, may be granted with or without pay by the Superintendent.

### **A. Extended Leaves of Absence**

Extended leaves of absence shall be granted in accordance with TCA 49-5-702 and shall follow the requirements of TCA 49-5-703 through TCA 49-5-708, TCA 49-5-712, and TCA 49-5-713 and the Family Medical Leave Act.

### **B. Family and Medical Leave**

Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility) during the previous twelve (12) month period shall be eligible to use FMLA Leave. For further clarification and guidance, refer to Board Policy 5.305, "Family and Medical Leave." Leave shall be granted in accordance with TCA 49-5-702 and shall follow the requirements of TCA 49-5-703 through TCA 49-5-708, TCA 49-5-712, and TCA 49-5-713 and the Family Medical Leave Act.

#### **1. Notification**

For foreseeable leave, the employee shall provide the Superintendent at least thirty (30) days' notice.

#### **2. Return Rights**

The professional employee who has been on leave for up to one year (12 months) shall have the right to return to previously assigned duties. Upon returning to employment, the professional employee shall assume all previous rights and privileges in accordance with TCA 49-5-705.

#### **3. Pay**

A professional employee returning from leave shall be paid based upon degree and experience according to the salary schedule in effect at the time of return.

#### **4. Extensions**

Upon written request to the Superintendent by the professional employee, said leave may be extended for a period not to exceed one year (12 months) without guarantee of return to the original position. The assignment will be at the discretion of the Superintendent.

### **C. Military**

Leave of absence shall be granted to a professional employee for any extended period of active military service in the Reserves or National Guard beyond the 20 days stipulated above. The professional employee will be compensated the difference in their regular pay and their military pay while engaged in active military service. Upon completion of such military service, the professional employee shall be entitled to assume a position within the system for which they have a license (the same position if the leave is for only

one year). The employee shall receive fringe benefits and shall be paid according to the professional employee's training and experience by the salary schedule in effect when the professional employee returns from leave. Credit for military experience for salary rating purposes shall be granted up to a maximum of five years in accordance with Rules, Regulations, and Minimum Standards of the Tennessee State Board of Education.

#### **D. Educational Improvement**

A leave of absence without pay for up to one (1) year may be granted to any professional employee, upon application, for the purpose of engaging in study at an accredited college or university. Such study shall be reasonably related to current professional responsibilities, anticipated areas of teacher shortage, and/or system needs. Upon return from such leave, a professional employee shall be entitled to a comparable position, shall receive fringe benefits, and shall be paid according to the salary schedule in effect when the professional employee returns from leave.

#### **E. Recuperation of Health**

A leave of absence without pay for up to one (1) year shall be granted to any professional employee, upon application with a doctor's statement and approval of the Superintendent of Schools for the purpose of recuperation of health. Upon return from such leave, the professional employee shall be entitled to assume the same position, shall receive fringe benefits, and shall be paid according to the salary schedule in effect at the time of return. An extension may be requested and, with approval, granted in accordance with TCA 49-5-704 and TCA 49-5-705.

#### **F. Good Cause**

Other extended leaves of absence without pay may be requested in writing and may be granted by the Superintendent for good reason.

#### **G. Return from Leave**

Any certified employee on extended leave shall, at least thirty (30) days prior to the date of return, notify the Superintendent in writing if there is no intent to return to the position from which leave was taken.

## **Fringe Benefits**

### **A. Unused Personal Leave**

At the beginning of each year, each professional employee shall be credited with three (3) days to be used for the professional employee's personal business without loss of pay. Up to three (3) days of unused personal leave will be converted to sick leave. These personal leave days shall be used for any purpose at the discretion of the professional employee.

### **B. National Board Certification**

Teachers who are initiating or renewing their National Board Certification will be provided up to four (4) professional days to help complete the application process. *See differentiated pay plan (Exhibit 1).*

## **Insurance**

The parties agree that the following article, Insurance, will be reopened in March of each subsequent year for the term of this Agreement (MOU). All changes and/or modifications shall be attached annually to this Agreement (MOU). Insurance rates can be found beginning in Appendix F (Insurance Rates) or online at <https://www.jcschools.org/departments/human-resources/benefits>

### **A. Health and Major Medical**

#### **1. The Policy**

The school system shall continue to participate in the state group insurance program.

#### **2. Retiree Health Insurance**

##### **a. The Policy**

Retirees meeting the eligibility requirements set by the state group insurance program and will be able to continue coverage until the retiree becomes eligible for Medicare due to age.

##### **b. Premiums**

Premiums are as follows:

1) Individual retiree premiums will be paid by the Board of Education if the following conditions are met:

a) has worked at least TEN (10) years in the Johnson City School System

**AND**

b) has been covered under the school system health insurance program the last FIVE CONSECUTIVE YEARS prior to retirement.

**AND**

- c) can retire under the State Consolidated Retirement System WITH FULL RETIREMENT BENEFITS (meeting age and/or service requirements for full benefits or a full medical disability retirement).
- 2) Retirees NOT meeting the above criteria and who retire AFTER July 1, 1996 with at least 20 years' service with the Johnson City School System and were covered by the school system's health insurance for at least five consecutive years immediately prior to retirement are eligible for retiree's insurance at forty percent of the premium charged by the State of TN. Johnson City School System will pay sixty percent of the premium charged by the State of TN.
- 3) Retirees, other than medical disability, with less than 20 years' service who do NOT meet the requirements of a) through c) above but are eligible for health insurance coverage under the guidelines set by the state group insurance program will be responsible for 100% of the premium.

**c. Dependent Coverage**

Retiree + Child, Retiree + Spouse, and Family coverage shall be at a premium equal to the amount of the premium that active employees pay for family coverage less the single premium if the employee qualifies for free single coverage.

**d. Coverage Age Limit**

The retiree choosing to maintain health insurance coverage may do so until age 65. If the retiree has dependent coverage (spouse or child) and reaches age 65 before his/her dependent (s), the retiree may continue coverage on the dependent only at the same rate as defined above until the spouse reaches age 65 or adult dependent (s) reach age 26. A physically or mentally disabled child that has supplied the necessary documentation to the state group insurance program and has been approved shall be covered.

**e. Surviving Spouse and Dependents**

Through the state group insurance program, surviving dependents will receive up to six months of extended health insurance without charge. Dependents must be covered at the time of the retiree's death and continue to meet eligibility rules. The surviving dependent must apply to continue coverage within 60 days of the expiration of the six months of extended coverage or within a 60-day notice of the termination of coverage, whichever is later.

**B. Life Insurance**

The Johnson City School System shall provide life insurance to certified employees, free of charge to the individual in the following amounts, based on years of service in the Johnson City School System.

**SERVICE**

Less than two (2) years  
Over two (2) years

**AMOUNT OF SERVICE**

1 x annual regular salary  
2 x annual regular salary

**C. Dental Insurance**

A dental insurance plan shall be provided by the Johnson City School System. Dental insurance for adult children dependents will end at age 26.

**D. Coverage Period**

Coverage begins the first day of the month following the date of becoming eligible (start date).

**E. Continuation**

Coverage through extended Periods of Leave will follow the guidelines set in “ParTNers for Health Eligibility and Enrollment Guide for Local Education Employees”.

**1. Employees on Paid Leave**

If the period of leave falls under the Family and Medical Leave Act, for the 12-week period under FMLA the employee premium rate will be deducted from the employee’s regular paycheck. If the period of leave does not fall under FMLA, the employee is responsible for the full premium charged by the state group insurance program.

**2. Unpaid Leave**

Certified employees on approved unpaid leave that falls under the Family and Medical Leave Act, for the 12-week period under FMLA, will owe employee monthly rates in advance during the leave period. If the leave does not fall under the FMLA 12-week period, the full premium charge by the state group insurance program is charged. After the first month of unpaid leave not within FMLA, the employee may choose to suspend coverage. Upon return to work the employee may reinstate coverage by submitting an application to the agency benefits coordinator within 30 days.

## **Salaries and Wages**

The parties agree that the following article, Salary and Wages, will be reopened in March of each subsequent year for the term of this Agreement (MOU). All changes and /or modifications shall be attached annually to this Agreement (MOU). Salary schedules can be found in Appendix E (Certified Salary Schedules) or online at [www.jcschools.org/departments/human-resources](http://www.jcschools.org/departments/human-resources)

### **A. Salary Schedule**

Salary schedules shall be conferenced and attached annually to the MOU. Career Ladder supplements earned by teachers for Career Level I, II or III shall be paid in two payments, one payment on or before the first working day in December and the other payment on or before the last teacher work day of the school year. Any teacher who does not fulfill the first 100 days or the last 100 days would be obligated to refund Career Ladder pay for the days not worked.

### **B. Supplemental Pay Schedule**

All certified professional employees who have paid supplemental duties assigned other than supplemental duties subject to the Comprehensive Education Reform Act shall be paid according to the supplemental pay schedule.

### **C. Placement on the Salary Schedule**

#### **1. Adjustment to Salary Schedule**

Each professional employee shall be placed on the proper step and salary schedule on the effective date of this MOU in accordance with paragraph two (2) below.

#### **2. Credit for Experience**

It is the responsibility of each professional employee to document teaching experience and academic training and provide to the Payroll Department in a timely manner. Each professional employee shall be awarded full credit for allowable teaching experience and academic training as established under the State Board of Education Rules, Regulations, and Minimum Standards 0520-1-209. (check)

#### **3. Delivery**

If employees receive a paper check, it will be delivered in windowed envelopes at their building.

## **Duration**

The provisions of this agreement will be binding on the Parties for a period of three years from the date of its approval by the board of education as an item on the agenda of a regular or special called board meeting.

### **A. Modification of Agreement**

Upon agreement of both parties, other Articles or issues may be conferenced in conjunction with Salary and Insurance.

**B. Severability**

If any article or part of this Memorandum of Understanding is held to be invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any article or part should be restrained by such court, the remainder of the Memorandum shall not be affected, and all parties shall immediately re-enter collaborative conferencing for the purpose of reaching a mutually satisfactory replacement for such article or part.

**APPENDIX A**

**COLLABORATIVE CONFERENCING  
GROUND RULES**

**November 14, 2025 – November 13, 2028**

## **APPENDIX A**

### **Ground Rules for Collaborative Conferencing**

1. Commitment to consensus collaborative process will be maintained,
2. If a section is not reached by consensus it will not be included in MOU,
3. A quorum of five (5) members of each team will be required in person or virtually for consensus decisions,
4. Agreements will be made by consensus,
5. As each MOU section is reviewed/completed that section will be closed. Each section will be reviewed in writing, if a section needs to be reviewed once closed a Quorum is required to re-open the section,
6. Open Salary, Wages, and Insurance during the month of March,
7. By consensus, all ground rules can be modified and/or adapted as needed,
8. Complete and timely sharing of information which may include the inclusion of others to secure necessary information,
9. Requests for information will be made through the chief collaborators,
10. Press releases will be joint endeavors,
11. All written communication will be mutually constructed and a summary shared with constituencies.
12. Discussion of issues will be confined to the group,
13. Stay on task,
14. Honor time lines, meeting dates, stay committed,
15. Be responsive to facilitator,
16. Freedom of movement will be honored,
17. Atmosphere will be casual,
18. The process will be internally monitored,
19. All are equal participants,

20. Respectful listening; one person talking at a time,
21. Caucus by mutual agreement,
22. Set date, time, and agenda items for next meeting prior to close of each session,
23. Summary provided and reviewed at next session,
24. Include a final date for last review of MOU;
25. Share responsibilities/costs of collaborations, i.e.: costs of materials, printing, etc. and
26. All meetings can be conducted through in person gatherings or a virtual platform mutually agreed to by both chief collaborators.

# **APPENDIX B**

## **200 DAY ACCOUNTABILITY REPORT**

**November 14, 2025 – November 13, 2028**

## **APPENDIX B**

### **200 Day Accountability Report**

Each public school system shall maintain a term of not less than two hundred (200) days, divided as follows:

1. One hundred eighty (180) days for classroom instruction;
2. Ten (10) days for vacation with pay;
3. Five (5) days for in-service education;
4. One (1) day for teacher-parent conferences; and
5. Four (4) other days as designated by the local board of education upon the recommendation of the Superintendent of Schools. \*

**\* One (1) Teacher Work Day (minimum) where teachers have uninterrupted time to prepare their classroom. Prior to the first student day teachers shall be granted 7 (seven) hours of time dedicated solely for preparation of classrooms. This may be one uninterrupted day or two 3.5 hour blocks.**

**Three (3) Administrative Days for activities determined by the principal will be scheduled.**

**APPENDIX C**

**WORKERS COMPENSATION**

## APPENDIX C

### Workers Compensation

Johnson City Schools maintains workers' compensation protection for employees that sustain work-related injury or illness while acting in the scope and course of their employment. This protection pays for approved medical expenses within the legal requirements of the workers' compensation act.

When an employee is injured on the job, and that injury is compensable under workers' compensation coverage, they may receive workers' compensation benefits for medical costs and disability compensation as provided by law (if the employee is out of work more than 7 working days for said injury). The employee must choose from a medical panel of three general practitioners (as established by the Board of Education in Policy 3.602) when receiving care from an on-the-job injury. For medical expenses to be paid by workers' compensation, the employee must see a doctor on this panel, and may not go to their own doctor. Any specialized treatment of injuries must be administered by practitioners or specialists upon referral by the medical panel. The use of sick leave, for the first seven days of disability will be reinstated to the employee's account upon exceeding the 7<sup>th</sup> day of disability.

When employees are being compensated under workers' compensation benefits, service credit is **not** applied to the employee's retirement account with Tennessee Consolidated Retirement System or to the employee's service credit for teaching experience with the State Department of Education Office of Local Disbursements. For the employee to maintain group medical/dental insurance the employee must make insurance premium payments directly to the finance department. Salaried employees who are off from work on workers compensation will have their regular pay adjusted for actual days worked.

The Board of Education reserves the right to request a doctor's certificate from any employee who is returning to work following a work-related accident or illness. Employees who are returning to work must have written clearance from their treating physician to perform the essential functions of their current job.

The doctor's certificate must allow:

1. to determine if the individual meets the ADA definition of "individual with a disability," if an accommodation has been requested;
2. to determine if the person can perform the essential functions of the job currently held, (or held before the injury or illness), with or without reasonable accommodation, and without posing a "direct threat" to health or safety that cannot be reduced or eliminated by reasonable accommodation;
3. and, to identify an effective accommodation that would enable the person to perform the essential job functions in the current (previous) job, or in a vacant job for which the person is qualified (with or without accommodation).

# TENNESSEE WORKERS' COMPENSATION INSURANCE POSTING NOTICE

## How to Report Work-Related Injuries

*What should be done if/ injured at work?*

### Employee

1. Immediately **report the injury** to the employer representative named below.
2. **Select a treating physician** from a panel provided by your employer.
3. If you have questions or problems, contact the employer representative or the Bureau of Workers' Compensation.

