



Johnson City Board of Education Regular Meeting

December 2, 2024

The Johnson City Board of Education met in regular session on December 2, 2024, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:03 PM.

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

Present: 7.

1. CALL TO ORDER AND OPENING

- A. Call to Order and Welcome
 - B. Moment of Silence
 - C. Pledge of allegiance to the flag
 - D. Opening
 - E. Art work on display
 - F. Update on Woodland
 - G. Election of Board Officers
- Mr. Tom Hager nominated Mrs. Kathy Hall as Board Chair. Mrs. Kathy Hall respectfully stepped down as Board Chair.
 - Dr. Ginger Carter nominated Mrs. Paula Treece and Mrs. Kathy Hall nominated Mr. Jonathan Kinnick as Chair. On a 4-3 roll call vote, Mr. Jonathan Kinnick was nominated as Chair. (Dr. Ginger Carter: Mrs. Paula Treece, Mr. Tom Hager: Mr. Jonathan Kinnick, Mrs. Kathy Hall: Mr. Jonathan Kinnick, Mr. Jonathan Kinnick: Mr. Jonathan Kinnick, Mrs. Celia Martin: Mrs. Paula Treece, Mr. Rick Smith: Mr. Jonathan Kinnick, Mrs. Paula Treece: Mrs. Paula Treece)
 - Dr. Ginger Carter nominated Mrs. Paula Treece as Vice Chair.
 - With no other nominations, Dr. Ginger Carter made a motion to nominate Mrs. Paula Treece as Vice-Chair. Seconded by Mr. Rick Smith. Motion passed.
 - Mrs. Kathy Hall nominated Mr. Rick Smith as Secretary.

- With no other nominations, Mrs. Kathy Hall made a motion to nominate Mr. Rick Smith as Secretary. Seconded by Mrs. Paula Treece. Motion passed

H. Board Members' Ethics Contract

2. RECOGNITIONS

3. ADOPTION OF AGENDA

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

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

YES: 7, NO: 0

4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS

5. REPORTS FROM SUPERINTENDENT AND STAFF

A. Building Projects Update

B. Financial Report Ending October 31, 2024

Motion to approve the Financial Report Ending October 31, 2024 as submitted by Ms. Leia Valley. With a motion by Mrs. Kathy Hall and a second by Mrs. Paula Treece, the motion passed.

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

YES: 7, NO: 0

C. Update on Sales Tax - PEP

D. 2024-2025 BUDGET AMENDMENT #2

Motion to approve the 2024-2025 BUDGET AMENDMENT #2 as submitted by Ms. Leia Valley. With a motion by Mrs. Kathy Hall and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES

Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Celia Martin: YES
Rick Smith: YES
Mrs. Paula Treece: YES
YES: 7, NO: 0

6. UNFINISHED BUSINESS

A. Board Chair will appoint (3) board members to serve on the committee to count PECCA votes on Thursday, December 19, 2024

- Mrs. Kathy Hall
- Mr. Jonathan Kinnick
- Mrs. Celia Martin

7. CONSENT AGENDA

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

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

YES: 7, NO: 0

- A. Approval of Minutes
- B. Overnight Field Trip Requests
- C. Request to write checks over \$5,000
- D. Request to Transfer Funds
- E. Proposed Fundraiser Activities
- F. Approval of 2024-25 Science Materials Adoption Committee

8. RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION

A. First Reading - Policies, Sections One, Three and Four

Motion to First Reading - Policies, Sections One, Three and Four. With a motion by Mrs. Kathy Hall and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES

Celia Martin: YES
Rick Smith: YES
Mrs. Paula
Treece: YES

YES: 7, NO: 0

B. Policies on First Reading not reviewed at the Meeting on 11/4/24 at 5:00pm
Motion to approve Policies: 1806 & 3218 on First Reading and update Policy 4.301 at the next BOE meeting. With a motion by Mrs. Kathy Hall and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger
Carter: YES

Mr. Tom
Hager: YES

Mrs. Kathy
Hall: YES

Mr. Jonathan
Kinnick: YES

Celia Martin: YES

Rick Smith: YES

Mrs. Paula
Treece: YES

YES: 7, NO: 0

Motion to approve Policies: 1806 & 3218 on First Reading and update Policy 4.301 at the next BOE meeting. With a motion by Rick Smith and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger
Carter: YES

Mr. Tom
Hager: YES

Mrs. Kathy
Hall: YES

Mr. Jonathan
Kinnick: YES

Celia Martin: YES

Rick Smith: YES

Mrs. Paula
Treece: YES

YES: 7, NO: 0

- Mr. Rick Smith had a question regarding Policy 4.301 Interscholastic Athletics regarding the governing body. Mrs. Amber Forbes will verify state law and update the wording.

9. NEW BUSINESS

A. Discuss the process for the Interim and Superintendent Search

Motion to post the Interim Superintendent position internally in Skyward and close on December 9th by the end of the day. Policy 5.801: Superintendent of Schools,

Recruitment and Selection will also be included. With a motion by Mrs. Paula Treece and a second by Celia Martin, the motion passed.

Dr. Ginger
Carter: YES

Mr. Tom
Hager: YES

Mrs. Kathy
Hall: YES

Mr. Jonathan
Kinnick: YES

Celia Martin: YES

Rick Smith: YES

Mrs. Paula
Treece: YES

YES: 7, NO: 0

Motion to employ TSBA regarding the Superintendent Search. With a motion by Dr. Ginger Carter and a second by Mrs. Kathy Hall, the motion passed.

Dr. Ginger
Carter: YES

Mr. Tom
Hager: YES

Mrs. Kathy
Hall: YES

Mr. Jonathan
Kinnick: YES

Celia Martin: YES

Rick Smith: YES

Mrs. Paula
Treece: YES

YES: 7, NO: 0

Motion to employ TSBA regarding the Superintendent Search. With a motion by Dr. Ginger Carter and a second by Mrs. Kathy Hall, the motion passed.

Dr. Ginger
Carter: YES

Mr. Tom
Hager: YES

Mrs. Kathy
Hall: YES

Mr. Jonathan
Kinnick: YES

Celia Martin: YES

Rick Smith: YES

Mrs. Paula
Treece: YES

YES: 7, NO: 0

- The Board agreed to select the Interim Superintendent at a Special Called Meeting. Policy 5.801 was also discussed: An interim Superintendent of Schools appointed during the time of a search shall not become a candidate unless the Board expressly permits such inclusion in the selection procedures.
 - B. 2025 Board Committee Assignments
Mr. Jonathan Kinnick asked Board Members to select their top two Committees they are willing to serve on during 2025.
 - C. BOE Workshop for January or February
- The BOE Workshop will be scheduled in January.
 - D. Current Meeting Communication Follow Up

10. INFORMATION ITEMS

- A. BOE Calendar of Events
- B. Personnel Items
- C. Donations
- D. Professional Development November - December 2024

11. COMMITTEE REPORTS

7:07 PM

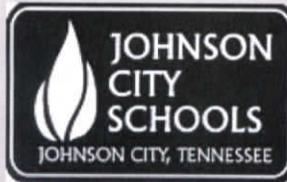
12. BOARD UPDATES AND DISCUSSION

13. MEETING DATES

14. ADJOURNMENT

Chairman

Board Secretary



BELIEFS

To be successful, Johnson City Schools must...

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

MISSION

To enable all students to achieve excellence.

VISION

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

GOAL

Advance student achievement in all curricular and extra-curricular programs

GOAL

Pursue and efficiently manage internal and external school funding

GOAL

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

GOAL

Improve communication, collaboration, and involvement

GOAL

Champion innovation and the effective use of technology

JOHNSON CITY BOARD OF EDUCATION ETHICS CONTRACT December 2, 2024

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

MY RELATIONS TO THE CHILDREN

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

ARTICLE II. MY RELATIONS TO MY COMMUNITY

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

MY RELATIONS WITH OTHER BOARD MEMBERS

- I will recognize that authority rests only with the Board in official meetings and that the individual member has no legal status as a board member outside of such meetings.
- I will refuse to make promises as to how I will vote on a matter which should properly come before the Board as a whole.
- I will respect the opinion of other members and will accept the principle of “majority rule.”