### Employer

1. Complete your company's internal "Workplace Injury form" and **notify your workers' compensation insurance company** immediately, even if you have concerns about the validity of the claim.
2. **Offer a panel of physicians** to the employee via Form C-42 available on the Bureau's website. *In cases of emergency, call on ambulance and provide this form as soon as the injured employee has stopped/tilized*

*Printed name and title of the employer representative to be notified in the event of a work-related injury:*

**Employer representative: City of Johnson City- Dept. of Risk Management**

**Amy Sanders, Claims Manager - Ph. 423-434-6006; Fax 423-232-7145**

**Whitney Isaacs, Risk Mgmt. Coordinator - Ph. 423-434-6006; Fax 423-232-7145**

**Risk Management Dept. - Ph. 423-434-6006; Fax 423-232-7145**

Address of employer representative to notify in event of a work-related injury:

**City of Johnson City, Dept. of Risk Mgmt., 601 E. Main St., Johnson City, TN 37601**

The Tennessee Bureau of Workers' Compensation is available to help both employees and employers.



220 French Landing Dr. 1-B  
Nashville, TN 37243-2667  
**800-332-2667**  
615-532-4812 TTD: 800-332-2257  
***tn.gov/workerscomp***

*Workers' Compensation law requires this notice to be posted in a conspicuous place at the work site at all times.*

# You Have a Right to a Safe and Healthful Workplace. **IT'S THE LAW!**

- You have the right to notify your employer or TOSHA about workplace hazards. You may ask TOSHA to keep your name confidential.
- You have the right to request a TOSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in the inspection.
- You can file a complaint with TOSHA within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the TOSHA Act or the Tennessee Hazardous Chemical Right-to-Know Act.
- You have a right to see TOSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have rights under the Tennessee Right to Know Law concerning hazardous chemicals in your work area. Your employer must provide training about health effects, protective measures, safe handling procedures, as well as information on interpreting labels and safety data sheets (SDS). You must be provided access to the safety data sheets and the workplace chemical list.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.



The **Tennessee Occupational Safety and Health Act of 1972**, T.C.A. §§ 50-3-101 et seq., assures safe and healthful working conditions for working men and women throughout the state. The Department of Labor and Workforce Development, Division of Occupational Safety and Health (TOSHA) has the primary responsibility for administering the TOSHA Act. The rights listed here may vary depending on the particular circumstances. To file a complaint, report an emergency or seek TOSHA advice, assistance or information, call 800-249-8510 or your nearest TOSHA office.

- Chattanooga (423) 634-6424 • Jackson (731) 423-5640 • Kingsport (423) 224-2042 • Knoxville (865) 594-6180 • Memphis (901) 543-7259 • Nashville (615) 741-2793.

To file a complaint online or obtain information on Federal OSHA and other state programs, visit OSHA's website at [www.osha.gov](http://www.osha.gov). For additional information on TOSHA visit [www. http://tn.gov/workforce/section/tosha](http://tn.gov/workforce/section/tosha).



RISK MANAGEMENT  
 City of Johnson City, TN  
 601 E. Main Street  
 P.O. BOX 2150, Johnson City, TN 37601  
 423.434.6006 o. | 423.232.7145 f.

## EMPLOYEE’S GUIDE TO REPORTING WORK-RELATED INJURIES (WORKERS’ COMPENSATION)

**Reporting Procedures:**

1. Injured employee shall contact supervisor immediately upon occurrence.
2. Complete the **TDOL Employer’s First Report of Work Injury or Illness** (available online at [jcschools.org/departments/finance-retirement/employee-forms](http://jcschools.org/departments/finance-retirement/employee-forms); select “Worker’s Compensation”.)
3. **Employee should personally deliver** the completed injury report form to the Risk Management Department. The employee will be counseled regarding their workers’ compensation benefits and approved medical providers, and will complete workers compensation forms. This process requires approx. 15 minutes.

*\*If employee opts to receive medical treatment, treatment with an authorized treating physician will be arranged; same-day treatment is typically available.*

**EMERGENCY:** Employee should immediately seek treatment at the nearest medical facility. Reporting procedures should then be followed as soon as reasonably possible following treatment. Supervisor should immediately notify the Risk Management Department of the event.

**Evening/weekend/holiday injuries:** Should be reported to Risk Management on the next business day (Monday–Friday, 8:00 a.m.–5:00 p.m.).

**Approved treatment facilities:** All medical treatment, *other than emergencies*, should be obtained from one of the following “approved medical providers” (if a non-approved facility or physician is used, the employee may be responsible for payment):

Provider	Location
MedWorks, Dr. Anders, Medical Director	200 Med Tech Pkwy. Suite 108, Johnson City, TN
HMG Occupational Medicine, Dr. Breeding, Medical Director	105 W. Stone Drive, Suite 1F, Kingsport, TN
Franklin Woods Community Hospital	300 Med Tech Park, Johnson City, TN
Johnson City Eye Clinic (Eye Injuries Only)	110 Med Tech Parkway, Johnson City, TN

\* If referral to a medical specialist is required, Risk Management will provide a panel of approved physicians in a particular area of expertise.

**FOR ADDITIONAL INFORMATION REGARDING THE CITY’S WORKERS’ COMPENSATION PROGRAM,  
 CONTACT RISK MANAGEMENT  
 PHONE: 423-434-6006 / FAX: 423-232-7145**



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## RISK MANAGEMENT CONTACT INFO.

---

**Risk Mgmt. Main Line: 423-434-6006**

Whitney Isaacs, Coordinator	(423) 434-6006	<a href="mailto:wisaacs@johnsoncitytn.org">wisaacs@johnsoncitytn.org</a>
Amy Sanders, Claims Manager	(423) 434-6006	<a href="mailto:asanders@johnsoncitytn.org">asanders@johnsoncitytn.org</a>
Kim Shepard, Assistant Director of Risk Management	(423) 434-6013 Cell (423) 930-6792	<a href="mailto:kshepard@johnsoncitytn.org">kshepard@johnsoncitytn.org</a>
Joy Baker, Director of Risk Management	(423) 434-6010 Cell (423) 946-3914	<a href="mailto:jbaker@johnsoncitytn.org">jbaker@johnsoncitytn.org</a>
Jimmy Baisden, Occ. Health & Safety Coordinator	(423) 434-6005 Cell (423) 483-3705	<a href="mailto:jbaisden@johnsoncitytn.org">jbaisden@johnsoncitytn.org</a>
Risk Management - Fax	(423) 232-7145	<a href="mailto:RiskManagement@johnsoncitytn.org">RiskManagement@johnsoncitytn.org</a>

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# **APPENDIX D**

## **SICK LEAVE BANK**

**November 14, 2025– November 13, 2028**

## **SICK LEAVE BANK HIGHLIGHTS**

According to state law, a sick bank may be established by any local school system.

Only one bank is allowed per system.

Only certified personnel are eligible under the provisions of the law.

Twenty (20) certified employees must petition to form a sick leave bank.

The Board of Education must approve the establishment of a sick leave bank.

The Board of Education and the employee organization select the trustees.

The trustees will notify all teachers that they are eligible to participate.

Teachers may sign up during the months of August, September, and October.

An initial donation of three (3) days is required.

A member's personal and sick leave must be exhausted before they will be granted days.

Members may withdraw, resulting in the loss of all days contributed.



Johnson City Schools  
P.O. Box 1517  
Johnson City, TN 37605



## **SICK LEAVE BANK APPLICATION**

Johnson City Schools  
P.O. Box 1517  
Johnson City, TN 37605

## Johnson City Schools Sick Leave Bank

A Sick Leave Bank is an entity which provides for the sharing of sick leave days among the certified participants according to regulations established by the Board of Trustees of the Sick Leave Bank.

All certified employees participating in the Johnson City Schools Sick Leave Bank will be subject to the provisions and guidelines established by the Board of Trustees of the Johnson City Schools Sick Leave Bank as well as to the regulations listed in the Tennessee Code Annotated (TCA), Items 49-5-801 through 49-5-810.

Eligibility requirements are identified in TCA 49-5-710.

The Board of Trustees of the Johnson City Schools Sick Leave Bank has established the following guidelines to govern the functions of the Sick Leave Bank:

1. A minimum of twenty (20) participants are required to establish the bank.
2. to be eligible to request days from the bank, a participant must have
  - ✎ exhausted personal sick leave days, and
  - ✎ exhausted all personal days.
3. Participants may request days from the bank in units up to twenty (20) days. However, participants requesting days from the bank for an illness/injury which existed at the time of sign-up may request days in units up to ten (10) days.
4. Participants requesting days from the bank are required to submit a medical doctor's statement to verify their condition. The Board of Trustees may require a second opinion.
5. Participants requesting days from the bank must provide a minimum of ten (10) days advance notice, although exceptions may be made in emergency situations.
6. No "retroactive" days may be requested from the bank.
7. Days not used will be returned to the bank.
8. Trustee meetings will be called by the chair of the Board of trustees of the Johnson City Schools Sick Leave Bank.



## Johnson City Schools Application for Participating in the Johnson City Schools Sick Leave Bank



I hereby request membership in the Johnson City Schools Sick Leave Bank based upon the following conditions:

1. I agree that an initial contribution from my accumulated sick leave of three (3) sick leave days be deposited in the Johnson City Schools Sick Leave Bank.
2. I agree that the trustees of the Johnson City Schools Sick Leave Bank may assess additional sick leave days from my personal sick leave accumulations

- ✎ *When the balance in the bank drops below twenty (20) days.*
- ✎ *When the balance in the bank drops below one (1) day per member.*
- ✎ *When the trustees deem it advisable to make additional assessments.*

Failure to honor such assessments will result in termination of membership.

3. I agree that after my personal sick leave and personal leave are exhausted, I will have an opportunity to request sick days from the Sick Leave Bank subject to
  - ✎ *the rules and regulations established for operating the bank, and*
  - ✎ *Tennessee state law, Tennessee Code Annotated (TCA) 49-5-801 through TCA 49-5-810.*
4. I understand that I have the right to withdraw any membership with forfeiture of all sick leave days contributed if I request by June 30 of any year that my withdrawal be effective for the ensuing year.
5. I understand that my membership in the Johnson City Schools Sick Leave Bank will
  - ✎ *cease upon my retirement,*
  - ✎ *cease upon termination of my employment from the Johnson City Schools, or*
  - ✎ *cease during periods of my approved leave – with exception of personal illness and disability leave.*

Signature of Applicant: \_\_\_\_\_

Last Four of SSN: \_\_\_\_\_ Date: \_\_\_\_\_



# SICK LEAVE BANK

## APPLICATION FOR USE OF SICK LEAVE

### Applicant Section

Name \_\_\_\_\_ Date of Application \_\_\_\_\_

Last four of SSN \_\_\_\_\_ School \_\_\_\_\_

\*Number of days requested \_\_\_\_\_ (Any not used will be returned to sick leave bank)

Sick Leave to be used beginning \_\_\_\_\_ through \_\_\_\_\_  
(Date) (Date)

Yes  No  Did present illness/injury exist prior to membership in the Sick Leave Bank?

Justification for request: (Please attach required doctor's statement to this form.)  
\_\_\_\_\_  
\_\_\_\_\_

Signature of Applicant

"Limitation of 10 days for illness/injury existing before membership in sick leave bank and 20 days for all other illnesses or injuries. No retroactive days will be granted.

### For Central Office Use Only

Date of Receipt by Finance/Payroll Office \_\_\_\_\_

Yes  No  Applicant has used all available sick leave/ If no. how many days remaining? \_\_\_\_\_  
  Applicant has used all available personal leave/If no. how many days remaining? \_\_\_\_\_  
  Second medical opinion requested

**D** **D** Second medical opinion received

Date applicant was hired \_\_\_\_\_ Date applicant joined sick leave bank \_\_\_\_\_

Number of days left in sick leave bank \_\_\_\_\_

Number of employees belonging to sick leave bank \_\_\_\_\_

Signature of Payroll Technician \_\_\_\_\_

Date \_\_\_\_\_

### Sick Leave Bank Trustees' Action

Date of Board of Trustees Action \_\_\_\_\_

Request Granted **D** Number of Sick Days Approved \_\_\_\_\_

Request Denied **D** Reason for denial \_\_\_\_\_

Chairman of Board of Trustees Signature

NAME: (Last) \_\_\_\_\_ (First) \_\_\_\_\_ (M.I.) \_\_\_\_\_

Last four of SSN \_\_\_\_\_ Form Revised 5/14/2025

**APPENDIX E**

**CERTIFIED SALARY SCHEDULES**

**July 1, 2025-June 30, 2026**

JOHNSON CITY SCHOOLS  
2025-2026  
10 MONTH TEACHER

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$52,785	\$57,528	\$59,528	\$62,528	\$65,528
1	\$53,806	\$58,641	\$60,641	\$63,641	\$66,641
2	\$54,848	\$59,776	\$61,776	\$64,776	\$67,776
3	\$55,909	\$60,933	\$62,933	\$65,933	\$68,933
4	\$56,991	\$62,112	\$64,112	\$67,112	\$70,112
5	\$58,093	\$63,313	\$65,313	\$68,313	\$71,313
6	\$59,218	\$64,539	\$66,539	\$69,539	\$72,539
7	\$60,363	\$65,787	\$67,787	\$70,787	\$73,787
8	\$61,531	\$67,060	\$69,060	\$72,060	\$75,060
9	\$62,722	\$68,358	\$70,358	\$73,358	\$76,358
10	\$63,936	\$69,681	\$71,681	\$74,681	\$77,681
11	\$65,173	\$71,029	\$73,029	\$76,029	\$79,029
12	\$66,434	\$72,403	\$74,403	\$77,403	\$80,403
13	\$67,720	\$73,804	\$75,804	\$78,804	\$81,804
14	\$69,030	\$75,233	\$77,233	\$80,233	\$83,233
15	\$70,410	\$76,737	\$78,737	\$81,737	\$84,737
16	\$71,819	\$78,272	\$80,272	\$83,272	\$86,272
17	\$73,255	\$79,837	\$81,837	\$84,837	\$87,837
18	\$73,255	\$79,837	\$81,837	\$84,837	\$87,837
19	\$73,255	\$79,837	\$81,837	\$84,837	\$87,837
20	\$74,061	\$80,716	\$82,716	\$85,716	\$88,716
21	\$74,061	\$80,716	\$82,716	\$85,716	\$88,716
22	\$74,061	\$80,716	\$82,716	\$85,716	\$88,716
23	\$74,801	\$81,523	\$83,523	\$86,523	\$89,523
24	\$74,801	\$81,523	\$83,523	\$86,523	\$89,523
25	\$75,549	\$82,338	\$84,338	\$87,338	\$90,338
26	\$75,549	\$82,338	\$84,338	\$87,338	\$90,338
27	\$75,549	\$82,338	\$84,338	\$87,338	\$90,338
28	\$75,549	\$82,338	\$84,338	\$87,338	\$90,338
29	\$75,549	\$82,338	\$84,338	\$87,338	\$90,338
30	\$75,549	\$82,338	\$84,338	\$87,338	\$90,338

JOHNSON CITY SCHOOLS  
 2025-2026 \*Hired Prior to 7-1-25  
 10 MONTH TEACHER

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$51,529	\$56,161	\$57,911	\$59,772	\$63,341
1	\$52,612	\$57,341	\$59,184	\$61,088	\$64,736
2	\$53,716	\$58,545	\$60,487	\$62,430	\$66,159
3	\$54,844	\$59,774	\$61,818	\$63,802	\$67,613
4	\$55,996	\$61,030	\$63,177	\$65,206	\$69,103
5	\$57,172	\$62,311	\$64,569	\$66,641	\$70,622
6	\$58,373	\$63,620	\$65,988	\$68,107	\$72,175
7	\$59,599	\$64,956	\$67,441	\$69,607	\$73,762
8	\$60,850	\$66,320	\$68,924	\$71,138	\$75,386
9	\$62,128	\$67,713	\$70,440	\$72,702	\$77,044
10	\$63,433	\$69,134	\$71,991	\$74,302	\$78,739
11	\$64,765	\$70,586	\$73,574	\$75,938	\$80,472
12	\$66,125	\$72,069	\$75,193	\$77,608	\$82,239
13	\$67,513	\$73,582	\$76,848	\$79,315	\$84,051
14	\$68,931	\$75,127	\$78,537	\$81,060	\$85,901
15	\$70,379	\$76,705	\$80,266	\$82,843	\$87,790
16	\$71,786	\$78,239	\$82,031	\$84,666	\$89,720
17	\$73,222	\$79,804	\$83,836	\$86,527	\$91,695
18	\$73,222	\$79,804	\$83,836	\$86,527	\$91,695
19	\$73,222	\$79,804	\$83,836	\$86,527	\$91,695
20	\$74,028	\$80,682	\$84,758	\$87,479	\$92,704
21	\$74,028	\$80,682	\$84,758	\$87,479	\$92,704
22	\$74,028	\$80,682	\$84,758	\$87,479	\$92,704
23	\$74,768	\$81,488	\$85,605	\$88,354	\$93,631
24	\$74,768	\$81,488	\$85,605	\$88,354	\$93,631
25	\$75,515	\$82,303	\$86,462	\$89,238	\$94,567
26	\$75,515	\$82,303	\$86,462	\$89,238	\$94,567
27	\$75,515	\$82,303	\$86,462	\$89,238	\$94,567
28	\$75,515	\$82,303	\$86,462	\$89,238	\$94,567
29	\$75,515	\$82,303	\$86,462	\$89,238	\$94,567
30	\$75,515	\$82,303	\$86,462	\$89,238	\$94,567

JOHNSON CITY SCHOOLS

2025-2026

11 MONTH TEACHER

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$58,064	\$63,281	\$65,281	\$68,281	\$71,281
1	\$59,187	\$64,505	\$66,505	\$69,505	\$72,505
2	\$60,332	\$65,753	\$67,753	\$70,753	\$73,753
3	\$61,500	\$67,026	\$69,026	\$72,026	\$75,026
4	\$62,690	\$68,323	\$70,323	\$73,323	\$76,323
5	\$63,903	\$69,645	\$71,645	\$74,645	\$77,645
6	\$65,139	\$70,992	\$72,992	\$75,992	\$78,992
7	\$66,400	\$72,366	\$74,366	\$77,366	\$80,366
8	\$67,685	\$73,766	\$75,766	\$78,766	\$81,766
9	\$68,994	\$75,194	\$77,194	\$80,194	\$83,194
10	\$70,329	\$76,649	\$78,649	\$81,649	\$84,649
11	\$71,690	\$78,132	\$80,132	\$83,132	\$86,132
12	\$73,077	\$79,644	\$81,644	\$84,644	\$87,644
13	\$74,491	\$81,185	\$83,185	\$86,185	\$89,185
14	\$75,933	\$82,756	\$84,756	\$87,756	\$90,756
15	\$77,452	\$84,411	\$86,411	\$89,411	\$92,411
16	\$79,001	\$86,099	\$88,099	\$91,099	\$94,099
17	\$80,581	\$87,821	\$89,821	\$92,821	\$95,821
18	\$80,581	\$87,821	\$89,821	\$92,821	\$95,821
19	\$80,581	\$87,821	\$89,821	\$92,821	\$95,821
20	\$81,467	\$88,787	\$90,787	\$93,787	\$96,787
21	\$81,467	\$88,787	\$90,787	\$93,787	\$96,787
22	\$81,467	\$88,787	\$90,787	\$93,787	\$96,787
23	\$82,282	\$89,675	\$91,675	\$94,675	\$97,675
24	\$82,282	\$89,675	\$91,675	\$94,675	\$97,675
25	\$83,104	\$90,572	\$92,572	\$95,572	\$98,572
26	\$83,104	\$90,572	\$92,572	\$95,572	\$98,572
27	\$83,104	\$90,572	\$92,572	\$95,572	\$98,572
28	\$83,104	\$90,572	\$92,572	\$95,572	\$98,572
29	\$83,104	\$90,572	\$92,572	\$95,572	\$98,572
30	\$83,104	\$90,572	\$92,572	\$95,572	\$98,572

JOHNSON CITY SCHOOLS  
 2025-2026 \*Hired Prior to 7-1-25  
 11 MONTH TEACHER

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$56,682	\$61,777	\$63,700	\$65,747	\$69,674
1	\$57,873	\$63,075	\$65,101	\$67,194	\$71,205
2	\$59,088	\$64,399	\$66,536	\$68,671	\$72,771
3	\$60,329	\$65,752	\$67,999	\$70,182	\$74,373
4	\$61,596	\$67,133	\$69,494	\$71,726	\$76,009
5	\$62,889	\$68,542	\$71,023	\$73,305	\$77,681
6	\$64,210	\$69,982	\$72,583	\$74,917	\$79,390
7	\$65,558	\$71,451	\$74,182	\$76,566	\$81,137
8	\$66,935	\$72,952	\$75,815	\$78,248	\$82,921
9	\$68,341	\$74,484	\$77,482	\$79,971	\$84,745
10	\$69,776	\$76,048	\$79,187	\$81,730	\$86,612
11	\$71,241	\$77,645	\$80,930	\$83,528	\$88,517
12	\$72,737	\$79,275	\$82,710	\$85,366	\$90,462
13	\$74,265	\$80,940	\$84,530	\$87,244	\$92,454
14	\$75,824	\$82,640	\$86,388	\$89,164	\$94,488
15	\$77,417	\$84,375	\$88,289	\$91,125	\$96,566
16	\$78,965	\$86,063	\$90,230	\$93,130	\$98,692
17	\$80,544	\$87,784	\$92,217	\$95,180	\$100,862
18	\$80,544	\$87,784	\$92,217	\$95,180	\$100,862
19	\$80,544	\$87,784	\$92,217	\$95,180	\$100,862
20	\$81,430	\$88,750	\$93,231	\$96,226	\$101,971
21	\$81,430	\$88,750	\$93,231	\$96,226	\$101,971
22	\$81,430	\$88,750	\$93,231	\$96,226	\$101,971
23	\$82,245	\$89,637	\$94,163	\$97,189	\$102,991
24	\$82,245	\$89,637	\$94,163	\$97,189	\$102,991
25	\$83,067	\$90,534	\$95,105	\$98,161	\$104,021
26	\$83,067	\$90,534	\$95,105	\$98,161	\$104,021
27	\$83,067	\$90,534	\$95,105	\$98,161	\$104,021
28	\$83,067	\$90,534	\$95,105	\$98,161	\$104,021
29	\$83,067	\$90,534	\$95,105	\$98,161	\$104,021
30	\$83,067	\$90,534	\$95,105	\$98,161	\$104,021

JOHNSON CITY SCHOOLS

2025-2026

12 MONTH TEACHER

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$63,342	\$69,034	\$71,034	\$74,034	\$77,034
1	\$64,568	\$70,369	\$72,369	\$75,369	\$78,369
2	\$65,817	\$71,731	\$73,731	\$76,731	\$79,731
3	\$67,091	\$73,119	\$75,119	\$78,119	\$81,119
4	\$68,389	\$74,534	\$76,534	\$79,534	\$82,534
5	\$69,712	\$75,976	\$77,976	\$80,976	\$83,976
6	\$71,061	\$77,446	\$79,446	\$82,446	\$85,446
7	\$72,436	\$78,945	\$80,945	\$83,945	\$86,945
8	\$73,838	\$80,472	\$82,472	\$85,472	\$88,472
9	\$75,266	\$82,030	\$84,030	\$87,030	\$90,030
10	\$76,723	\$83,617	\$85,617	\$88,617	\$91,617
11	\$78,207	\$85,235	\$87,235	\$90,235	\$93,235
12	\$79,721	\$86,884	\$88,884	\$91,884	\$94,884
13	\$81,263	\$88,565	\$90,565	\$93,565	\$96,565
14	\$82,836	\$90,279	\$92,279	\$95,279	\$98,279
15	\$84,493	\$92,085	\$94,085	\$97,085	\$100,085
16	\$86,182	\$93,926	\$95,926	\$98,926	\$101,926
17	\$87,906	\$95,805	\$97,805	\$100,805	\$103,805
18	\$87,906	\$95,805	\$97,805	\$100,805	\$103,805
19	\$87,906	\$95,805	\$97,805	\$100,805	\$103,805
20	\$88,873	\$96,859	\$98,859	\$101,859	\$104,859
21	\$88,873	\$96,859	\$98,859	\$101,859	\$104,859
22	\$88,873	\$96,859	\$98,859	\$101,859	\$104,859
23	\$89,762	\$97,827	\$99,827	\$102,827	\$105,827
24	\$89,762	\$97,827	\$99,827	\$102,827	\$105,827
25	\$90,659	\$98,806	\$100,806	\$103,806	\$106,806
26	\$90,659	\$98,806	\$100,806	\$103,806	\$106,806
27	\$90,659	\$98,806	\$100,806	\$103,806	\$106,806
28	\$90,659	\$98,806	\$100,806	\$103,806	\$106,806
29	\$90,659	\$98,806	\$100,806	\$103,806	\$106,806
30	\$90,659	\$98,806	\$100,806	\$103,806	\$106,806

JOHNSON CITY SCHOOLS  
 2025-2026 \*Hired Prior to 7-1-25  
 12 MONTH TEACHER

<b>YEARS</b>	<b>BA</b>	<b>MA</b>	<b>MA+30</b>	<b>EDS</b>	<b>EDD</b>
0	\$61,835	\$67,394	\$69,492	\$71,723	\$76,007
1	\$63,134	\$68,809	\$71,021	\$73,303	\$77,678
2	\$64,460	\$70,254	\$72,581	\$74,915	\$79,387
3	\$65,813	\$71,729	\$74,180	\$76,563	\$81,133
4	\$67,195	\$73,235	\$75,813	\$78,245	\$82,919
5	\$68,607	\$74,773	\$77,480	\$79,968	\$84,743
6	\$70,047	\$76,344	\$79,185	\$81,727	\$86,608
7	\$71,518	\$77,947	\$80,926	\$83,526	\$88,512
8	\$73,020	\$79,584	\$82,707	\$85,363	\$90,460
9	\$74,554	\$81,255	\$84,526	\$87,242	\$92,451
10	\$76,119	\$82,961	\$86,385	\$89,161	\$94,484
11	\$77,718	\$84,704	\$88,286	\$91,122	\$96,563
12	\$79,350	\$86,482	\$90,228	\$93,126	\$98,688
13	\$81,016	\$88,298	\$92,213	\$95,176	\$100,859
14	\$82,717	\$90,153	\$94,243	\$97,269	\$103,076
15	\$84,455	\$92,046	\$96,316	\$99,409	\$105,345
16	\$86,144	\$93,887	\$98,435	\$101,595	\$107,663
17	\$87,866	\$95,765	\$100,600	\$103,832	\$110,032
18	\$87,866	\$95,765	\$100,600	\$103,832	\$110,032
19	\$87,866	\$95,765	\$100,600	\$103,832	\$110,032
20	\$88,833	\$96,818	\$101,707	\$104,974	\$111,242
21	\$88,833	\$96,818	\$101,707	\$104,974	\$111,242
22	\$88,833	\$96,818	\$101,707	\$104,974	\$111,242
23	\$89,721	\$97,786	\$102,724	\$106,024	\$112,355
24	\$89,721	\$97,786	\$102,724	\$106,024	\$112,355
25	\$90,619	\$98,764	\$103,751	\$107,084	\$113,478
26	\$90,619	\$98,764	\$103,751	\$107,084	\$113,478
27	\$90,619	\$98,764	\$103,751	\$107,084	\$113,478
28	\$90,619	\$98,764	\$103,751	\$107,084	\$113,478
29	\$90,619	\$98,764	\$103,751	\$107,084	\$113,478
30	\$90,619	\$98,764	\$103,751	\$107,084	\$113,478

# **EXHIBIT 1**

## **Differentiated Pay Plan**

# Johnson City

## 2024-25 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

### Hard to Staff (School, Subject, or Placement)

<b>Description</b>	<p>If no qualified teacher responds to a second posting or newspaper advertisement the position will be reposted and advertised in local and regional newspapers, at colleges and universities and on statewide websites, a \$3,000 signing bonus will be offered, to be paid in 2 lump sum amounts during the sign-on year.</p> <p><b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Special Education)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area Current teachers New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$3,000</p>
<b>Reach</b>	1
<b>Estimated Cost</b>	\$3,500

### Instructional Roles or Responsibilities

<b>Description</b>	<p>1. The System will provide a stipend for teachers who mentor new teachers in the Johnson City School System.</p> <p>2. Johnson City Technology Leaders are selected through a rigorous interview process. They receive intensive professional development and serve as trainers, resource providers and co-teachers for all teachers at their respective schools. They help fulfill the Board of Education's vision for our digital learning initiatives.</p> <p>3. Curriculum Council members are selected by principals to attend monthly meetings during which they receive timely and pertinent information relevant to curriculum and instruction. They then return to the school level and share this information with fellow teachers.</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Individual TVAAS Certified in content/grade area Years of experience</p> <p>1. Only teachers with experience in the Johnson City system will be paid as mentors.</p> <p>2. Teachers have to fill out a written application for the Technology Teacher Leader Role and go through an interview process.</p> <p>3. Curriculum Council members are selected at the school level.</p>
<b>Compensation Type and Size</b>	<p>1. An annual payment of up to \$750 stipend for the first teacher mentored (25 hours of mentoring), with an additional \$100 for additional teachers mentored.</p>

- 
- 2. \$750 per teacher leader service after the first year. Teachers on the Steering Committee to plan out training for the year receive an additional \$750. The Lead Teacher Leader at each school site receives an additional \$500 stipend.
  - 3. \$30 per hour for attending monthly meetings.
- 

<b>Reach</b>	125
<b>Estimated Cost</b>	\$131,000

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**Performance**

**N/A**

**Alternative Salary Schedule**

*Is the district implementing an alternative salary schedule?* No

**Education\***

Educators are paid on a scale which is based on their degree. Advanced degrees included Master's, Mater's +30, EDS, and EDD.