MY RELATIONS WITH THE SUPERINTENDENT OF SCHOOLS

- I will support full administrative authority as well as responsibility for the Superintendent of Schools to properly discharge all professional duties.
- I will support Superintendent of Schools’ accountability for working and requiring staff to work within the framework of policies set by the Board.
- I will refer all complaints and concerns to the Superintendent of Schools

MY RELATIONS TO MYSELF

- I will inform myself about my duties and responsibilities and current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school boards associations.
- I will avoid being placed in a position of conflict of interest, and will refrain from using my board position for personal or partisan gain.

CONTRACT AGREEMENT

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

- To abide by the code of ethics of the Tennessee School Boards Association.
- To strive sincerely to build better relationships with one another and with the Superintendent of Schools.
- To vote on individual convictions and do what we can to prevent or destroy fractionalism on the Board.
- To refuse to become involved in micromanagement.
- To emphasize planning, policy making, and public relations rather than becoming involved in management of the schools.
- To prepare ourselves carefully before each board meeting so that when we have the floor, we can make comments that are concise, organized, and clear.
- To listen carefully and with courtesy when other people have the floor and are speaking during board meetings.
- To set clear goals for the Superintendent of Schools.
- To support the Superintendent of Schools and to help them be as effective as possible as long as they are the Superintendent.
- To establish goals for our school district and to make sure the community is aware of those goals.

If any board member feels that another board member has violated any provision of this agreement, that board member shall personally talk with the offending board member in an attempt to resolve the issue. If the attempt fails, the board member who feels that another board member has violated this agreement shall bring the matter to the attention of the entire board. Any grievances that arise should be dealt with at the earliest possible practical opportunity.

Dr. Ginger Carter

Mr. Thomas Hager

Mrs. Kathy Hall

Mr. Jonathan Kinnick

Mrs. Celia Martin

Mr. Rick Smith

Mrs. Paula Treece

Signed December 2, 2024



JOHNSON CITY SCHOOLS

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

Recommendations for Recognitions for JCBOE School Board Meeting December 2, 2024

1. Science Hill
 - Kara Wiggins, a freshman at Science Hill, won 3rd place for the Young Playwrights Festival for the Barter Theater.
2. Monday Club Youth Poetry Contest Winners
 - Fairmont
 - Emma Temaj
 - EllieKate Price
 - Towne Acres
 - Analise Butler
 - Helen Keaton
 - Savanna Nadolsky
 - Zara Samiuddin
 - James Sandos
 - Indian Trail
 - Evelyn Robey
 - Liberty Bell
 - Brinley Price
3. Mr. Herb Greenlee, Board of Education Member 2020-2024
4. Mrs. Beth Simpson, Board of Education Member 2020-2024



BOARD OF EDUCATION

Kathy Hall, Chair Paula Treece, Vice Chair Beth Simpson, Secretary
Dr. Ginger Carter Herb Greenlee Thomas Hager, Jr Jonathan Kinnick

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



JOHNSON CITY SCHOOLS

Building Projects Update

12/02/24

Towne Acres Elementary – New School

- Expect design to be ready for bidding in spring 2025
- Expect construction to begin in summer 2025

Indian Trail Middle – Track Replacement

- Substantially complete; Punch list work in progress

Secure Foyer Improvements – Cherokee, North Side, Mountain View, Topper Academy, Columbus Powell

- Expect designs to be ready for bidding in Jan/Feb 2025

Security Film – Install approximately 60,000 SF total on selected windows/doors at all 12 school facilities

- Contract pending BOC approval at 12/5/24 meeting
- Expect work to begin in Jan 2025

South Side HVAC Improvements

- Duct cleaning, sanitizing, and filter changes are complete
- Equipment replacement started over Thanksgiving break and will continue during other school breaks

Board Room Renovation

- Preliminary scope of work and cost estimate submitted 11/4/24 from Thomas Weems Architect to BOE

Liberty Bell Steps – Repair concrete steps and railing damaged by vehicular accident

- First contractor solicitation – No bids received
- Second contractor solicitation – Bids due 12/3/24

Mountain View Brick – Repair façade damaged by vehicular accident

- Insurance claim in processing by COJC Risk Management

Gate House Update:

- The Transformer for the Gate House has been delivered today.

**SCHOOL BOARD AGENDA ITEM
December 2, 2024 Meeting**

ACTION ITEM

TOPIC: Financial Report for the month ending October 31, 2024.

BACKGROUND INFORMATION:

The un-audited financial report for the month ending October 31, 2024 is attached for your review.

Revenues:

Revenues received the month of October totaled \$8,141,969, primarily consisting of the State of TN TISA payment, Local Option Sales Tax, and the monthly appropriation from the City.

Local Option Sales Tax receipted for the month was \$1,762,618. Through the month of October, Local Option Sales Tax collections has seen an increase of .1% compared to October 31, 2023. The July and August 2023 receipts still included the additional 50% funding from Washington County. Adjusted for the Washington County Funding percentage change, Local Option Sales Tax receipts have seen a 5% increase from October 2023.

At the end of October, revenues totaled \$26,222,877 for the year. Total Revenues are down .4% from October 2023 due to the Washington County Local Option Sales Tax funding change. Total revenues received through October 31, 2024 were at 27.1% of the budget. In comparison, last year total revenues received through October 31, 2023 were at 27.9% of the budget.

Expenditures:

Expenditures for the month of October totaled \$8,854,234. Legal services paid in the month of October totaled \$3,294 for services received in the month of August. Capital Outlay expenditures in October included payment of carpet replacement materials and the Indian Trail Track project. Capital Outlay expenses appear to be over budget in the financials but once the reserves from 23-24 are added to the budget for the outstanding purchase orders this will be corrected.

Total expenditures as of October 31, 2024 were at 28.8% of the budget. This is slightly higher than October 31, 2023 in which total expenditures were at 28.1% of the budget. Total expenditures for the year through October were \$28,344,762. Total expenditures were 1% below September October 31, 2023. This is primarily due the purchase of Chromebooks in August 2023.

Fund Balance:

The General Purpose School Fund Balance had a net decrease through October 31, 2024 of \$2,121,885. For the year, total Fund Balance is budgeted to decrease \$1,970,663. Total Fund Balance at the end of October was \$16,022,406. Fund balance exceeded the fund balance target by \$396,558.

Tax Rate Information:

Included is the tax rates for the surrounding systems. These are the updated rates for 2024. Washington County had a tax increase, however due to the county also experiencing a reappraisal year, the property tax rate is less than the previous year. Other localities with increases include Sullivan County, Hawkins County, Bristol, and a number of municipalities in Hawkins County. Sullivan County is scheduled for reappraisals in 2025.