**Other**

Each teacher will receive a \$500 bonus upon receipt of National Board Certification if certification is achieved while the teacher is employed by Johnson City Schools. Each teacher with National Board Certification will receive an annual stipend of \$2,000.

**APPENDIX F**

**Insurance Rates**

## 2025 Employee Rates - State of TN Health Insurance

	Employee Per Check 24 Checks per Year		Employee Per Check 20 Checks per Year	
	BCBST Network S and CIGNA LocalPlus	BCBST Network P and CIGNA Open Access	BCBST Network S and CIGNA LocalPlus	BCBST Network P and CIGNA Open Access
<b>Premier PPO</b>				
Employee Only	113.25	124.50	135.90	149.40
Employee + Children	186.60	199.35	223.92	239.22
Employee + Spouse	254.70	277.20	305.64	332.64
Family	294.15	316.65	352.98	379.98
Family w/Both working for JCS	238.15	256.65	285.98	307.98
<b>Standard PPO</b>				
Employee Only	105.15	116.40	126.18	139.68
Employee + Children	173.40	186.15	208.08	223.38
Employee + Spouse	236.55	259.05	283.86	310.86
Family	273.30	295.80	327.96	354.96
Family w/Both working for JCS	218.30	239.80	265.96	287.96
<b>Limited PPO</b>				
Employee Only	99.30	110.55	119.16	132.66
Employee + Children	163.65	176.40	196.38	211.68
Employee + Spouse	223.50	246.00	268.20	295.20
Family	258.00	280.50	309.60	336.60
Family w/Both working for JCS	209.00	227.50	258.60	272.60
<b>Local CDHP/HAS</b>				
Employee Only	86.70	97.95	104.04	117.54
Employee + Children	142.95	155.70	171.54	186.84
Employee + Spouse	195.00	217.50	234.00	261.00
Family	225.30	247.80	270.36	297.36
Family w/Both working for JCS	182.30	200.80	219.36	241.36

Summarization of edits and updates for review-**The Johnson City Board of Education and Professional Employees of Johnson City Schools Memorandum of Understanding**-November 14, 2025-November 13, 2028

- Pronouns such as he/she were updated to they/them throughout the document to mirror language in Board Policy.
- **Page 4-a. Reporting**  
When an injury or health related issue has occurred within the scope and course of employment, the employee shall report the issue immediately to **their** supervisor and the employee and supervisor shall complete an “Employer’s First Report of Work Injury or Illness” form (Form C20). The ~~supervisor or designee~~ **employee** shall deliver this form to the City’s Risk Management office immediately (fax number 423-232-7145). If the nature of the issue prevents the employee from delivering the report, the employee’s supervisor **or designee** shall make arrangements for delivery of the report to Risk Management. Form C20 must be filed with the insurance carrier by the City’s Risk Management office within 24 hours of the occurrence; thus, it is imperative that issue reports be filed immediately by employees or their supervisor to avoid penalties. See Appendix C.
- **Page 6-3. Maintenance of And Access to Personnel Files**  
The school system shall maintain one professional employee’s personnel file on each employee in the Central Office of the school system. No ~~unsigned~~ **anonymous** negative or derogatory material shall be maintained in the professional employee’s personnel file.
- **Page 7-6. Access to Personnel Files**  
A professional employee shall have the right, upon reasonable prior request, to review the contents of **their** personnel file in the Central Office under supervision and to receive copies of any documents contained therein at the employee’s expense. A professional employee shall be entitled to have a representative accompany **them** during such review. Upon written authorization by the professional employee, the representative, in the presence of the employee, shall have the right to examine and/or obtain copies of materials in the professional employee’s personnel file. The first copy will be at no cost to the employee while each copy thereafter will be at ~~\$0.15~~ **the current rate per page as established by the Board.**
- **Page 7-3. Code of Conduct Annual Review**
- Each teacher shall ~~be annually receive a hard copy of the Johnson City Schools Code of Conduct.~~ **notified that the Johnson City Schools Student Code of Conduct is available in a digital format on the district website.** Each school administrator is responsible for reviewing the Code of Conduct with all staff members.
- **Page 8-~~Sick Leave/Bereavement Leave~~ Leaves of Absence**  
**Each professional employee shall be entitled to the following temporary leaves of absence each school year.** Electronic link added (<https://www.jcschools.org/departments/finance-retirement/employee-forms>)

- Page 8-**3. Bereavement Leave**  
Johnson City Schools does not have separate bereavement leave available. Sick leave or personal leave is to be used for bereavement leave.
- Page 10-**B. Disability/Parental Leave Family and Medical Leave**  
Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility) during the previous twelve (12) month period shall be eligible to use FMLA Leave. For further clarification and guidance, refer to Board Policy 5.305, "Family and Medical Leave." Leave shall be granted in accordance with TCA 49-5-702 and shall follow the requirements of TCA 49-5-703 through TCA 49-5-708, TCA 49-5-712, and TCA 49-5-713 and the Family Medical Leave Act.
- Page 13-**A. Health and Major Medical**
  1. **The Policy**  
The school system shall continue to participate in a self-insured health insurance plan that meets or exceeds the state group insurance plan program.
  2. **Retiree Health Insurance**
    - a. **The Policy**  
Retirees meeting the eligibility requirements set by ParTNers for Health State Group Insurance Program the state group insurance program and will be able to continue coverage until the retiree becomes eligible for Medicare due to age.
  3. Page 14-Retirees, other than medical disability, with less than 20 years' service who do NOT meet the requirements of a) through c) above but are eligible for health insurance coverage under the guidelines set by ParTNers for Health State Group Insurance Program Program the state group insurance program will be responsible for 100% of the premium.
- Page 16-**Salaries and Wages**
- The parties agree that the following article, Salary and Wages, will be reopened ~~on or before~~ in March of each subsequent year for the term of this Agreement (MOU). All changes and /or modifications shall be attached annually to this Agreement (MOU). Salary schedules can be found in Appendix E (Certified Salary Schedules) or online at [www.jcschools.org/departments/human-resources](http://www.jcschools.org/departments/human-resources)
- Page 19-**APPENDIX A**  
**Ground Rules for Collaborative Conferencing**  
6. Open Salary, Wages, and Insurance ~~on or before March 15,~~ during the month of March.
- Page 22-**APPENDIX B**  
**200 Day Accountability Report**  
**Three (3) Administrative Days for activities determined by the principal will be scheduled.**

- Pages 23-28 **APPENDIX C-WORKERS COMPENSATION**  
All documents are updated to reflect current procedures and contact information.
- Pages 29-32 **APPENDIX D-SICK LEAVE BANK**  
All documents are updated to reflect current procedures and contact information.
- Pages 33-39 **APPENDIX E-CERTIFIED SALRY SCHEDULES**  
All documents are updated to reflect most recent adjustments
- Pages 40-42 **EXHIBIT 1-Differentiated Pay Plan**  
Document is updated to reflect most recent adjustments
- Pages 43-44 **APPENDIX F-Insurance Rates**
- Documents are updated to reflect 2025 Employee Rates



## Johnson City Board of Education Regular Meeting

September 29, 2025

The Johnson City Board of Education met in regular session on September 29, 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:	Absent
Mr. Jonathan Kinnick:	Present
Mrs. Celia Martin:	Present
Mr. Rick Smith:	Present
Mrs. Paula Treece:	Present

Present: 6, Absent: 1.

- Student Board Representatives, Mr. Akshay Vashist and Ms. Hanna Ellington attended.

### 1. CALL TO ORDER AND OPENING

- Call to Order and Welcome
- Moment of Silence
- Pledge of allegiance to the flag
- Opening
- Artwork on display
- Update on Mountain View

### 2. RECOGNITIONS

### 3. ADOPTION OF AGENDA

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

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

YES: 6, NO: 0, Absent: 1

### 4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS

## 5. REPORTS FROM SUPERINTENDENT AND STAFF

A. Building Projects Update

B. Elementary Report Card Update

- Dr. Renee Wood noted the first revised Elementary Report Card will be published in January.

C. JCS Update:

- Dr. Slater welcomed Ms. Hanna Ellington as Junior Board Member.
- Dr. Slater congratulated the 2025 Level 5 TVAAS schools: Fairmont, Lake Ridge, Mountain View, North Side, South Side, Towne Acres, Woodland, Indian Trail, Liberty Bell & Science Hill.
- Dr. Slater congratulated Mountain View on their 30<sup>th</sup> Anniversary.

D. Financial Report - August 2025

- Motion to approve the Financial Report as submitted by Ms. Leia Valley. 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: Absent

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

E. Update on Sales Tax - PEP

## 6. UNFINISHED BUSINESS

### 7. CONSENT AGENDA

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

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: Absent

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: YES

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

A. Approval of Minutes

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

C. Overnight Field Trip Requests

- After discussion. Motion to approve Overnight Field Trip Requests. 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: Absent  
Mr. Jonathan Kinnick: YES  
Mrs. Celia Martin: YES  
Mr. Rick Smith: YES  
Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

D. Proposed Fundraiser Activities

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

A. Policy 6.312 - Use of Personal Communication Devices in School

- Motion to approve Policy 6.312 - Use of Personal Communication Devices in School. 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: Absent  
Mr. Jonathan Kinnick: YES  
Mrs. Celia Martin: YES  
Mr. Rick Smith: YES  
Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

**9. NEW BUSINESS**

A. Communications Update

- TVASS
- National Merit Scholarships

**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**

6:42 PM

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Chairman

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Board Secretary



School Request Form

Board Approval to issue Checks over \$5,000

School: Cherokee Elementary

From: Danielle Bowling - Bookkeeper Date: 8/125

Check Amount: \$6,655.00 + Vendor: Johnson City Schools

Reason/Purpose: Educare Sweep

Check Amount: ~~\$6,655.00~~<sup>DB</sup> 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: Fairmont

From: Beth Baldwin

Date: 9-26-25

Check Amount: \$ 12,625.00 Vendor: Johnson City Schools

Reason/Purpose: September Educare Sweep

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

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

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

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

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

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

(RECEIVED ON 9/26/2025 - MB)



## School Request Form

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

School: Lake Ridge

From: Tiffany Hibbitts

Date: 10/2/25

Check Amount: \$9,287.50

Vendor: Renaissance Learning

Reason/Purpose: Yearly subscription for accelerated reading program

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

Vendor: \_\_\_\_\_

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

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

Vendor: \_\_\_\_\_

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

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

Vendor: \_\_\_\_\_

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

(RECEIVED ON 10/6/2025 - MB)



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

**School :** Lake Ridge

**From:** Tiffany Hibbitts

**Date:** 9/25/25

**Check Amount:** \$48,504.24

**Vendor:** Johnson City Schools

**Reason/Purpose:** September Educare/ECLC sweep

**Check Amount:** \_\_\_\_\_

**Vendor:** \_\_\_\_\_

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

**Check Amount:** \_\_\_\_\_

**Vendor:** \_\_\_\_\_

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

**Check Amount:** \_\_\_\_\_

**Vendor:** \_\_\_\_\_

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

(RECEIVED ON 9/30/2025 - MB)



## School Request Form

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

School: MOUNTAIN VIEW ELEMENTARY SCHOOL

From: DR. CHELSEA LEE *CL* Date: 10/13/2025

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Check Amount: \$ 13,286.00 Vendor: Johnson City Schools  
Reason/Purpose: We request permission to write check for Educare September Sweep

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Check Amount: \$ 5,000.00 Vendor: Johnson City Schools  
Reason/Purpose: We request to write a check for Educare October Sweep

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Check Amount: \$ 5,000.00 Vendor: Johnson City Schools  
Reason/Purpose: We request to write a check for Educare November Sweep

---

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

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(RECEIVED ON 10/20/2025 - MB)



**School Request Form**

**Board Approval to issue Checks over \$5,000**

School: North Side Elementary School

From: Madison Olson (Bookkeeper) Date: 9-30-25

Check Amount: 7,655.20 Vendor: Johnson City Schools

Reason/Purpose: We request approval to issue a check for September 2025 Educare Sweep for \$7,655.20

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

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

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

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

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

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

(RECEIVED ON 9/30/2025 - MB)



## School Request Form

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

School: South Side /Educare

From: Leah Knotts

Date: 09/30/2025

---

Check Amount: \$ 5,873.84 Vendor: Scholastic Book Fair  
Reason/Purpose: Request Board Approval to cut check to Scholastic  
Book Fair in the amount of \$5,873.84

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

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

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

(RECEIVED ON 10/1/2025 - MB)



## School Request Form

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

School: South Side /Educare

From: Leah Knotts

Date: 08/26/2025

---

Check Amount: \$ 12,704.90 Vendor: Johnson City Schools

Reason/Purpose: Request Board Approval to Cut South Side Educare Sweep in the amount of \$12,704.90 for August 2025 Educare sweep

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

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

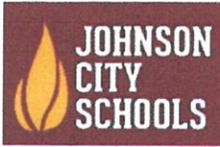
Check Amount: \_\_\_\_\_ Vendor: \_\_\_\_\_

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

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

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

(RECEIVED ON 8/26/2025 - MB)



## School Request Form

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

School: South Side

From: Leah Knotts

Date: 9/25/2025

Check Amount: \$14,843.50 Vendor: Educare

Reason/Purpose: Request Board Approval to cut South Side Educare Sweep in the amount of \$14,843.50 for September 2025 sweep.

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

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

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

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

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

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

(RECEIVED ON 9/25/2025 - MB)



## School Request Form

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

School: Woodland Elementary

From: Brenda Tipton, Bookkeeper

Date: 10/20/2025

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Check Amount: \$ 11,958.00 Vendor: Johnson City Schools

Reason/Purpose: September 2025 Educare Sweep

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Check Amount: \$ 16,166.00 Vendor: Johnson City Schools

Reason/Purpose: September 2025 LEELC Pre-K Sweep

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Check Amount: \$ 13,283.00 Vendor: Johnson City Schools

Reason/Purpose: September 2025 LEELC Infants/Toddlers Sweep

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

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

(Received on 10/20/2025 - MB)



**School Request Form**

**Board Approval to issue Checks over \$5,000**

School: Liberty Bell Middle School

From: Kelsey Walker/Heather Lonon

Date: 09/16/2025

Check Amount: \$ 5,151.00 Vendor: ExploreLearning

Reason/Purpose: Gizmos Science department license renewal

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

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

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

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

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

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

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## School Request Form

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

School: Liberty Bell Middle School

From: Kelsey Walker/Heather Lonon

Date: 09/16/2025

A handwritten signature in black ink, appearing to read "KBW", is written over the signature line.

Check Amount: \$ 5,929.11

Vendor: BSN Sports

Reason/Purpose: Football jerseys

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

Vendor: \_\_\_\_\_

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

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

Vendor: \_\_\_\_\_

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

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

Vendor: \_\_\_\_\_

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

(RECEIVED ON 9/18/2025 - MB)



School Request Form

Board Approval to issue Checks over \$5,000

School: Science Hill High School

From: Dorothy Holmer

Date: 10-13-25

Check Amount: \$6,000.00 Vendor: Jeff Aldridge

Reason/Purpose: Football change for game

Check Amount: \$5,849.00 Vendor: ENDZONE CAMERA

Reason/Purpose: CAMERA for football field

Check Amount: \$16,800.00 Vendor: BSN SPORTS

Reason/Purpose: 6 SEAT SCORERS TABLE FOR FOOTBALL  
(new scorers table for basketball and volleyball)

Check Amount: \$6,043.49 Vendor: Medco Supply

Reason/Purpose: Sports medicine supplies

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## School Request Form

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

School: SCIENCE Hill High School

From: Dorothy Holmer

Date: 10-20-25

Check Amount: \$14,634.54 Vendor: Varsity Spirit Fashions

Reason/Purpose: CAMP GEAR & CHEER SUPPLIES, UNIFORMS

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

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

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

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

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

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

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# 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

### 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 Teacher: Lee Whitson  
Grade/Class/Club Participating Auditioned 6th grade Chorus members.  
Destination Opryland Convention Center Nashville, TN  
Purpose of Trip State Music Conference and Treble Honor Choir  
Names of Chaperones parents  
Predicted chaperones / student ratio: 1/1

#### TRANSPORTATION INFORMATION

Number of students attending max 8 Date of Trip Apr. 10-11 2026 Day(s) of Week Friday + Saturday  
Cost per child hotel + food Means of Transportation parent Transit confirmation \_\_\_\_\_  
Expected Time of Departure Friday 7am Expected time of return parent discretion

#### CURRICULUM

- To what subject area of the curriculum does this trip relate? Fine Arts Choral Performance
- What are pupils expected to gain from the trip? (Be specific) attached
- What follow up activities will be used to evaluate and supplement the field trip? attached

#### APPROVAL

Teacher Lee Whitson Date 10/13/25 Principal [Signature] Date 10/16/25  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified Adelina Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
Cafeteria notified [Signature] Date 10/14/25 Permission slips sent-Date \_\_\_\_\_

#### BOARD OF EDUCATION

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2. What are pupils expected to gain from the trip?

Students will gain experience singing with other talented students from across the state. The repertoire is more rigorous than what we do on a daily basis in class. Students will learn leadership skills that they can apply upon returning to class.

3. What follow up activities will be used to evaluate and supplement the field trip?

Some of the music may be performed with the entire choir in future concerts at ITMS. Students who attend will share rehearsal techniques and best practices from the event with the class.



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## Addendum

### Field Trip Request Form 4.302

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

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

60% students pay lodging and meals

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? NO

Number of Eligible Students for Field Trip 20

Number of Student Attending the Field Trip max 8

Number of Students Who Cannot Attend Due to Inability to Pay

0



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### GENERAL INFORMATION:

School: ITMS Teacher: Andrea Blackburn

Grade/Class/Club Participating Student Ambassadors

Destination Pigeon Forge and Nashville

Purpose of Trip To build leadership skills and deepen understanding of community engagement

Names of Chaperones Brianna Meck, Sydney Mitchell, Andrea Blackburn, Chris Feathers, Katie Reagan

*(We have an uneven number of students for 5 chaperones it will be 4 groups if 8 one group of 9 with chaperones.)*

Predicted chaperones / student ratio: 5/8 2

### TRANSPORTATION INFORMATION

Number of students attending 41 Date of Trip 5-13/5-14 Day(s) of Week Wed and Thurs

Cost per child \$250 Means of Transportation Knoxville Tours Charter Transit Confirmation Yes

Expected Time of Departure 8:00 am Expected time of return 7:00pm See attached for full schedule

### CURRICULUM

1. To what subject area of the curriculum does this trip relate? Civics and Science
2. What are pupils expected to gain from the trip? (Be specific: This experience is intended to help students:
  - a. **Strengthen collaboration and communication skills** through team-building activities that encourage cooperation, active listening, and mutual respect.
  - b. **Develop leadership qualities** such as responsibility, initiative, and decision-making by participating in structured challenges and reflective discussions.
  - c. **Gain a deeper understanding of how government functions** and their role as active citizens through interactive learning experiences, visits to civic institutions, and engagement with local leaders.

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3. What follow up activities will be used to evaluate and supplement the field trip? To reinforce and  
evaluate the learning from the trip, students will participate in **group discussions** during our next scheduled  
meeting. These discussions will focus on:

- **Leadership principles** observed during the trip, such as examples of initiative, collaboration, and decision-making.
- **Community engagement**, including how individuals and institutions contribute to civic life.
- **Personal reflections** on how students can apply what they learned to their roles in school and the broader community.

These conversations will encourage students to think critically about their experiences and connect them to real-world leadership and civic responsibility.

## APPROVAL

Teacher [Signature] Date 10-20-25 Principal [Signature] Date 10-20-25  
 Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
 Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
 Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_



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## **Addendum**

### **Field Trip Request Form 4.302**

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

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

All will be self-funded. We will have scholarships available from our account for those students that need financial help. We have 1000.00 in our account to help offset costs for those students.

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

We will not have a fundraiser for this trip. As previously stated above, we will have scholarships available for those students that need financial help. We have 1000.00 in our account to help offset costs for those students.

Number of Eligible Students for Field Trip 41

Number of Student Attending the Field Trip 41

Number of Students Who Cannot Attend Due to Inability to Pay

At this time all attending students can pay. If payment problems occur, we will use our money in account to help with cost.



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# Student Ambassador Field Trip Agenda

**Date: Wednesday, May 13th to Thursday, May 14th**

**Transportation:** Knoxville Tours

**Hotel:** Holiday Inn Express & Suites @ Opryland

2461 McGavock Pike

Nashville, TN 37214

Contact T: 615-829-7777 or F: 615-829-7799

E: [cchessorsalesopryland@gmail.com](mailto:cchessorsalesopryland@gmail.com)

[www.holidayinnexpress/opryland](http://www.holidayinnexpress/opryland)

## Wednesday, May 13th (Pigeon Forge, TN)

**8:00 am**

Leave Indian Trail Middle School following breakfast for Pigeon Forge. The First stop will be Wonderworks (100 Music Rd, Pigeon Forge, TN 37863)

**10:00-12:00 am**

WonderWorks: over 100 hands-on exhibits and is science-focused; it combines education and entertainment. Students will have the opportunity to build leadership skills through educational activities and team building while at Wonderworks. (All Activities included in Trip Costs)

**12:30-2:30 pm**

Lunch Chick-Fil-A Caters at Wonderworks.

**3:00 pm**

Leave Wonderworks for Nashville by Charter Bus and Drive to Opry Mills Mall (433 Opry Mills Dr, Nashville, TN 37214)

**6:00-9:30 pm**

Check in to the Hotel. Allow time for the students to get settled. Moes will cater for dinner. The hotel has a meeting room that we could use for a game night with the students. Students will have an opportunity to have fun playing games as a leadership team and build cohesion. There is an indoor pool which can be activity they could do as well. (Included in Trip Cost)

**10:00 pm**

Lights out



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### GENERAL INFORMATION:

School: Liberty Bell Middle School Teacher: Emily Broadhead  
Grade/Class/Club Participating Auditioned 7th/8th grade chorus students  
Destination Lee University, Cleveland, TN  
Purpose of Trip All-East Middle School Honor Choir  
Names of Chaperones Parents of participating students  
Predicted chaperones / student ratio: 1:1 ratio; each student will have a parent attending

### TRANSPORTATION INFORMATION

Number of students attending 6 Date of Trip 11/21-22/25 Day(s) of Week Friday/Saturday  
Cost per child hotel/food Means of Transportation provided by parents Transit confirmation \_\_\_\_\_  
Expected Time of Departure Friday, 8AM Expected time of return Saturday afternoon (parent discretion)

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Fine Arts Choral Performance
- What are pupils expected to gain from the trip? (Be specific) The experience of singing with high-performing music students from across East TN
- What follow up activities will be used to evaluate and supplement the field trip? Music may be performed in future LB concerts and students will share rehearsal techniques and best practices.

### APPROVAL

Teacher EBroadhead Date 9/29/25 Principal [Signature] Date 9/30/25  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_



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## **Addendum**

### **Field Trip Request Form 4.302**

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

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

approximately 60% is self-funded; specifically lodging and food

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? No fundraiser was held

Number of Eligible Students for Field Trip

15 (these students chose to participate in auditions)

Number of Student Attending the Field Trip

6 (these students were selected after auditioning)

Number of Students Who Cannot Attend Due to Inability to Pay

None



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### GENERAL INFORMATION:

School: SHHS Teacher: Ryan Edwards  
Grade/Class/Club Participating Baseball  
Destination Knoxville  
Purpose of Trip Sectional Tournament  
Names of Chaperones Ryan Edwards, Mike Austin, Nathan Fritz, Corey Moser  
Predicted chaperones / student ratio: 1.5

### TRANSPORTATION INFORMATION

Number of students attending 25 Date of Trip May 13-14 or possibly 15-16 due to weather etc. 2026 Day(s) of Week Wed-Thur or FR-SAT  
Cost per child 125 Means of Transportation School Activity Bus Transit confirmation yes - activity bus  
Expected Time of Departure 12:00pm Expected time of return 10:00pm  
DRIVERS: EDWARDS, FRITZ, SMELER

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Physical Education / Baseball
- What are pupils expected to gain from the trip? (Be specific) Sectional Tour.
- What follow up activities will be used to evaluate and supplement the field trip? Our fundraiser will pay for the trip

### APPROVAL

Teacher [Signature] Date 10-15-25 Principal [Signature] Date 10-15-2025  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_

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## Addendum

### Field Trip Request Form 4.302

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

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

0%

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

2 fundraisers approved by School board - sponsors + coupons

Number of Eligible Students for Field Trip

25

Number of Student Attending the Field Trip

25

Number of Students Who Cannot Attend Due to Inability to Pay

0



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#### GENERAL INFORMATION:

School: CHHS Teacher: Ryan Edwards  
 Grade/Class/Club Participating Baseball  
 Destination Oxford, AL.  
 Purpose of Trip Baseball Tournament - Spring break  
 Names of Chaperones Ryan Edwards, Mike Austin, Nathan Fritz, Corey Moser  
 Predicted chaperones / student ratio: 1/5

#### TRANSPORTATION INFORMATION

Number of students attending 25 Date of Trip March 18-21 2026 Day(s) of Week Wed-Sat  
 Cost per child 200.00 Means of Transportation School Activity Bus Transit confirmation yes - Activity Bus  
 Expected Time of Departure 8:00 am Expected time of return 8:00 pm

#### CURRICULUM

- To what subject area of the curriculum does this trip relate? Physical Ed / Baseball
- What are pupils expected to gain from the trip? (Be specific) Play quality H.S. teams in Alabama
- What follow up activities will be used to evaluate and supplement the field trip? Our fundraisers will cover the cost of the trip.

#### APPROVAL

Teacher [Signature] Date 10-14-25 Principal [Signature] Date 10-15-25  
 Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
 Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
 Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_

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## Addendum

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

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

0%

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

Yes - 2 school board approved fundraisers, sponsors & coupon sales

Number of Eligible Students for Field Trip

25

Number of Student Attending the Field Trip

25

Number of Students Who Cannot Attend Due to Inability to Pay

0



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### GENERAL INFORMATION:

School: SHHS Teacher: Ryan Edwards  
 Grade/Class/Club Participating Baseball  
 Destination Murfreesboro, TN  
 Purpose of Trip Baseball Tournament - Riverdale  
 Names of Chaperones Ryan Edwards, Mike Austin, Nathan Fritz, Corey Moser  
 Predicted chaperones / student ratio: 1/5

### TRANSPORTATION INFORMATION

Number of students attending 25 Date of Trip March 25-28 2026 Day(s) of Week Wed-Sat  
 Cost per child 200 Means of Transportation School activity bus Transit confirmation Redyes-activity bus  
 Expected Time of Departure Wed 400pm Expected time of return Sat 800pm  
 DRIVERS: EDWARDS, FRETZ, SWEISER

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Physical Educ / Baseball
- What are pupils expected to gain from the trip? (Be specific) Play quality HS baseball in TN
- What follow up activities will be used to evaluate and supplement the field trip? Our fundraiser will cover the cost of the trip

### APPROVAL

Teacher [Signature] Date 10-14-25 Principal [Signature] Date 10-15-25  
 Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
 Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
 Cafeteria notified \_\_\_\_\_ Date \_\_\_\_\_ Permission slips sent-Date \_\_\_\_\_

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

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

0%

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

Yes - 2 school board approved fundraisers, sponsors + coupon sales

Number of Eligible Students for Field Trip

25

Number of Student Attending the Field Trip

25

Number of Students Who Cannot Attend Due to Inability to Pay

0



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### GENERAL INFORMATION:

School: SHHS Teacher: Ryan Edwards  
Grade/Class/Club Participating Baseball  
Destination Knox County / Sevier County  
Purpose of Trip Region Tournament  
Names of Chaperones Ryan Edwards, Mike Austin, Nathan Fritz, Corey Moser  
Predicted chaperones / student ratio: 1/5

### TRANSPORTATION INFORMATION

Number of students attending 25 Date of Trip May 8-9 2026 Day(s) of Week Fri/Sat  
Cost per child 100 Means of Transportation School activity bus Transit confirmation yes - activity bus  
Expected Time of Departure 12:00pm Expected time of return 8:00pm  
DRIVERS: EDWARDS, SMOUSER, FRETZ

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Physical Education / Baseball
- What are pupils expected to gain from the trip? (Be specific) Region Tournament
- What follow up activities will be used to evaluate and supplement the field trip? our fundraiser will pay for the trip

### APPROVAL

Teacher [Signature] Date 10-15-25 Principal [Signature] Date 10-15-25  
Superintendent (If required) \_\_\_\_\_ Date \_\_\_\_\_  
Nurse notified \_\_\_\_\_ Date \_\_\_\_\_ Transit notified \_\_\_\_\_ Date \_\_\_\_\_  
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**Field Trip Request Form 4.302**  
**(Please complete the following on an as needed basis for each request.)**

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

0%

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

Yes - 2 school board approved fundraisers - sponsorship/coupon sales

Number of Eligible Students for Field Trip

25

Number of Student Attending the Field Trip

25

Number of Students Who Cannot Attend Due to Inability to Pay

0



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# 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

## Field Trip Request Form 4.302

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

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

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

### GENERAL INFORMATION:

School: Science Hill High School Teacher: Justin Snyder

Grade/Class/Club Participating Future Business Leaders of America

Destination Chattanooga, TN

Purpose of Trip State Leadership Conference

Names of Chaperones Hailee Snyder and TBD (Justin Snyder will also attend as a chaperone.)

Predicted chaperones / student ratio: 10-1 (The ratio is 10 students to 1 chaperone.)

### TRANSPORTATION INFORMATION

Monday-Thursday

Number of students attending 30 Date of Trip 4/6-4/9 2026 Day(s) of Week Monday-Thursday

Cost per child 300 Means of Transportation Charter Bus Transit confirmation \_\_\_\_\_

Expected Time of Departure 11:00am Expected time of return 1:00pm

### CURRICULUM

- To what subject area of the curriculum does this trip relate? Business Education Classes
- What are pupils expected to gain from the trip? (Be specific) Students will gain leadership skills
- What follow up activities will be used to evaluate and supplement the field trip? Students will qualify for nationals.