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 October 31, 2024

	<u>Y-T-D</u> <u>9/30/23</u>	<u>Y-T-D</u> <u>10/31/24</u>	<u>Difference in</u> <u>Dollars</u>	<u>Difference in</u> <u>Percentage</u>	<u>FY24 Actual</u>	<u>FY25 Budget</u>
Revenues:						
County Property Tax - Current	\$ 801,997	\$ 675,768	\$ (126,229)	-15.74%	\$ 13,025,608	\$ 12,587,095
Local Option Sales Tax	7,115,387	6,891,618	(223,769)	-3.14%	20,452,380	20,285,391
TISA (Previously BEP)	13,435,434	13,585,378	149,944	1.12%	45,600,346	45,733,085
Tuition	103,372	111,192	7,820	7.56%	232,881	250,000
All Other Revenues	4,879,908	4,958,921	79,013	1.62%	17,816,473	17,767,287
Total Revenues	<u>\$ 26,336,098</u>	<u>\$ 26,222,877</u>	<u>\$ (113,221)</u>	<u>-0.43%</u>	<u>\$ 97,127,687</u>	<u>\$ 96,622,858</u>
Percentage of Revenue Budget Collected to Date		27.14%				
Percentage/Dollar Amount of Revenue Budget left to be Collected		72.86%				<u>\$ 70,399,981</u>
Expenditures:						
Salaries	\$ 17,334,581	\$ 17,963,756	\$ 629,175	3.63%	\$ 62,469,259	\$ 64,022,491
Benefits	5,387,932	5,636,632	248,700	4.62%	17,464,091	19,173,253
Electricity	535,532	523,780	(11,752)	-2.19%	1,842,362	1,900,000
Water/Sewer	85,766	84,748	(1,018)	-1.19%	278,093	300,000
Natural Gas	21,152	19,537	(1,615)	-7.63%	217,563	275,000
Disposal Fees	36,049	36,438	389	1.08%	146,187	130,000
Gasoline	2,113	12,268	10,155	480.58%	52,714	50,000
Technology/Instructional Equipment	962,711	46,016	(916,695)	-95.22%	2,192,616	146,097
Capital Outlay	698,361	771,961	73,600	10.54%	2,469,449	585,959
All Other Expenditures	3,551,394	3,249,627	(301,767)	-8.50%	12,511,636	12,010,721
Total Expenditures	<u>\$ 28,615,590</u>	<u>\$ 28,344,762</u>	<u>\$ (270,828)</u>	<u>-0.95%</u>	<u>\$ 99,643,971</u>	<u>\$ 98,593,521</u>
Percentage of Expenditure Budget Spent to Date		28.75%				
Percentage/Dollar Amount of Expenditure Budget remaining		71.25%				<u>\$ 70,248,759</u>
Year-To-Date Revenues Over (Under) Expenditures	<u>\$ (2,279,491)</u>	<u>\$ (2,121,885)</u>	<u>\$ 157,606</u>	<u>-6.91%</u>	<u>\$ (2,516,284)</u>	<u>\$ (1,970,663)</u>

% of Fiscal Year Complete **33.33%**
 % of Fiscal Year Remaining **66.67%**

BOE POLICY 2.100 RESERVE FUNDS

Total Expenditure Budget - FY25 Budget	\$	98,593,521
Less:		
Operating Transfers	\$	62,739
Debt Service	\$	2,273,910
Capital Outlay	\$	585,959
Early Childhood	\$	554,091
Educare	\$	1,361,733
Total to deduct	\$	<u>4,838,432</u>
 Total Operating Budget	 \$	 93,755,089
 16% of the General Purpose School Fund Operating Budget	 \$	 <u><u>15,626,161</u></u>
 Monthly Operating Expense:		
Annual Operating Expense Budget	\$	93,755,089
 Monthly Operating Expenses Budgeted	 \$	 7,812,924
2 Months Operating Expenses Budgeted	\$	<u><u>15,625,848</u></u>

<p>BOE Policy 2.100 as revised at the 5 o'clock 2-3-2014 BOE Meeting First reading April 2014 Second reading May 2014</p>
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Current Standing on Target Fund Balance		
*Target Unrestricted Fund Balance (as recommended at 2-3-2014 BOE Policy Meeting) 2 Months Operating Expenditures	\$	15,625,848
Current Fund Balance:		
3% Fund Balance	\$	2,808,843
Beginning of the Year Undesignated	\$	11,925,839
Current Revenues vs Expenditures	\$	(2,121,885)
Other Reserves	\$	3,409,610
Total Fund Balance	\$	<u>16,022,406</u>
 Target Overage as of 10/31/24	 \$	 <u>396,558</u>

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

JOHNSON CITY SCHOOLS					
Statement of Revenues, Expenditures, and Changes in Fund Balance					
For the Period Ended October 31, 2024					
					33.33%
		Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
Revenues					
40110	Current Property Tax - Washington Co.	\$ 12,243,386	674,387	\$ 11,568,999	5.51%
40110	Current Property Tax - Sullivan Co.	\$ 238,036	459	\$ 237,577	0.19%
40110	Current Property Tax - Carter Co.	\$ 105,673	922	\$ 104,751	0.87%
40120	Trustee's Collections - Prior Year	\$ 280,555	65,836	\$ 214,719	23.47%
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000	24,336	\$ 75,664	24.34%
40140	Interest & Penalty	\$ 135,000	14,685	\$ 120,315	10.88%
40150	Pick-Up Taxes	\$ 5,500	4	\$ 5,496	0.07%
40162	Payments in Lieu of Taxes - Local Utilities	\$ 215,000	204,353	\$ 10,647	95.05%
40163	Payments in Lieu of Taxes - Other	\$ 18,000	10,888	\$ 7,112	60.49%
40210	Local Option Sales Tax - Washington Co.	\$ 19,980,455	6,751,681	\$ 13,228,774	33.79%
40210	Local Option Sales Tax - Sullivan Co.	\$ 176,648	66,842	\$ 109,806	37.84%
40210	Local Option Sales Tax - Carter Co.	\$ 128,288	73,095	\$ 55,193	56.98%
40270	Business Tax	\$ 517,000	141,789	\$ 375,211	27.43%
40275	Mixed Drink Tax	\$ 3,500	42	\$ 3,458	1.19%
40320	Bank Excise Tax	\$ 95,000	-	\$ 95,000	0.00%
	Total County Taxes	\$ 34,242,041	\$ 8,029,318	\$ 26,212,723	23.45%
41110	Marriage Licenses	\$ 1,700	549	\$ 1,151	32.32%
	Total Licenses and Permits	\$ 1,700	\$ 549	\$ 1,151	32.32%
43511	Tuition - Regular Day Students	\$ 250,000	111,192	\$ 138,808	44.48%
43517	Tuition - Online Learning	\$ 5,500	200	\$ 5,300	3.64%
43581	Tuition - EDUCARE	\$ 1,198,679	490,853	\$ 707,826	40.95%
43581	Tuition - ECLC	\$ 275,000	41,755	\$ 233,245	15.18%
43990	Other Charges for Services - Fingerprints	\$ 21,000	4,361	\$ 16,639	20.77%
43990	Print Shop Enterprise Account	\$ 40,000	7,873	\$ 32,127	19.68%
	Total Charges for Current Services	\$ 1,790,179	\$ 656,233	\$ 1,133,946	36.66%
44160	Retirees' Insurance Payments	\$ 18,000	10,162	\$ 7,838	56.46%
44170	Miscellaneous Refunds	\$ -	25,786	\$ (25,786)	#DIV/0!
44570	Contributions	\$ -	19,635	\$ (19,635)	#DIV/0!
44570	Contributions - Shoe Fund	\$ 10,000	-	\$ 10,000	0.00%
44570	Contributions - Homeless Fund	\$ -	2,658	\$ (2,658)	#DIV/0!
44990	Other Local Revenue (STEAM 536)	\$ 1,000	-	\$ 1,000	0.00%
44990	Other Local Revenue (Misc)	\$ -	149	\$ (149)	#DIV/0!
	Total Other Local Revenues	\$ 29,000	\$ 58,390	\$ (29,390)	201.34%
46510	Tennessee Investment in Student Achievement (TISA)	\$ 45,394,947	13,585,378	\$ 31,809,569	29.93%
46510	TISA Outcomes	\$ 338,138	-	\$ 338,138	0.00%
46550	Driver Education	\$ 11,000	-	\$ 11,000	0.00%
46610	Career Ladder	\$ 70,686	-	\$ 70,686	0.00%
46990	Other State Revenues - State Paid Parental Leave	\$ -	-	\$ -	#DIV/0!
	Total State Education Funds	\$ 45,814,771	\$ 13,585,378	\$ 32,229,393	29.65%
47640	ROTC Reimbursement	\$ 75,000	17,429	\$ 57,571	23.24%
	Total Direct Federal Government	\$ 75,000	\$ 17,429	\$ 57,571	23.24%
48610	Donations	\$ -	1	\$ (1)	#DIV/0!
49800	Operating Transfers	\$ -	-	\$ -	#DIV/0!
49810	City General Fund Transfer - Operations	\$ 11,626,736	3,875,579	\$ 7,751,157	33.33%
49810	City General Fund Transfer - Transportation	\$ 3,043,431	-	\$ 3,043,431	0.00%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended October 31, 2024							
						33.33%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
Total Other Sources				\$ 14,670,167	\$ 3,875,580	\$ 10,794,587	26.42%
Total Revenues				\$ 96,622,858	\$ 26,222,877	\$ 70,399,981	27.14%
APPROPRIATIONS (Expenditures)				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
INSTRUCTION							
71100	116	Teachers	\$ 33,181,396	9,104,987	\$ 24,076,409	27.44%	
71100	116	Safety Net Program (1-031)	\$ 49,000	1,335	\$ 47,665	2.72%	
71100	116	RTI (534)	\$ 601,172	139,231	\$ 461,941	23.16%	
71100	116	Four-Year Transition Plan (2-301)	\$ 6,120	-	\$ 6,120	0.00%	
71100	116	Local Extended Contract (1-578)	\$ 161,990	7,920	\$ 154,070	4.89%	
71100	116	Mountain View Orchestra (9-581)	\$ 8,825	-	\$ 8,825	0.00%	
71100	116	Curriculum Development (538)	\$ 22,000	4,500	\$ 17,500	20.45%	
71100	116	Teacher Stipends for Online Learning (555)	\$ 20,000	42,620	\$ (22,620)	213.10%	
71100	117	Career Ladder	\$ 37,000	-	\$ 37,000	0.00%	
71100	163	Educational Assistants	\$ 1,235,260	337,477	\$ 897,783	27.32%	
71100	189	Other Salaries & Wages	\$ -	5,191	\$ (5,191)	#DIV/0!	
71100	195	Substitute Teachers Certified	\$ 150,000	23,857	\$ 126,144	15.90%	
71100	198	Substitute Teachers - Non Certified	\$ 554,120	130,639	\$ 423,482	23.58%	
71100	201	Social Security	\$ 2,197,672	568,233	\$ 1,629,439	25.86%	
71100	204	Retirement	\$ 2,436,904	662,351	\$ 1,774,553	27.18%	
71100	206	Life Insurance	\$ 84,775	22,562	\$ 62,213	26.61%	
71100	207	Medical Insurance	\$ 4,551,838	1,424,366	\$ 3,127,472	31.29%	
71100	208	Dental Insurance	\$ 176,685	58,437	\$ 118,248	33.07%	
71100	210	Unemployment	\$ 25,000	5,414	\$ 19,586	21.65%	
71100	211	Local Retirement	\$ 8,874	2,467	\$ 6,407	27.80%	
71100	212	Medicare	\$ 522,390	133,733	\$ 388,657	25.60%	
71100	215	Other Post Employment Benefits (Retiree Insurance)	\$ 625,000	228,388	\$ 396,612	36.54%	
71100	217	Retirement-Hybrid Stabilization	\$ 129,666	41,720	\$ 87,946	32.17%	
71100	336	Performing Music Maintenance and Repair Equipment	\$ 21,246	6,329	\$ 14,917	29.79%	
71100	356	Tuition	\$ 3,000	-	\$ 3,000	0.00%	
71100	399	Other Contracted Services (Site-Based check-copiers)	\$ 91,798	91,798	\$ -	100.00%	
71100	399	RTI (1-534)	\$ -	-	\$ -	#DIV/0!	
71100	399	Edmentum (Credit Recovery) 1-519	\$ 61,000	58,798	\$ 2,203	96.39%	
71100	399	Public Chapter 426, Public Acts of 2011 (1-532)	\$ 40,000	1,575	\$ 38,425	3.94%	
71100	399	Subscription Renewal - Brain Pop (1-536)	\$ 27,000	32,997	\$ (5,997)	122.21%	
71100	399	Subscription Renewal - Hapara	\$ 29,000	-	\$ 29,000	0.00%	
71100	399	Subscription Renewal - Neptune Navigate	\$ 3,000	2,750	\$ 250	91.67%	
71100	399	Subscription Renewal - Canvas	\$ 58,000	-	\$ 58,000	0.00%	
71100	399	Subscription - Generation Genius	\$ 9,000	8,955	\$ 45	99.50%	
71100	399	Subscription Renewal - Mystery Science	\$ 10,000	11,960	\$ (1,960)	119.60%	
71100	399	Subscription Renewal - Explore Learning	\$ 29,000	32,403	\$ (3,403)	111.73%	
71100	399	Subscription Renewal - Study Island	\$ 21,000	15,625	\$ 5,375	74.40%	
71100	399	Subscription Renewal - My Reading Academy	\$ 60,000	60,000	\$ -	100.00%	
71100	399	Subscription - Quizz	\$ 20,000	20,000	\$ -	100.00%	
71100	399	Subscription - Vocabulary.com	\$ -	9,250	\$ (9,250)	#DIV/0!	
71100	399	Subscription - Nearpod - Flocabulary	\$ -	20,007	\$ (20,007)	#DIV/0!	
71100	399	Virtual Program Instruction	\$ -	219,564	\$ (219,564)	#DIV/0!	
71100	399	Other Contracted Services	\$ -	1,726	\$ (1,726)	#DIV/0!	
71100	429	Instructional Supplies and Materials	\$ 222,745	224,490	\$ (1,745)	100.78%	
71100	429	Forward Funding	\$ 55,297	55,297	\$ -	100.00%	
71100	429	Summer School Supplies (1-033)	\$ 5,000	-	\$ 5,000	0.00%	
71100	429	AP - Instructional Supplies (2-583)	\$ 7,500	567	\$ 6,933	7.55%	
71100	429	RTI - (1-534)	\$ 12,000	1,041	\$ 10,959	8.68%	
71100	429	Instructional Supplies - Science Materials	\$ 19,261	19,261	\$ -	100.00%	
71100	429	Instructional Supplies - STEAM (536) +1K Donation	\$ 15,000	3,767	\$ 11,233	25.11%	