### APPROVAL

Teacher [Signature] Date 9-24-25 Principal [Signature] Date 9-24-25

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

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

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



### BOARD OF EDUCATION

Jonathan Kinnick, Chair Paula Treece, Vice Chair Rick Smith, Secretary

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(RECEIVED ON 9/26/2025 - MB)



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## Addendum

### Field Trip Request Form 4.302

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

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

100%

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

Yes, Students will be doing 2 fundraisers.

Number of Eligible Students for Field Trip

All students are eligible

Number of Student Attending the Field Trip

Approx. 30

Number of Students Who Cannot Attend Due to Inability to Pay

none



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# PROPOSED FUNDRAISING ACTIVITY

School: **Liberty Bell Middle School**

Fund/Club/Class/Account Name: **8th Grade Patriot Players**

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Proposed Fundraising Activity: **Performance of Play**

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Dates for Proposed Activity: **12/5/25**

Proposed Uses of Funds Raised: **To cover the expense of producing the show including but not limited to paying royalty fees, purchasing scripts, set supplies, props, costumes, etc.**

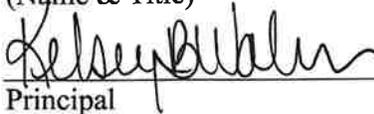
Expected Student Involvement (school-wide or specific school organization):

**School-wide student involvement is anticipated.**

Method By Which School Will Receive Profit: **Ticket Sales**

---

Requested By: **Rebecca Greasby, Theatre Teacher** Date: **08/20/25**  
(Name & Title)

Approved By:  Date: **8/22/25**  
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.

# PROPOSED FUNDRAISING ACTIVITY

School: **Liberty Bell Middle School**

Fund/Club/Class/Account Name: **8th Grade Patriot Players**

---

Proposed Fundraising Activity: **Cast/crew t-shirt sales at \$10 per shirt.**

---

Dates for Proposed Activity: **12/5 - 12/19**

Proposed Uses of Funds Raised: **Offset the costs of costumes that are non-reusable and paid for out of the Patriot Players account. (approx \$300)**

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

**8th Grade theatre performers and technicians**

Method By Which School Will Receive Profit: **Cash/Check**

---

Requested By: **Rebecca Greasby, Theatre Teacher** Date: **8/20/25**  
(Name & Title)

Approved By:  Date: **8/22/25**  
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.

Form Updated September 2010

(RECEIVED ON 8/25/2025 - MB)

Science Hill High School  
**PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: Baseball Fundraiser Acct 9.5000  
for SHHS, LBMS, ITMS

Proposed Fundraising Activity: Sell Restaurant Coupons  
for Premier Athletics

Dates for Proposed Activity: Feb 10, 2026 - Feb 24, 2026

Proposed Uses of Funds Raised: Each school will be able to use their  
money earned ~~separately~~ for equipment, uniforms,  
field supplies, team meals, overnight expenses + general baseball operati

Expected Student Involvement (school-wide or specific school organization):  
LBMS, ITMS, SHHS Baseball Players

Method By Which School Will Receive Profit: The coupons will sell for  
\$25.00 + there will be other donation options. The schools receive a  
certain percentage based on how many coupons are purchased.

Requested By: Ryan Edwards Date: 10-13-25  
Name

Head Baseball Coach  
Title

Approved By: James Jacob Date: 10-13-25  
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.

(RECEIVED ON 10/20/2025 - MB)

**Science Hill High School  
PROPOSED FUNDRAISING ACTIVITY**

Fund / Club / Class Account Name: Baseball Fundraiser Acct 95000

Proposed Fundraising Activity: Sell advertisement, sponsorships for games for video board, Alumni, Home Run & Topper Club sponsors

Dates for Proposed Activity: 11-18-25 Thru 5-22-26

Proposed Uses of Funds Raised: To be used for Travel, uniforms, equipment, field supplies & general operations

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

All SHHS Baseball Players

Method By Which School Will Receive Profit: 500-750-1000 for video board sponsorships & 50-150-300 for HR, Topper & Game Sponsors

Requested By: Ryan Edwards Date: 10-13-25  
Name  
Head Baseball Coach  
Title

Approved By: [Signature] Date: 10/14/25  
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.

(RECEIVED ON 10/20/2025 - MB)



# JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

To: Board of Education and Dr. Erin Slater, Superintendent  
From: Leia Valley, Supervisor of Finance  
Re: TISA Accountability Report  
Date: October 27, 2025

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Recommend for approval is the FY 2026 TISA Accountability Report.

As part of the Tennessee Investment in Student Achievement (TISA), T.C.A. 49-3-112 requires each school district to submit an annual accountability report to the Tennessee Department of Education (TDOE). The district is required to set goals for student achievement and how TISA funds are being used in the district's budget to achieve those goals. One of the goals must include how the district will pursue the goal of 70% or more of the district's 3<sup>rd</sup> grade students to score "met expectations" or "exceeded expectations" on the ELA portion of the TCAP test. This goal must also detail the district's goal to increase 3<sup>rd</sup> grade ELA proficiency rates by 15% of the gap over the three years beginning with 2022-2023 to achieve the state goal of at least 70% of 3<sup>rd</sup> grade students proficient in ELA. The TISA Accountability Report requires the district to report and reflect on the performance of the district towards meeting the annual targets for each goal. An action plan and planned use of TISA funds in the budget are also to be reported for each goal.

The TISA Accountability Report is to be presented to the public for review and comment before the report is submitted to TDOE. JC School's posted the TISA Accountability Report for public review and comment October 17<sup>th</sup> – October 24<sup>th</sup>. The report was also presented to the JC School Curriculum Learning Council on October 21<sup>st</sup> and at the Principal Meeting on October 23<sup>rd</sup>. The morning of October 27<sup>th</sup> public comment was reviewed and needed changes were made.

The report must be submitted to TDOE by November 1<sup>st</sup> with board approval or documentation showing the report is on the School Board's Agenda for November. Once the school board approves, the report and approval will be resubmitted to TDOE.



## BOARD OF EDUCATION

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## Overview

### Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0

#### Overview

The Tennessee Investment in Student Achievement (TISA) public school funding formula marks a significant change in how Tennessee invests in public education. The TISA funding formula updates the way Tennessee funds public education for the first time in over 30 years to empower each student to read proficiently by third grade, prepare each high school graduate for postsecondary success, and provide resources needed for all students to ensure they succeed.

As part of TISA, T.C.A. § 49-3-112 requires each school district, starting in the 2023-24 school year, to submit an annual accountability report to the Tennessee Department of Education (department). This report must include:

- **Goals for student achievement:** One of the goals must include the district's plan to pursue the goal of seventy percent (70%) or more of the district's third grade students to score "met expectations" or "exceeded expectations" on the English Language Arts (ELA) portion of the TCAP tests. This goal must also detail the district's goal to increase 3rd grade ELA proficiency rates by 15% of the gap over the next three years (starting with the 2022-23 TCAP results) to achieve the district's stated goal of at least 70% of 3rd grade students proficient in ELA.
- Explanation of how the district's stated goals can be met within the district's budget.
- For reports submitted **starting in the 2024-25** school year, a description of how the district's budget and expenditures from the prior school year enabled the district to make progress toward the stated student achievement goals

Each district's TISA accountability report is required to be presented to the public for review and comment before the report is submitted to the department. Additionally, the TISA Accountability must be presented for local school board approval. The report must be submitted annually to the department by November 1st.

Furthermore, each district's TISA accountability report is required to be reviewed annually by the TISA Progress Review Board pursuant to T.C.A. § 49-3-114 to determine whether the school district is taking the proper steps to achieve their stated goal.

For questions, please review the TISA Accountability Report Guidance document or contact [tnedu.funding@tn.gov](mailto:tnedu.funding@tn.gov).

Completed reports should be submitted in ePlan by **November 1, 2025**.

#### Resources

[Click here to open the guide.](#)

Cover Page

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Cover Page**

\* District Name

Johnson City Schools

\* Director of Schools Name

Dr. Erin Slater

\* District Point of Contact for TISA Accountability Report Name

Leia Valley

\* District Point of Contact for TISA Accountability Report Phone Number

423-434-5212

District Point of Contact for TISA Accountability Report Email Address

valleyl@jcschools.org

57.3 % of 3rd grade students who scored proficient ("met expectations" or "exceeded expectations") on the English Language Arts (ELA) portion of the most recent spring TCAP

**Documents**

Document Template

N/A

Document/Link

 [\(TISA\) Previous Year Report](#)

**Resources**

[Click here to open the guide.](#)

District Goal Statements

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Goal Statement 1: - 3rd Grade ELA Proficiency**

75 %	Of students will score proficient on the 3rd grade ELA TCAP by
	Year 2028

District Goal Statements

Goal Number	GOAL STATEMENT(S)
Goal 2	54% of students in super subgroup in grades 3-11 will score proficient on the math TCAP and EOC by 2028
Goal 3	54% of the students in super subgroup grades 3-10 will score at the met expectations or exceeds expectations on the ELA TCAP and EOC by 2028
Goal 4	65% of the graduating students will meet the Ready Graduate indicator by 2028 (discontinuing this goal in 25-26)
Goal 5	70% of the graduating students will meet the College and Career Readiness indicator by 2028.
Goal 6	

**Note:** This is a required goal pursuant to T.C.A. § 49-3-112 and must include 70% or more of 3rd grade students proficient on the ELA TCAP. If your district already has 70% or more of 3rd grade students proficient in ELA, please state a goal that either maintains or increases that proficiency rate.

Goal #1

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Goal Statement 1: 3rd Grade ELA Proficiency**

75 %	of students will score proficient on the 3rd grade ELA TCAP by	Year 2028
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District Goal 1

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Previous outcome)		TCAP ELA data
Year 2: 2024-2025 school year (Use actual outcome)	57.3	TCAP ELA data
Year 3: 2025-2026 school year	69%	TCAP ELA data
Year 4: 2026-2027 school year	72%	TCAP ELA data
Year 5: 2027-2028 school year	75%	TCAP ELA data

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 1.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward target
- End of year outcome data for 2024-25 is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

No, our district fell short of the 3rd grade goal by 9%. We have continued to prioritize tutoring for students who do not demonstrate skills attainment, summer school opportunities for these students, approved supplemental reading materials and professional learning for 3rd grade teachers who are supported by a district ELA instructional coach.

**Goal 1 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

--

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
<p>-Grades 3-5 ELA Instructional Coach: the instructional coach's work with teachers in supporting the use of the HQIM for reading on a regular basis as well as providing support through professional learning, data analysis, and modeling high impact instructional strategies contributed to the positive growth of students. -District-developed checkpoints: the platform Renaissance DnA was used to create and deliver high quality, standards-based checkpoints to students in a timely manner to measure progress throughout the school year. Data was used to then drive instructional adjustments and identify students for additional tutoring opportunities. -High Dosage/Low Ratio Tutoring: teachers were offered additional instructional assignments beyond their contract to offer ELA tutoring to identified 3rd grade students.</p>	<p>\$ 292,258.00</p>	<p>Without the investment, more students would not have met or exceeded expectations.</p>
<p><b>Action Plan:</b> List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.</p> <ul style="list-style-type: none"> <li>- Continue deployment of an instructional coach to support the implementation of HQIM in reading instruction, leading data analysis, and guiding instructional strategies of 3rd grade teachers</li> <li>- Provision of the necessary consumable HQIM (both print and digital) for teachers to use with 3rd grade students</li> <li>- Updated pacing guide to include the approved supplemental HQIM in both print and digital</li> <li>- Provide school-based extended day tutoring as well as embedded tutoring during the school day for students who need additional reading support</li> <li>- Prioritize lower class size in 3rd grade by employing a sufficient number of teachers to provide the most optimal teaching environment</li> </ul> <p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the strategies and meet the stated goal.</p> <ul style="list-style-type: none"> <li>- Additional tutoring for 3rd graders delivered in the high dosage/low ratio model</li> <li>- Purchasing additional reading instructional materials and platforms to support reading instruction using High Quality Instructional Materials</li> <li>- Employing an ELA instructional coach who meets with 3rd grade teachers on a regular basis</li> <li>- Offer intensive summer school experience for 3rd grade students</li> </ul>		

Goal #2

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Goal Statement 2:**

54% of students in super subgroup in grades 3-11 will score proficient on the math TCAP and EOC by 2028.

District Goal 2

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Previous outcome)	39	TCAP Data
Year 2: 2024-2025 school year (Use actual outcome)	45	TCAP Data
Year 3: 2025-2026 school year	46	TCAP Data
Year 4: 2026-2027 school year	50	TCAP Data
Year 5: 2027-2028 school year	54	TCAP Data

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 2.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?  
The district will continue to implement the strategy investments that led to the performance reflected in 24-25.

**Goal 2 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

**Major TISA Investment**

Expended Amount (Rough Estimate)

Reflection of whether the investment contributed to progressing toward the goal or not, and how so.

<p>- Our district provided math instructional coaches with three full-time math coaches. These coaches supported teachers on a regular basis with professional learning, data analysis, and modeling of effective teaching strategies. These coaches are instrumental in our district's math approach. - We provided tutoring opportunities in math as well as an intensive summer school experience in math. These experiences demonstrated gap closure throughout the school year as well as by the end of the summer school term. - Hired an additional high school instructional coach for the area of math dedicated to grades 9-11.</p>	<p>\$ 497,096.00</p>	<p>Yes, the investment strategy contributed to the performance for 24-25.</p>
<p><b>Action Plan:</b> List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.</p>		
<p>- Continue deployment of instructional coaches to support the implementation of HQIM in math instruction, leading data analysis, and guiding instructional strategies of students in grades 3-11 math;  - Provide school-based extended day tutoring as well as embedded tutoring during the school day for students who need additional math support.</p>		
<p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the strategies and meet the stated goal.</p>		
<p>- Additional tutoring for math students delivered in the high dosage/low ratio model  - Continue to support the professional development of teachers around the use of the HQIM that were purchased for mathematics  - Continue employing four instructional coaches in the area of math to support teachers in grades K-11  - Offer intensive summer school experience for students in the area of math</p>		

Goal #3

Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0

This goal not established.

**Goal Statement 3:**

54% of the students in super subgroup grades 3-10 will score at the met expectations or exceeds expectations on the ELA TCAP and EOC by 2028.

District Goal 3

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Previous outcome)	40	TCAP Data
Year 2: 2024-2025 school year (Use actual outcome)	44	TCAP Data
Year 3: 2025-2026 school year	46	TCAP Data
Year 4: 2026-2027 school year	50	TCAP Data
Year 5: 2027-2028 school year	54	TCAP Data

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 3.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years? The district will continue to implement the strategy investments that led to the performance reflected in 24-25.