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended October 31, 2024						
						33.33%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
71100	429	Instructional Supplies - Special Budget Request	\$ 5,000	3,823	\$ 1,177	76.47%
71100	429	Instructional Supplies - TISA Outcomes	\$ -	22,437	\$ (22,437)	#DIV/0!
71100	429	Instructional Supplies - South Side TVA Grant	\$ -	10,332	\$ (10,332)	#DIV/0!
71100	449	Textbooks	\$ 776,200	53,016	\$ 723,184	6.83%
71100	471	Software Maintenance	\$ 100,000	47,991	\$ 52,009	47.99%
71100	535	Fee Waiver Student Fees	\$ 141,102	141,102	\$ -	100.00%
71100	535	Fee Waiver Student Performing Music	\$ 8,725	8,725	\$ -	100.00%
71100	595	TISA - On-Behalf Payments	\$ 110,354	-	\$ 110,354	0.00%
71100	722	Regular Instruction Equipment	\$ 93,827	19,404	\$ 74,423	20.68%
71100	722	Performing Music Equipment	\$ 45,870	8,951	\$ 36,919	19.51%
71100	722	Instruction Equipment - South Side TVA Grant	\$ -	11,663	\$ (11,663)	#DIV/0!
71100	722	Instruction Equipment - Special Budget Request	\$ 6,400	5,997	\$ 403	93.71%
		Total Instruction	\$ 48,893,012	\$ 14,177,028	\$ 34,715,984	29.00%
		Alternative Instruction Program				
71150	116	Teachers	\$ 1,007,784	271,010	\$ 736,774	26.89%
71150	163	Educational Assistants	\$ 129,540	42,942	\$ 86,598	33.15%
71150	201	Social Security	\$ 69,377	18,214	\$ 51,163	26.25%
71150	204	Retirement	\$ 102,564	24,830	\$ 77,734	24.21%
71150	206	Life Insurance	\$ 2,730	685	\$ 2,045	25.10%
71150	207	Medical Insurance	\$ 149,939	50,004	\$ 99,935	33.35%
71150	208	Dental Insurance	\$ 3,163	1,778	\$ 1,385	56.21%
71150	211	Local Retirement	\$ -	1,059	\$ (1,059)	#DIV/0!
71150	212	Medicare	\$ 16,491	4,260	\$ 12,231	25.83%
71150	217	Retirement-Hybrid Stabilization	\$ 1,672	544	\$ 1,128	32.54%
71150	399	Other Contracted Services	\$ 5,362	5,362	\$ -	100.00%
71150	429	Instructional Supplies and Materials	\$ 15,978	15,978	\$ -	100.00%
71150	499	Other Supplies and Materials	\$ 3,028	3,028	\$ -	100.00%
71150	790	Other Equipment	\$ 12,446	1,288	\$ 11,158	10.35%
		Total Alternative Instruction	\$ 1,520,074	\$ 440,981	\$ 1,079,093	29.01%
		SPECIAL EDUCATION				
71200	116	Teachers	\$ 2,895,507	866,284	\$ 2,029,223	29.92%
71200	117	Career Ladder	\$ 8,000	-	\$ 8,000	0.00%
71200	163	Educational Assistants	\$ 903,948	179,672	\$ 724,277	19.88%
71200	171	Speech Pathologist	\$ 469,798	135,013	\$ 334,785	28.74%
71200	189	Other Salaries & Wages - Sign Language Interpreters	\$ 90,270	17,517	\$ 72,753	19.41%
71200	201	Social Security	\$ 266,367	69,735	\$ 196,632	26.18%
71200	204	Retirement	\$ 313,650	84,876	\$ 228,774	27.06%
71200	206	Life Insurance	\$ 10,482	2,763	\$ 7,719	26.36%
71200	207	Medical Insurance	\$ 585,876	183,470	\$ 402,406	31.32%
71200	208	Dental Insurance	\$ 18,016	5,420	\$ 12,596	30.09%
71200	211	Local Retirement	\$ 4,957	2,021	\$ 2,936	40.76%
71200	212	Medicare	\$ 63,329	16,376	\$ 46,953	25.86%
71200	217	Retirement-Hybrid Stabilization	\$ 21,453	7,189	\$ 14,264	33.51%
71200	336	Equipment Repairs and Maintenance	\$ 500	130	\$ 370	26.00%
71200	429	Instructional Supplies and Materials	\$ 25,150	6,265	\$ 18,885	24.91%
71200	499	Other Supplies and Materials	\$ 3,000	493	\$ 2,507	16.43%
71200	725	Special Education Instruction Equipment	\$ 2,000	-	\$ 2,000	0.00%
		Total Special Education	\$ 5,682,303	\$ 1,577,226	\$ 4,105,078	27.76%
		VOCATIONAL INSTRUCTION				
71300	116	Teachers	\$ 1,748,252	480,601	\$ 1,267,651	27.49%
71300	117	Career Ladder	\$ 4,000	-	\$ 4,000	0.00%
71300	163	Educational Assistants	\$ 82,620	22,374	\$ 60,246	27.08%
71300	201	Social Security	\$ 111,927	29,240	\$ 82,687	26.12%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended October 31, 2024							
						33.33%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
71300	204	Retirement	\$	130,792	35,698	\$ 95,094	27.29%
71300	206	Life Insurance	\$	4,404	1,206	\$ 3,198	27.39%
71300	207	Medical Insurance	\$	258,979	80,128	\$ 178,851	30.94%
71300	208	Dental Insurance	\$	6,624	2,417	\$ 4,207	36.48%
71300	212	Medicare	\$	26,606	6,838	\$ 19,768	25.70%
71300	217	Retirement-Hybrid Stabilization	\$	6,806	2,184	\$ 4,622	32.09%
71300	399	Other Contracted Services	\$	1,696	1,696	\$ -	100.00%
71300	429	Instructional Supplies and Materials	\$	39,690	16,387	\$ 23,303	41.29%
71300	429	Forward Funding	\$	1,696	1,696	\$ -	100.00%
71300	730	Vocational Equipment	\$	4,603	-	\$ 4,603	0.00%
Total Vocational Instruction			\$	2,428,695	\$ 680,465	\$ 1,748,230	28.02%
ATTENDANCE							
72110	189	Other Salaries and Wages	\$	241,740	63,930	\$ 177,810	26.45%
72110	201	Social Security	\$	14,746	3,567	\$ 11,179	24.19%
72110	204	State Retirement	\$	16,369	4,321	\$ 12,048	26.40%
72110	206	Life Insurance	\$	580	92	\$ 488	15.89%
72110	207	Medical Insurance	\$	57,004	18,123	\$ 38,881	31.79%
72110	208	Dental Insurance	\$	1,910	514	\$ 1,396	26.92%
72110	211	Local Retirement	\$	1,250	342	\$ 908	27.39%
72110	212	Medicare	\$	3,505	834	\$ 2,671	23.80%
72110	217	Retirement - Hybrid Stabilization	\$	3,092	978	\$ 2,114	31.64%
72110	471	Software Maintenance	\$	48,500	54,580	\$ (6,080)	112.54%
Total Attendance			\$	388,696	\$ 147,282	\$ 241,414	37.89%
HEALTH SERVICES							
72120	131	Medical Personnel	\$	770,556	209,156	\$ 561,400	27.14%
72120	201	Social Security	\$	47,004	12,050	\$ 34,954	25.64%
72120	204	Retirement	\$	61,259	17,050	\$ 44,209	27.83%
72120	206	Life Insurance	\$	1,849	436	\$ 1,413	23.57%
72120	207	Medical Insurance	\$	118,434	37,234	\$ 81,200	31.44%
72120	208	Dental Insurance	\$	3,000	1,237	\$ 1,763	41.25%
72120	212	Medicare	\$	11,173	2,818	\$ 8,355	25.22%
72120	217	Retirement-Hybrid Stabilization	\$	8,091	2,609	\$ 5,482	32.24%
72120	355	Travel	\$	1,800	34	\$ 1,766	1.91%
72120	399	Other Contracted Services	\$	8,320	165	\$ 8,155	1.98%
72120	413	Drugs & Medical Supplies	\$	3,580	-	\$ 3,580	0.00%
72120	499	Other Supplies & Materials	\$	15,700	4,980	\$ 10,720	31.72%
72120	524	Staff Development	\$	1,000	2,244	\$ (1,244)	224.36%
72120	599	Other Charges - Coordinated School Health	\$	100,000	-	\$ 100,000	0.00%
72120	735	Health Equipment	\$	500	-	\$ 500	0.00%
Total Health Services			\$	1,152,266	\$ 290,013	\$ 862,254	25.17%
STUDENT SUPPORT							
72130	117	Career Ladder	\$	2,000	-	\$ 2,000	0.00%
72130	123	Guidance Personnel	\$	1,715,706	483,248	\$ 1,232,458	28.17%
72130	161	Secretary	\$	40,800	16,901	\$ 23,899	41.42%
72130	189	Other Salaries & Benefits	\$	854,443	230,018	\$ 624,425	26.92%
72130	201	Social Security	\$	159,390	42,123	\$ 117,267	26.43%
72130	204	Retirement	\$	194,681	54,108	\$ 140,573	27.79%
72130	206	Life Insurance	\$	6,271	1,436	\$ 4,835	22.89%
72130	207	Medical Insurance	\$	339,121	114,221	\$ 224,900	33.68%
72130	208	Dental Insurance	\$	12,187	3,368	\$ 8,819	27.63%
72130	211	Local Retirement	\$	-	616	\$ (616)	#DIV/0!
72130	212	Medicare	\$	37,888	9,929	\$ 27,959	26.21%
72130	217	Retirement-Hybrid Stabilization	\$	17,887	5,610	\$ 12,277	31.37%
72130	322	Evaluation & Testing	\$	30,000	-	\$ 30,000	0.00%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended October 31, 2024							
						33.33%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
72130	322	AP Testing (2-583)	\$ 105,000	-	\$ 105,000	0.00%	
72130	399	Other Contracted Services - Pre-ACT Assessment	\$ 8,000	-	\$ 8,000	0.00%	
72130	499	Other Supplies & Materials	\$ -	2,493	\$ (2,493)	#DIV/0!	
72130	524	Inservice/Staff Development	\$ -	-	\$ -	#DIV/0!	
72130	599	Other Charges	\$ -	-	\$ -	#DIV/0!	
72130	790	Reserved for Encumbrances	\$ -	-	\$ -	#DIV/0!	
72130	790	Other Equipment (1-529)	\$ 2,500	-	\$ 2,500	0.00%	
Total Student Support			\$ 3,525,874	\$ 964,071	\$ 2,561,803	27.34%	
INSTRUCTION SUPPORT							
72210	105	Administration	\$ 770,864	246,694	\$ 524,170	32.00%	
72210	117	Career Ladder	\$ 7,000	-	\$ 7,000	0.00%	
72210	129	Librarians	\$ 866,234	231,227	\$ 635,007	26.69%	
72210	137	Educational Media Personnel	\$ 332,520	97,950	\$ 234,570	29.46%	
72210	161	Secretary	\$ 135,660	48,520	\$ 87,140	35.77%	
72210	172	Instructional Coaches	\$ 1,253,274	338,780	\$ 914,494	27.03%	
72210	189	Other Salaries and Wages	\$ 76,500	77,208	\$ (708)	100.93%	
72210	189	Other Salaries and Wages - Tech Teacher Leader	\$ 30,500	-	\$ 30,500	0.00%	
72210	201	Social Security	\$ 211,825	59,881	\$ 151,944	28.27%	
72210	204	Retirement	\$ 252,448	74,022	\$ 178,426	29.32%	
72210	206	Life Insurance	\$ 8,334	2,265	\$ 6,069	27.17%	
72210	207	Medical Insurance	\$ 371,183	126,221	\$ 244,962	34.01%	
72210	208	Dental Insurance	\$ 10,183	4,000	\$ 6,183	39.28%	
72210	211	Local Retirement	\$ 2,200	1,051	\$ 1,149	47.78%	
72210	212	Medicare	\$ 50,352	13,963	\$ 36,389	27.73%	
72210	217	Retirement-Hybrid Stabilization	\$ 6,063	1,594	\$ 4,469	26.29%	
72210	336	Maintenance and Repair Service	\$ -	103	\$ (103)	#DIV/0!	
72210	355	Travel	\$ 11,500	1,030	\$ 10,470	8.95%	
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-57	\$ 10,000	-	\$ 10,000	0.00%	
72210	399	Niswonger Class Fees (555)	\$ 5,000	5,300	\$ (300)	106.00%	
72210	399	Contracted Services Niswonger Consortium Fee (555)	\$ 15,200	15,234	\$ (34)	100.22%	
72210	399	Other Contracted Services (5\$ Transact)	\$ 9,000	-	\$ 9,000	0.00%	
72210	399	Other Contracted Services-Safety Net Program (1-031)	\$ 41,000	-	\$ 41,000	0.00%	
72210	399	Other Contracted Services - Frontline	\$ 28,000	30,864	\$ (2,864)	110.23%	
72210	399	Other Contracted Services - Robotics Team (16-572)	\$ 1,000	-	\$ 1,000	0.00%	
72210	399	Other Contracted Services - Parent Square	\$ 16,500	31,200	\$ (14,700)	189.09%	
72210	399	Other Contracted Services - 504 Online System	\$ 5,000	-	\$ 5,000	0.00%	
72210	399	Other Contracted Services - Major Clarity	\$ 7,000	-	\$ 7,000	0.00%	
72210	399	At-Risk Services (1-964)	\$ 1,000	-	\$ 1,000	0.00%	
72210	399	Random Drug Testing (DOT Physicals)	\$ 16,000	1,375	\$ 14,625	8.59%	
72210	399	Other Contracted Services - Renaissance Learning	\$ -	41,708	\$ (41,708)	#DIV/0!	
72210	399	Contracted Services - RC (1-030)	\$ 2,400	124	\$ 2,276	5.16%	
72210	399	Internal Assessment Platform - Illuminate	\$ 55,000	-	\$ 55,000	0.00%	
72210	399	Other Contracted Services -Safe Schools	\$ -	4,147	\$ (4,147)	#DIV/0!	
72210	399	Other Contracted Services (Misc)	\$ 20,000	5,623	\$ 14,377	28.11%	
72210	432	Library Books Media	\$ 37,288	37,288	\$ -	100.00%	
72210	471	Software Maintenance - Hapara	\$ -	62,855	\$ (62,855)	#DIV/0!	
72210	471	Software Maintenance - Library Software	\$ 15,000	20,702	\$ (5,702)	138.02%	
72210	471	Software Maintenance - Renaissance Learning Item Bank	\$ -	3,696	\$ (3,696)	#DIV/0!	
72210	499	Other Supplies & Materials	\$ 10,000	6,739	\$ 3,261	67.39%	
72210	499	Other Supplies & Materials - Special Budget Requests	\$ 1,000	87	\$ 913	8.73%	
72210	499	Mclass Amplify Program (1-524)	\$ 26,000	23,880	\$ 2,120	91.85%	
72210	499	Other Supplies & Materials-RC (1-030)	\$ 7,700	819	\$ 6,881	10.64%	
72210	499	Other Supplies and Materials - Robotics Team (16-572)	\$ 5,000	-	\$ 5,000	0.00%	
72210	499	Shoe Fund (1-520)	\$ 10,000	5,387	\$ 4,613	53.87%	
72210	499	Centegix Supplies (964)	\$ 2,400	510	\$ 1,890	21.25%	
72210	499	Homeless Donations (701)	\$ -	4,247	\$ (4,247)	#DIV/0!	
72210	524	Teacher Leadership Academy (537)	\$ 44,500	533	\$ 43,967	1.20%	
72210	524	In-service Staff Dev. System Wide/School Based	\$ 148,208	49,420	\$ 98,788	33.35%	