**Goal 3 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
<p><b>Major TISA Investment</b></p>	<p>\$ 704,936.00</p>	<p>- ELA Instructional Coaches: the instructional coach's work with teachers in supporting the use of the HQIM for reading on a regular basis as well as providing support through professional learning, data analysis, and modeling high impact instructional strategies contributed to the positive growth of students. We provide coaches in the grade bands of PreK-2, 3-5, 6-8, and grades 9-12 as well as support in special education and English language learners. - District-developed checkpoints: the platform Renaissance DnA was used to create and deliver high quality, standards-based checkpoints to students in a timely manner to measure progress throughout the school year. Data was used to then drive instructional adjustments and identify students for additional tutoring opportunities. - High Dosage/Low Ratio Tutoring: teachers were offered additional instructional assignments beyond their contract to offer ELA tutoring to identified students in need of assistance in ELA.</p> <p><b>Action Plan:</b> List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.</p> <ul style="list-style-type: none"> <li>- Continue deployment of instructional coaches to support the implementation of HQIM in reading instruction, leading data analysis, and guiding instructional strategies to ELA teachers in grades PreK-10;</li> <li>- Provision of the necessary consumable HQIM (both print and digital) for teachers to use with students in grades 3-5;</li> <li>- Provide additional coaching support for teachers of students with disabilities</li> <li>- Provide school-based extended day tutoring as well as embedded tutoring during the school day for students who need additional reading support</li> <li>- Hired an additional Special Education coach focused on Reading Intervention.</li> </ul> <p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the strategies and meet the stated goal.</p> <ul style="list-style-type: none"> <li>- Additional tutoring for students identified for additional support in grades 3-10 delivered in the high dosage/low ratio model</li> <li>- Purchasing additional reading instructional materials and platforms to support reading instruction using High Quality Instructional Materials</li> <li>- Employing four regular instructional coaches, one ELL instructional coach, and two SpEd instructional coach who meets with teachers on a regular basis</li> <li>- Offer intensive summer school experience for all students in grades 3-10</li> </ul>

Goal #4

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

This goal not established.

**Goal Statement 4:**

65% of the graduating students will meet the Ready Graduate indicator by 2028.

District Goal 4

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Previous outcome)	57	Ready Graduate indicator
Year 2: 2024-2025 school year (Use actual outcome)		Ready Graduate indicator
Year 3: 2025-2026 school year	61	Ready Graduate indicator
Year 4: 2026-2027 school year	63	Ready Graduate indicator
Year 5: 2027-2028 school year	65	Ready Graduate indicator

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 4.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

No, our district fell short of the goal by %. We have continued to offer ACT prep course and ACT tutoring. The district also purchased a data dashboard to better track student progress toward goals.

**Goal 4 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
<p>- Employment of a full-time graduation specialist whose major task is to track credit-attainment. This position has been crucial to our continued success. - Employment of a full-time counselor dedicated to college and career readiness. This counselor better tracked dual credit opportunities for our students as well as increased the connections between local industries and our 9-12 teachers. - Employment of a work-based learning/industry certification specialist. This person emphasized opportunities for our students to maximize industry certifications as well as work-based learning experiences. - Our board of education continued to pay for all Advanced Placement exams for any student who took the course. We continue to see a steady increase in the number of students, especially from the subgroups, who earn college credit through our AP classes.</p>	<p>\$ 514,842.00</p>	<p>Without the investment, more students would not have met or exceeded expectations.</p>

**Action Plan:** List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target. We are discontinuing this goal in 25-26.

**Budget Narrative:** Describe how your district intends to use their budget to execute the strategies and meet the stated goal.

Goal #5

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

This goal not established.

**Goal Statement 5:**

70% of the graduating students will meet the College and Career Readiness indicator by 2028.

District Goal 5

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Previous outcome)	57.8	College and Career Ready Indicator
Year 2: 2024-2025 school year (Use actual outcome)	61	61 is our goal: actual outcome still pending.
Year 3: 2025-2026 school year	64	
Year 4: 2026-2027 school year	67	
Year 5: 2027-2028 school year	70	

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 5.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

**Goal 5 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
<p>- Employment of a full-time graduation specialist whose major task is to track credit-attainment. The work of the person in this position has been crucial to our continued success. - Employment of a full-time counselor dedicated to college and career readiness. This counselor better tracked dual credit opportunities for our students as well as increased the connections between local industries and our 9-12 teachers. - Employment of a work-based learning/industry certification specialist. This person emphasized opportunities for our students to maximize industry certifications as well as work-based learning experiences. - Our board of education continued to pay for all Advanced Placement exams for any student who took the course. We continue to see a steady increase in the number of students, especially from the subgroups, who earn college credit through our AP classes. - Purchased EduClimber, a data dashboard, to help track student progress toward stated goals.</p>	<p>\$ 532,842.00</p>	<p>N/A</p>
<p><b>Action Plan:</b> List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.</p> <ul style="list-style-type: none"> <li>- Employment of a full-time graduation specialist whose major task is to track credit-attainment. The work of the person in this position has been crucial to our continued success.</li> <li>- Employment of a full-time counselor dedicated to college and career readiness. This counselor better tracked dual credit opportunities for our students as well as increased the connections between local industries and our 9-12 teachers.</li> <li>- Employment of a work-based learning/industry certification specialist. This person emphasized opportunities for our students to maximize industry certifications as well as work-based learning experiences.</li> <li>- Our board of education continued to pay for all Advanced Placement exams for any student who took the course. We continue to see a steady increase in the number of students, especially from the subgroups, who earn college credit through our AP classes.</li> <li>- Our board of education will pay for Industry Certification Credentials for all qualifying students.</li> </ul> <p><b>Budget Narrative:</b> Describe how your district intends to use their budget to execute the strategies and meet the stated goal.</p> <p>We plan to continue all of the strategies listed above:</p> <ul style="list-style-type: none"> <li>- Graduation specialist</li> <li>- College and career counselor</li> <li>- Work-based learning/industry certification specialist</li> <li>- Board payment of all AP exams</li> <li>- ACT prep course</li> <li>- EduClimber Student Data Dashboard</li> <li>- Board Payment for all Industry Certifications</li> </ul>		

Goal #6

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

This goal not established.

**Goal Statement 6:**

District Goal 6

Year	Annual Outcome Target(s)	Associated Metrics/Data
Year 1: 2023-2024 school year (Previous outcome)		
Year 2: 2024-2025 school year (Use actual outcome)		
Year 3: 2025-2026 school year		
Year 4: 2026-2027 school year		
Year 5: 2027-2028 school year		

\* Check the response that best describes the progress made on the 2024-25 target toward Goal 6.

- Exceeded target
- Met target
- Increased but did not meet target
- Did not make progress toward goal
- End of year outcome data for the 2024-25SY is unavailable at the time of this report

**Reflection:** Based on progress toward the goal, how will this impact your action plan for the coming years?

**Goal 6 Prior Year Report: 2-3 Prior year, major TISA investments made toward this goal**

Major TISA Investment	Expended Amount (Rough Estimate)	Reflection of whether the investment contributed to progressing toward the goal or not, and how so.
	\$	

**Action Plan:** List detailed strategies for the 2025-2026 school year that will be implemented to meet your annual target.

**Budget Narrative:** Describe how your district intends to use their budget to execute the strategies and meet the stated goal.

**Johnson City (901) Public District - FY 2026 - TISA Accountability Report - Rev 0**

**Public Comment**

The TISA accountability report must be presented for public comment to parents, educators, and local community members prior to its submission to the department by November 1.

Details	Answer
Date(s) of opportunity for local public comment	10/17/2025 - 10/24/2025
Description of public comment opportunities (e.g. collection of written comments, public hearing, local board meeting discussion, etc.)	- A public survey was posted online 10/17/2025 - 10/24/2025 for review and comment on the TISA Accountability Report. The survey was pushed through social media and parent square. - The TISA Accountability Report was presented to and feedback gathered from JC Schools Collaborative Learning Council on 10/21/2025. - The TISA Accountability Report was presented to and feedback fathered from JC Schools Principals on 10/23/2025.
Summary of public comment received. If no comments were received, state, "None received."	The public in general responded in support of the plan. All comments were affirmative in improving outcomes for students.
Description of how your district did or did not incorporate public comment received into the final accountability report submission.	Comments that identified an area within the plan to verify for accuracy were reviewed and revised.

**Board Approval**

TISA accountability reports should be presented to the local school board for approval prior to its submission to the department by November 1. Please select the option that best describes the board approval status when submitting the TISA accountability Report to the department.

- Board approval received. Minutes documenting board approval have been uploaded to the 'Related Documents' section.
- Board approval to be received after Nov. 1. The board agenda for the upcoming meeting or a memo referencing the board meeting date for which the TISA accountability will be on the agenda has been uploaded to the 'Related Documents' section. Immediately upon approval, my district will upload the minutes documenting board approval to the 'Related Documents' section and adjust the response to this question.



# Science Hill High School

1509 John Exum Parkway, Johnson City, TN 37604

Ph: 423-232-2190 Fax: 423-926-1622

**Dr. Carmen Bryant, Principal**

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**To:** Dr. Erin Slater, Superintendent of Schools

**From:** Dr. Carmen Bryant, Principal

**Date:** October 6, 2025

**Subject:** Request to Consider Moving SHHS Graduation Date

## **Summary:**

Feedback from the School Leadership Team, Student Government Association, and PTA reflects strong support for moving graduation one week earlier. The change aligns with senior exams and awards, avoids requiring staff to return after the underclassmen's last day, and accommodates family travel plans for Memorial Day weekend.

## **Rationale:**

- **Academic Calendar Alignment:** Graduation one week earlier follows naturally after senior exams and awards.
- **Operational Efficiency:** Eliminates the need for staff to return after the school year ends.
- **Family Considerations:** Supports families' plans for travel and vacations over Memorial Day weekend.

## **Feasibility for Class of 2026:**

- **Venue Availability:** Freedom Hall is available for set up on May 14, practice on May 15, and the ceremony on May 16.
- **Vendor Support:** Jostens can deliver all graduation supplies on time.
- **Spring Sports Accommodation:** Tournament game times can be adjusted to avoid conflicts, as demonstrated in previous years for Knox County teams holding graduation on the same Saturday.

## **Feasibility beyond 2026**

- We do not anticipate any long-term conflicts of a graduation ceremony date change.

# **BOARD OF EDUCATION CALENDAR OF EVENTS**

## **NOVEMBER 2025**

<b>November 3, 2025</b>	<b>Special Session to Review Policy, 5 p.m., Maple Room</b>
<b>November 3, 2025</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>
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

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## **DECEMBER 2025**

<b>December 1, 2025</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>
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

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## **JANUARY 2026**

January 1, 2026	Holidays for all 12-month employees
January 1, 2026	Holiday for all schools
January 5, 2026	Administrative Day
<b>January 5, 2026</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>
January 19, 2026	Holiday for All Schools and All 12-month employees

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## **FEBRUARY 2026**

<b>February 2, 2026</b>	<b>Special Session to Review Policy, 5 p.m., Maple Room</b>
<b>February 2, 2026</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>
TBD	TSBA Legislative and Legal Institute
February 16, 2026	Built In Snow Day

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## **MARCH 2026**

<b>March 2, 2026</b>	<b>Special Session to Review Policy, 5 p.m., Maple Room</b>
<b>March 2, 2026</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>
March 13-15, 2026	COSSBA, Louisville, Kentucky
March 16-20, 2026	Spring Break
March 23, 2026 (TBD)	SHHS Awards Program (hosted by BOE), 6 p.m., SH Auditorium

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## **April 2026**

April 3, 2026	Vacation for students
<b>April 6, 2026</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>

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## **May 2026**

<b>May 4, 2026</b>	<b>Regular Board Meeting, 6 p.m., Board Room</b>
May 22, 2026	Last Day of School for 2024-2025 SY – ½ day for students
May 23, 2026	Administrative Day
May 23, 2026	SHHS Graduation, 10 a.m. Freedom Hall

May 25, 2026

Holiday for All Schools and All 12-month employees

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**June 2026**

**June 1, 2026**

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

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**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

Kuziola, Roberta  
PE Tacher  
Lake Ridge Elementary  
9/15/2025

### CERTIFIED LEAVE

Wilson, Erin  
2<sup>nd</sup> Grade Teacher  
Cherokee Elementary  
9/19/2025- 01/09/2025

Gibson, Emily  
School Counselor  
Fairmont Elementary  
11/07/2025- 03/02/2026

Wheelan, Lucy  
Kindergarten Teacher  
Woodland Elementary  
10/31/2025- 03/30/2026

Odom- Higgins, Cynthia  
Music Teacher  
Fairmont Elementary  
11/17/2025- 01/09/2026

Meredith, Ashton  
4<sup>th</sup> Grade Teacher  
South Side Elementary  
11/22/2025- 02/03/2026

### CERTIFIED HIRES

Geisler, Ashley  
PE Teacher  
Mountain View Elementary  
Replace: Tyler Devault  
11/03/2025

Devault, Tyler  
PE Teacher  
Lake Ridge Elementary  
Replace: Roberta Kuziola  
**Transfer:** 11/03/2025

Bailey, Candith	Interim Kindergarten Teacher Woodland Elementary Replace: Lucy Wheelan 10/20/2025- 03/30/2026
Goines, Ryan	Threat Assessment Manager District Wide New Position <b>Transfer: 10/02/2025 thru ESY</b>
Bible, Paige	Interim 2 <sup>nd</sup> Grade Teacher Cherokee Elementary Replace: Erin Wilson 09/19/2025- 01/09/2026
Drew, Sarah	3 <sup>rd</sup> Grade Teacher Mountain View Replace: Mary Douma 10/20/2025
Lahr, Joshua	Interim 7 <sup>th</sup> Grade Science Teacher Indian Trail Middle Replace: Melissa Butler (temp. internal reassignment) 09/08/2025- 12/31/2025
Hopkins, Kennetha	5 <sup>th</sup> Grade Teacher South Side Elementary Replace: Anita Sutherland Start date TBD
Pieterse, Nicholas	3 <sup>rd</sup> Grade Teacher North Side Elementary Replace: Valeria Orfield 10/13/2025

**CERTIFIED RETIREES**

Janutolo, Patti	ESL Teacher Lake Ridge Elementary 09/30/2025
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**CLASSIFIED RESIGNATIONS**

Youseff, Mouna  
Topper Tots Caregiver  
Woodland Elementary  
09/23/2025

Smallwood, Stephanie  
Instructional Assistant PA  
Liberty Bell Middle  
0929/2025

**CLASSIFIED HIRES**

Brooks, Amanda  
RTI Assistant  
Part Time  
Woodland Elementary  
Replace: Sarah Price

Wilson, Phyllis  
RTI Assistant  
Part Time  
North Side Elementary  
New Position

Pajarillaga, Susan  
Instructional Assistant  
Part Time  
South Side Elementary  
New Position

Fonner, Jessica  
Special Education Assistant  
Full Time  
Fairmont Elementary  
Replace: Ben Tuck

Wright, Heather  
Instructional Assistant  
Part Time  
Mountain View Elementary  
Replace: Latana Medina

Oncale, Ricky  
Interim Educational Assistant  
Full Time  
Woodland Elementary  
Replace: Ashley Quental

Mehl, Rachel  
Topper Tots Caregiver

	Part Time Woodland Elementary Replace: Mouna Youseff
Heis, Ian	Instructional Assistant Part Time Cherokee Elementary Replace: Melissa Sawyer
Putnam, Kimberly	Interim Care Counselor Full Time Science Hill High School Replace: Kaia Reis
Forbis, Michelle	Instructional Assistant Full Time Liberty Bell Middle Replace: Stephanie Smallwood



# 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: Cherokee Elementary

From: Bookkeeper - Danielle Bowling

Date: 9/22/25

Amount: \$100.00

Donor: David Emmerich

Donation Stipulation/Restriction/Use:

Camp Explore Trip

(RECEIVED ON 9/22/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Cherokee Elementary School

From: Cherokee Elementary Staff

Date: 10/17/25

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Amount: \$ 1,745.00

Donor: Cherokee Staff

Donation Stipulation/Restriction:

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The staff donation money is to be used to pay for the 5th-grade field trip to Camp Explore.