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended October 31, 2024						
						33.33%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72210	524	AP Staff Development (2-583)	\$ 10,000	-	\$ 10,000	0.00%
72210	599	Non Revenue Producing Sports \$30K (25/5)	\$ 35,000	6,685	\$ 28,315	19.10%
72210	599	Other Scharges - MS Competition Fees	\$ 3,000	-	\$ 3,000	0.00%
72210	599	Other Charges	\$ 4,000	69	\$ 3,931	1.73%
72210	790	Non Revenue Producing Sports - Arts \$20K (15/5)	\$ 25,000	819	\$ 24,181	3.27%
72210	790	Safety - Radios (1-964) - Elementary	\$ 5,000	-	\$ 5,000	0.00%
72210	790	Other Equipment	\$ 5,000	-	\$ 5,000	0.00%
		Total Instruction Support	\$ 5,022,836	\$ 1,683,818	\$ 3,339,018	33.52%
		ALTERNATIVE INSTRUCTIONAL SUPPORT				
72215	161	Secretaries	\$ 40,800	10,713	\$ 30,087	26.26%
72215	201	Social Security	\$ 2,489	561	\$ 1,928	22.53%
72215	204	Retirement	\$ 3,089	811	\$ 2,278	26.25%
72215	206	Life Insurance	\$ 98	25	\$ 73	25.26%
72215	207	Medical Insurance	\$ 14,066	4,550	\$ 9,516	32.35%
72215	208	Dental Insurance	\$ 145	137	\$ 8	94.23%
72215	212	Medicare	\$ 592	131	\$ 461	22.15%
72215	217	Retirement - Hybrid Stabilization	\$ 583	186	\$ 397	31.94%
72215	435	Office Supplies	\$ 2,431	2,431	\$ -	100.00%
72215	524	In-Service/Staff Development	\$ 2,000	-	\$ 2,000	0.00%
		Total Alternative Instruction Support	\$ 66,293	\$ 19,544	\$ 46,749	29.48%
		SPECIAL EDUCATION SUPPORT				
72220	105	Administration	\$ 114,651	38,217	\$ 76,434	33.33%
72220	124	Psychological Personnel	\$ 79,890	21,788	\$ 58,102	27.27%
72220	131	Physical Therapist	\$ 219,326	76,135	\$ 143,191	34.71%
72220	135	Diagnosticians	\$ 369,332	31,208	\$ 338,124	8.45%
72220	161	Secretary	\$ 111,180	34,784	\$ 76,396	31.29%
72220	189	Other Salaries & Wages	\$ 54,898	14,958	\$ 39,940	27.25%
72220	201	Social Security	\$ 57,906	12,562	\$ 45,344	21.69%
72220	204	Retirement	\$ 54,558	18,323	\$ 36,235	33.58%
72220	206	Life Insurance	\$ 2,278	447	\$ 1,831	19.60%
72220	207	Medical Insurance	\$ 88,770	32,950	\$ 55,820	37.12%
72220	208	Dental Insurance	\$ 2,424	963	\$ 1,461	39.72%
72220	212	Medicare	\$ 13,765	2,938	\$ 10,827	21.34%
72220	217	Retirement-Hybrid Stabilization	\$ 4,701	1,304	\$ 3,397	27.74%
72220	312	Contracts with Private Agencies	\$ 10,000	13,383	\$ (3,383)	133.83%
72220	322	Testing Materials	\$ 5,000	2,898	\$ 2,102	57.96%
72220	336	Maintenance & Repair Services - Equipment	\$ 1,300	-	\$ 1,300	0.00%
72220	355	Travel	\$ 6,000	1,124	\$ 4,876	18.73%
72220	499	Other Supplies & Materials	\$ 2,000	1,036	\$ 964	51.78%
72220	524	In Service/Staff Development	\$ 23,969	3,285	\$ 20,684	13.71%
		Total Special Education Support	\$ 1,221,948	\$ 308,303	\$ 913,645	25.23%
		VOCATIONAL INSTRUCTION SUPPORT				
72230	105	Administration	\$ 130,218	42,625	\$ 87,593	32.73%
72230	117	Career Ladder	\$ 3,000	-	\$ 3,000	0.00%
72230	161	Secretary	\$ 39,780	10,405	\$ 29,375	26.16%
72230	201	Social Security	\$ 10,553	3,075	\$ 7,478	29.14%
72230	204	Retirement	\$ 11,484	3,499	\$ 7,985	30.46%
72230	206	Life Insurance	\$ 415	119	\$ 296	28.60%
72230	207	Medical Insurance	\$ 21,012	6,811	\$ 14,202	32.41%
72230	208	Dental Insurance	\$ 558	185	\$ 373	33.10%
72230	212	Medicare	\$ 2,508	719	\$ 1,789	28.67%
72230	217	Retirement - Hybrid Stabilization	\$ 569	181	\$ 388	31.73%
72230	355	Travel	\$ 162	162	\$ -	100.00%
72230	399	Other Contracted Services	\$ 41,000	10,413	\$ 30,587	25.40%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended October 31, 2024						
						33.33%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72230	435	Office Supplies	\$ 162	162	\$ -	100.00%
72230	499	Print Shop Enterprise Account	\$ 10,000	-	\$ 10,000	0.00%
72230	499	Other Supplies & Materials PRINT SHOP	\$ 100,000	42,052	\$ 57,948	42.05%
72230	524	In-Service/Staff Development	\$ -	476	\$ (476)	#DIV/0!
		Total Vocational Instruction Support	\$ 371,421	\$ 120,880	\$ 162,948	32.55%
		TECHNOLOGY				
72250	105	Administration	\$ 105,902	35,294	\$ 70,608	33.33%
72250	121	Technicians	\$ 1,094,737	349,946	\$ 744,791	31.97%
72250	201	Social Security	\$ 73,239	22,081	\$ 51,158	30.15%
72250	204	Retirement	\$ 159,408	50,528	\$ 108,880	31.70%
72250	206	Life Insurance	\$ 2,882	797	\$ 2,085	27.66%
72250	207	Medical Insurance	\$ 174,004	57,699	\$ 116,305	33.16%
72250	208	Dental Insurance	\$ 5,809	1,832	\$ 3,977	31.54%
72250	211	Local Retirement	\$ -	2,601	\$ (2,601)	#DIV/0!
72250	212	Medicare	\$ 17,409	5,164	\$ 12,245	29.66%
72250	217	Retirement - Hybrid Stabilization	\$ 7,528	2,273	\$ 5,255	30.19%
72250	307	Technology Communications	\$ 6,300	996	\$ 5,304	15.82%
72250	320	Dues and Memberships	\$ 900	567	\$ 333	62.99%
72250	336	Maintenance and Repair Services	\$ -	360	\$ (360)	#DIV/0!
72250	350	Other Charges-Internet/ENA	\$ 235,000	30,387	\$ 204,613	12.93%
72250	355	Travel Technology	\$ 3,000	-	\$ 3,000	0.00%
72250	399	Contracted Services	\$ 20,000	3,809	\$ 16,191	19.04%
72250	411	Data Processing Supplies	\$ 11,500	556	\$ 10,944	4.84%
72250	435	Office Supplies Technology	\$ 1,700	63	\$ 1,637	3.68%
72250	471	Software Maintenance - Content Filter	\$ 26,000	-	\$ 26,000	0.00%
72250	471	Software Maintenance - Endpoint Protection - Trend	\$ 60,000	-	\$ 60,000	0.00%
72250	471	Subscription Renewal - School Messenger	\$ 14,000	-	\$ 14,000	0.00%
72250	471	Software Maintenance - Jatheon/Email Archive	\$ 5,000	-	\$ 5,000	0.00%
72250	471	Software Maintenance - KnowBe4	\$ 24,000	7,352	\$ 16,648	30.63%
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	\$ 39,000	43,662	\$ (4,662)	111.95%
72250	471	Software Maintenance - Cisco Smartnet	\$ 20,000	-	\$ 20,000	0.00%
72250	471	Software Maintenance - Veeam	\$ 6,200	6,270	\$ (70)	101.13%
72250	471	Software Maintenance - Help Desk	\$ 25,000	26,587	\$ (1,587)	106.35%
72250	471	Software Maintenance - VMWare	\$ 12,000	-	\$ 12,000	0.00%
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$ 15,000	-	\$ 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	\$ 93,000	92,520	\$ 480	99.48%
72250	471	Software Hosting Services	\$ 16,000	19,345	\$ (3,345)	120.91%
72250	471	Software Maintenance - Aruba Clearpass	\$ 9,000	14,461	\$ (5,461)	160.68%
72250	471	Software Maintenance - Badgepass	\$ 10,000	-	\$ 10,000	0.00%
72250	471	Software Maintenance - Sonic Wall Firewall Upgrade	\$ -	-	\$ -	#DIV/0!
72250	471	Software Maintenance - Other	\$ 5,000	-	\$ 5,000	0.00%
72250	499	Other Supplies & Materials Technology	\$ 10,500	3,463	\$ 7,037	32.98%
72250	524	In-service Staff Development - Technology	\$ 10,000	150	\$ 9,850	1.50%
72250	614	Principal - Subscription Based Information Tech Agreemen	\$ -	23,334	\$ (23,334)	#DIV/0!
72250	615	Interest - Subscription Based Information Tech Agreemen	\$ -	665	\$ (665)	#DIV/0!
72250	709	Data Processing Equipment Technology	\$ 10,000	837	\$ 9,163	8.37%
		Total Technology	\$ 2,435,518	\$ 803,600	\$ 1,631,918	33.00%
		BOARD OF EDUCATION				
72310	206	Life Insurance	\$ 420	95	\$ 326	22.50%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended October 31, 2024						
						33.33%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
72310	207	Medical Insurance	\$ 28,000	9,268	\$ 18,732	33.10%
72310	305	Audit Service	\$ 20,000	19,000	\$ 1,000	95.00%
72310	320	Dues and Memberships	\$ 14,000	8,698	\$ 5,302	62.13%
72310	331	Legal Services	\$ 10,000	5,699	\$ 4,302	56.99%
72310	355	Travel	\$ 2,000	-	\$ 2,000	0.00%
72310	399	Other Contracted Services	\$ 10,000	3,000	\$ 7,000	30.00%
72310	499	Other Supplies & Materials	\$ 2,000	111	\$ 1,889	5.54%
72310	506	Liability Insurance	\$ 76,115	-	\$ 76,115	0.00%
72310	506	*Athletic Liability Insurance	\$ 40,000	40,942	\$ (942)	102.36%
72310	508	Corporate Surety Bonds	\$ 150	144	\$ 6	96.00%
72310	510	Trustee's Commission	\$ 500,000	88,081	\$ 411,919	17.62%
72310	513	Workman's Compensation Insurance	\$ 562,484	-	\$ 562,484	0.00%
72310	524	In-service Staff Development	\$ 25,500	9,819	\$ 15,681	38.51%
72310	599	Other Charges	\$ 30,000	1,383	\$ 28,617	4.61%
72310	599	Athletics/Band Travel	\$ 80,000	8,300	\$ 71,700	10.38%
		Total Board of Education	\$ 1,400,669	\$ 194,539	\$ 1,206,130	13.89%
		Superintendent				
72320	101	Superintendent	\$ 188,700	62,900	\$ 125,800	33.33%
72320	117	Career Ladder	\$ -	-	\$ -	#DIV/0!
72320	161	Secretary	\$ 55,080	18,019	\$ 37,061	32.71%
72320	201	Social Security	\$ 16,359	5,100	\$ 11,259	31.18%
72320	204	Retirement	\$ 17,697	5,873	\$ 11,824	33.19%
72320	206	Life Insurance	\$ 585	173	\$ 412	29.65%
72320	207	Medical Insurance	\$ 32,049	10,371	\$ 21,678	32.36%
72320	208	Dental Insurance	\$ 820	273	\$ 547	33.33%
72320	212	Medicare	\$ 3,883	1,214	\$ 2,669	31.27%
72320	217	Retirement - Hybrid Stabilization	\$ 788	260	\$ 528	33.02%
72320	299	Other Fringe Benefits	\$ 12,000	4,000	\$ 8,000	33.33%
72320	306	Bank Charges	\$ 5,000	-	\$ 5,000	0.00%
72320	307	Communications	\$ 60,000	12,996	\$ 47,004	21.66%
72320	320	Dues & Memberships	\$ 12,000	9,618	\$ 2,382	80.15%
72320	348	Postal Charges	\$ 10,000	1,650	\$ 8,350	16.50%
72320	355	Travel	\$ 1,000	-	\$ 1,000	0.00%
72320	399	Other Contracted Services	\$ 21,200	4,980	\$ 16,220	23.49%
72320	435	Office Supplies	\$ 7,000	437	\$ 6,563	6.24%
72320	524	Staff Development - Leadership Program	\$ 11,000	1,735	\$ 9,265	15.77%
72320	599	Other Charges	\$ 13,000	-	\$ 13,000	0.00%
72320	701	Administrative Equipment	\$ 2,000	-	\$ 2,000	0.00%
		Total Director of Schools	\$ 470,161	\$ 139,601	\$ 330,560	29.69%
		OFFICE OF THE PRINCIPAL				
72410	104	Principals	\$ 1,310,367	435,311	\$ 875,056	33.22%
72410	117	Career Ladder	\$ 1,000	-	\$ 1,000	0.00%
72410	119	Bookkeepers	\$ 499,800	148,835	\$ 350,965	29.78%
72410	139	Assistant Principals	\$ 2,041,729	636,649	\$ 1,405,080	31.18%
72410	161	Secretary	\$ 1,113,840	337,051	\$ 776,789	30.26%
72410	189	Data Processing Personnel	\$ 71,849	23,950	\$ 47,899	33.33%
72410	201	Social Security	\$ 307,354	92,681	\$ 214,673	30.15%
72410	204	Retirement	\$ 382,293	115,791	\$ 266,502	30.29%
72410	206	Life Insurance	\$ 12,093	3,433	\$ 8,660	28.39%
72410	207	Medical Insurance	\$ 576,260	184,760	\$ 391,500	32.06%
72410	208	Dental Insurance	\$ 16,015	5,673	\$ 10,342	35.42%
72410	211	Local Retirement	\$ 11,138	3,840	\$ 7,298	34.47%
72410	212	Medicare	\$ 73,059	21,743	\$ 51,316	29.76%
72410	217	Retirement - Hybrid Stabilization	\$ 205,143	6,148	\$ 198,995	3.00%
72410	307	Communication	\$ 80,000	22,120	\$ 57,880	27.65%
72410	320	Dues & Memberships	\$ 1,250	1,250	\$ -	100.00%