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(RECEIVED ON 10/19/2025 - MB)



**Donation Submittal to BOE Form**

School/Program: Cherokee Elementary School

From: Cherokee School PTA

Date: 10/17/25

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Amount: \$ 1,700.00

Donor: Cherokee School PTA

**Donation Stipulation/Restriction:**

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The PTA Donation money is to be used to pay for the 5th-grade field trip to Camp Explore.

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**(RECEIVED ON 10/19/2025 - MB)**



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## Donation Submittal to BOE Form

**School/Program:** Cherokee, South Side and North Side

Collins Brooks  
**From:** \_\_\_\_\_

10/17/2025  
**Date:** \_\_\_\_\_

N/A - Basketballs  
**Amount:** \_\_\_\_\_

Big South Conference  
**Donor:** \_\_\_\_\_

**Donation Stipulation/Restriction/Use:**

The Big South Conference donated game-used Spalding basketballs to Cherokee, South Side and North Side. They are switching from Spalding to Wilson as a basketball provider.

(RECEIVED ON 10/17/2025 - MB)



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Donation Submittal to BOE Form

School/Program: Fairmont

From: Beth Baldwin

Date: 8/25/25

Amount: \$337.00

Donor: K-VA-T Food Stores

Donation Stipulation/Restriction:

purchase instructional supplies for  
students, Ar awards trophies ect.

(RECEIVED ON 8/26/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program:

From: Beth Baldwin

Date: 10-24-25

Amount: \$250.00

Donor: Felisia Payment

Donation Stipulation/Restriction/Use:

For 5<sup>th</sup> grade's field trip to Martin  
Center to see Elf

(RECEIVED ON 10/24/2025 - MB)



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## Donation Submittal to BOE Form

School/Program:

From: Beth Baldwin

Date: 9-19-25

Amount: \$ 890.00

Donor: Fairmont PTA

Donation Stipulation/Restriction/Use:

Donation - For 1<sup>st</sup> grade to fenders farm

(RECEIVED ON 9/19/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Lake Ridge

Form Submitted From: Tiffany Hibbitts

Date: 10/15/25

Amount: \$500.00

Donor: Science Educ Research Foundation

### Donation Stipulation/Restriction/Use:

4 podcasting microphones, a digital mixer and various cords

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(RECEIVED ON 10/15/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School \_\_\_\_\_

Form Submitted From:  
Kelsey Walker/Heather Lonon

\_\_\_\_\_  


Date: 10-21-25 \_\_\_\_\_

Amount: \$490.00 \_\_\_\_\_

Donor: LBMS Basketball Booster club

### Donation Stipulation/Restriction/Use:

To cover the cost of banners

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/22/2025 - MB)



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## Donation Submittal to BOE Form

**School/Program:**

**From:** Dr. Chelsea Lee CZ

**Date:** 10/13/2025

**Amount:** \$100

**Donor:** Barton and Dorothy Stout

**Donation Stipulation/Restriction/Use:**

To be used on anything for the students

(RECEIVED ON 10/20/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Mountain View

From: DR. CHELSEA LEE CL

Date: 09/22/2025

Amount: \$340.32

Donor: BIG BOY BURRITO

**Donation Stipulation/Restriction/Use:**

DONATION FROM BIG BOY BURITO FOR BLOCK PARTY

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(RECEIVED ON 9/25/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: MOUNTAIN VIE ELEMENTARY

From: DR. CHELSEA LEE *CL*

Date: 09/20/2025

Amount: \$1000.00

Donor: Anonymous

### Donation Stipulation/Restriction/Use:

Donation: To MVE from Anonymous Donor for 25-26 School Year – ANYTHING FOR THE STUDENTS

(RECEIVED ON 9/25/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

**School/Program: MOUNTAIN VIE ELEMENTARY**

From: DR. CHELSEA LEE *CL*

Date: 09/19/2025

Amount: \$200.00

Donor: Harold Dishner

**Donation Stipulation/Restriction/Use:**

Donation: To MVE in Memory of Dr. Ernie Bentley for 25-26 School Year – ANYTHING FOR THE STUDENTS

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(RECEIVED ON 9/25/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

**School/Program:** Towne Acres Elementary

**From:** Richard Hutson / Hunter Tester

**Date:** 10/13/2025

**Amount:** \$293.05

**Donor:** Kroger

**Donation Stipulation/Restriction/Use:**

General donation from Kroger Community Rewards

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(RECEIVED ON 10/20/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

**School/Program: Towne Acres Elementary**

**From:** Richard Hutson / Hunter Tester

**Date:** 09/23/2025

**Amount:** \$600.00

**Donor:** Towne Acres PTA

**Donation Stipulation/Restriction/Use:**

**Donation to be used for Generation Genius (Math Only).**

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(RECEIVED ON 9/23/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Woodland Elementary

Form Submitted From:

Brenda Tipton, Bookkeeper

Date: 10/20/2025

Amount: \$700.00

Donor: Woodland Elementary PTA

Donation Stipulation/Restriction/Use:

Donation to offset cost of Grade 5 field trip to Camp Explore  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/20/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School \_\_\_\_\_

From: Kelsey Walker/Heather Lonon

Date: 9/16/2025 \_\_\_\_\_

A handwritten signature in black ink, appearing to be "KWL", enclosed in a circular scribble.

Amount: \_\_\_\_\_ \$13.00

Donor: Anonymous \_\_\_\_\_

Donation Stipulation/Restriction:

\_\_\_\_\_

An anonymous parent donated \$13.00 for a student SAC t-shirt

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(RECEIVED ON 9/18/2025 - MB)



**Donation Submittal to BOE Form**

**School/Program:** Liberty Bell Middle School

**From:** Kelsey Walker/Heather Lonon

**Date:** 8/21/25

A handwritten signature in black ink, appearing to be "KWL", is written over a horizontal line. The signature is enclosed within a hand-drawn circle.

**Amount:** \$ 1,669.50

**Donor:** Dimeco Childress

**Donation Stipulation/Restriction:**

To cover the cost of boys basketball jerseys

(RECEIVED ON 8/25/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School\_\_\_\_\_

Form Submitted From:  
Kelsey Walker/Heather Lonon

  
\_\_\_\_\_

Date: 10-15-2025\_\_\_\_\_

Amount: \$651.90\_\_\_\_\_

Donor: LBMS Basketball Booster club

Donation Stipulation/Restriction/Use:

\_\_\_\_\_  
To cover the cost of hoodie tees ordered from BSN  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/16/2025 - MB)



### BOARD OF EDUCATION

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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School\_\_\_\_\_

Form Submitted From:  
Kelsey Walker/Heather Lonon

\_\_\_\_\_ 

Date: 10/15/2025\_\_\_\_\_

Amount: \$186.98\_\_\_\_\_

Donor: Hilltoppers Wrestling Club\_\_\_\_\_

Donation Stipulation/Restriction/Use:

\_\_\_\_\_  
To cover the cost of coaches gear  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/16/2025 - MB)



### BOARD OF EDUCATION

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

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# 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: Liberty Bell Middle School \_\_\_\_\_

Form Submitted From:

Kelsey Walker/Heather Lonon

Date: 9/30/2025

Amount: \$1653.37 \_\_\_\_\_

Donor: LBMS Basketball Booster Club

Donation Stipulation/Restriction/Use:

\_\_\_\_\_  
To cover the cost of long sleeve basketball tees and one game ball  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/1/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Cosmetology 70146 **SHHS CTE**

Form Submitted From: Julie Garland

Date: 9-19-25

Amount: \$120 worth of items

Donor: Luisa Mathes

### Donation Stipulation/Restriction/Use:

2 Manikins

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2 – Flat Irons

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Heating Cap

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**(Received on 9/25/2025 – MB)**



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## Donation Submittal to BOE Form

### SHHS - CTE

School/Program: SKILLS USA CONSTRUCTION 80714

Form Submitted From: RICHARD MURRAY

Date: 9-29-25 \_\_\_\_\_

Amount: \$500 \_\_\_\_\_

Donor: JOHNSON CITY AREA HOME BUILDERS ASSOCIATION

### Donation Stipulation/Restriction/Use:

TO BE USED FOR MATERIALS IN THE BATTLE OF THE BUILD COMPETITION

(Received on 9/29/2025 – MB)



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## Donation Submittal to BOE Form

School/Program: EMT PROGRAM SHHS CTE

Form Submitted From: Clint Philbrick

Date: September 25, 2025

Amount: Supplies

Donor: Drumm Emergency Solutions

### Donation Stipulation/Restriction/Use:

15 IV Start Kits; 2 OB Bulb Syringe; Assorted OPA's (all of these are supplies to facilitate EMT instruction)

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(Received 9/25/2025 – MB)



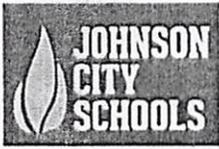
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Donation Submittal to BOE Form

School/Program: Science Hill High School  
Fellowship of Christian Athletes

From: Family Eyecare Center Date: 10-16-25  
Nancy McDonald

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Amount: 500.00 Donor: Family Eyecare Center

Donation Stipulation/Restriction:

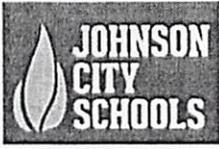
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(RECEIVED ON 10/20/2025 - MB)



Donation Submittal to BOE Form

School/Program: SITHS Fellowship of Christian Athletes

From: \_\_\_\_\_

Date: 10-16-25

Amount: 500.00

Donor: Fowler Baker Slade PLLC

Donation Stipulation/Restriction:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/20/2025 - MB)



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Dr. Erin Slater, Superintendent of Schools

## Donation Submittal to BOE Form

School/Program: Tennis

Form Submitted From:

Dorothy Holmer

Date: 10-3-25

Amount: \$500.00

Donor: Avid Xchange

Donation Stipulation/Restriction/Use:

\$250.00 girls tennis

\$250.00 boys tennis

(RECEIVED ON 10/21/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: Key Club

Form Submitted From: Dr. Kire Thompson

Date: 10/24

Amount: \$ 30.00

Donor: Sumukh Bahulekar

Donation Stipulation/Restriction/Use:

None  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/21/2025 - MB)



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## Donation Submittal to BOE Form

School/Program: SHHS Varsity Dance

Form Submitted From: Elizabeth Bennett

Date: 10/31/25

Amount: \$5,000

Donor: JC Schools  
Public Schools  
Foundation

Donation Stipulation/Restriction/Use:

Dance Team Expenses  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(RECEIVED ON 10/20/2025 - MB)

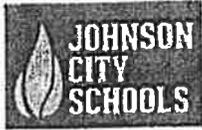


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Donation Submittal to BOE Form

School/Program: SHHS Golf

From: SHHS Golf Booster Club Date: 9/30/25

Amount: \$12143.00 Donor: SHHS Golf Booster

Donation Stipulation/Restriction:  
NONE - General use for travel, tournaments and  
all supplies

(RECEIVED ON 10/20/2025 - MB)



Donation Submittal to BOE Form

School/Program: SCIENCE HILL - SHOWSTOPPERS

From: Russ Minatel

Date: 9/26/25

Amount: \$10

Donor: Russ Minatel

Donation Stipulation/Restriction:

NONE

(RECEIVED ON 10/20/2025 - MB)



CASH DONATION FORM

DATE: 10/15/25

DONATED BY: Anonymous

DONOR ADDRESS: Anonymous

AMOUNT RECEIVED: \$100.00

ACCOUNT DONATED TO: 92003

DONATION PURPOSE: Culinary Supplies

SIGNATURE OF DONOR: Anonymous

SIGNATURE OF RECEIVER: Lester Johnson

(RECEIVED ON 10/15/2025 - MB)



## Donation Submittal to BOE Form

School/Program: South Side School

From: Leah Knotts

Date: 8/26/2025

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Amount: \$150

Donor: KVAT Food City Stores

**Donation Stipulation/Restriction:**

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We request Board approval for the K-VAT Food Stores (Food City)  
School Bucks Donation. This donation will be used for the school to  
supplement expenses at the discretion of the principal.

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(RECEIVED ON 8/26/2025 - MB)

**November 2025 Professional Development (as of 10/24/2025)**

<b>Event Title</b>	<b>Categories</b>	<b>Start Date</b>	<b>Confirmed</b>
SHHS Algebra 1 Content Meeting	All Classes	11/4/2025	2
2nd Grade Math Collaboratives	All Classes Mathematics	11/4/2025	1
3rd Grade Math Collaboratives	All Classes Mathematics	11/6/2025	1
The Power of Play: Rigorous Gamification in the Classroom	All Classes	11/6/2025	0
Cohort 10 Teacher Leader Academy	All Classes	11/8/2025	3
LBMS Teacher Leaders Q2 Meeting	All Classes	11/10/2025	2
SHHS Algebra 1 Content Meeting	All Classes	11/11/2025	1
Special Education Content Meeting	All Classes	11/11/2025	2
LBMS New Teacher Monthly Meetings	All Classes	11/12/2025	2
Multiply Learning with Small Groups in Math	All Classes	11/12/2025	2
504 Content Meeting	All Classes	11/13/2025	4
LBMS SST Monthly Meeting	All Classes	11/18/2025	4
SHHS Algebra 1 Content Meeting	All Classes	11/18/2025	0
ITMS/LBMS District Monthly Content Meetings	All Classes	11/19/2025	7
<b>TOTAL</b>			<b>31</b>

## 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:

Section	Committee Meets	Board Review 5:00 pm	Board Member
One – School Board Operations	August	November	Jonathan Kinnick
Three – Support Services	September	November	Dr. Ginger Carter
Five – Personnel	October	November	Tom Hager
Six – Students	November	February	Paula Treece & Student Reps
Four – Instructional Services	December	March	Celia Martin
Two – Fiscal Management	January	March	Rick Smith

- **School Zone Assignment Advisory Committee** – Celia Martin, Tom Hager and Paula Treece
- **Sick Leave Bank Trustee** – Tom Hager
- **Superintendent’s Compensation Committee** – Paula Treece (Chair) and 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***

- **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, Special Session to Review Policy, 5 p.m., Maple 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**