JOHNSON CITY SCHOOLS							
Statement of Revenues, Expenditures, and Changes in Fund Balance							
For the Period Ended October 31, 2024							
						33.33%	
				Amended	Actual	Budget Amount	Percentage
				Budget	Amounts	Remaining	of Budget to Date
72410	348	Postal Charges	\$ 6,414	6,120	\$ 294	95.41%	
72410	355	Travel	\$ 2,682	2,682	\$ -	100.00%	
72410	435	Office Supplies	\$ 6,537	6,537	\$ -	100.00%	
72410	524	In-service/Staff Development	\$ 912	-	\$ 912	0.00%	
72410	599	Other Charges - Safety Grant	\$ 131,700	-	\$ 131,700	0.00%	
72410	701	Administrative Equipment	\$ -	4,928	\$ (4,928)	#DIV/0!	
Total Office of the Principal			\$ 6,851,435	\$ 2,059,500	\$ 4,791,935	30.06%	
FISCAL SERVICES							
72510	105	Administration	\$ 119,260	39,750	\$ 79,510	33.33%	
72510	119	Bookkeepers	\$ 321,577	106,120	\$ 215,457	33.00%	
72510	201	Social Security	\$ 26,889	8,465	\$ 18,424	31.48%	
72510	204	Retirement	\$ 61,569	20,542	\$ 41,027	33.36%	
72510	206	Life Insurance	\$ 1,058	307	\$ 751	29.02%	
72510	207	Medical Insurance	\$ 48,723	15,767	\$ 32,956	32.36%	
72510	208	Dental Insurance	\$ 1,250	466	\$ 784	37.27%	
72510	211	Local Retirement	\$ 4,243	1,246	\$ 2,997	29.37%	
72510	212	Medicare	\$ 6,392	1,980	\$ 4,412	30.98%	
72510	217	Retirement - Hybrid Stabilization	\$ 27,677	671	\$ 27,006	2.42%	
72510	320	Dues & Memberships	\$ 1,500	500	\$ 1,000	33.33%	
72510	355	Travel	\$ 100	-	\$ 100	0.00%	
72510	399	Other Contracted Services	\$ 50,000	378	\$ 49,622	0.76%	
72510	411	Data Processing Supplies	\$ 4,500	2,261	\$ 2,239	50.24%	
72510	435	Office Supplies	\$ 4,000	731	\$ 3,269	18.27%	
72510	499	Other Supplies and Materials	\$ 1,000	1,463	\$ (463)	146.34%	
72510	524	Staff Development	\$ 5,000	106	\$ 4,894	2.11%	
72510	599	Other Charges	\$ 250	10	\$ 240	4.00%	
72510	701	Administrative Equipment	\$ 3,000	-	\$ 3,000	0.00%	
Total Fiscal Services			\$ 687,988	\$ 200,763	\$ 487,225	29.18%	
HUMAN RESOURCES							
72520	105	Supervisor/Director	\$ 88,018	29,339	\$ 58,679	33.33%	
72520	161	Secretary	\$ 145,413	42,707	\$ 102,706	29.37%	
72520	201	Social Security	\$ 14,239	4,154	\$ 10,085	29.18%	
72520	204	State Retirement	\$ 26,093	8,261	\$ 17,832	31.66%	
72520	206	Life Insurance	\$ 560	103	\$ 457	18.40%	
72520	207	Medical Insurance	\$ 32,358	10,472	\$ 21,886	32.36%	
72520	208	Dental Insurance	\$ 820	321	\$ 499	39.20%	
72520	212	Medicare	\$ 3,385	972	\$ 2,413	28.70%	
72520	217	Retirement - Hybrid Stabilization	\$ 2,374	752	\$ 1,622	31.67%	
72520	320	Dues and Memberships	\$ 600	50	\$ 550	8.33%	
72520	355	Travel	\$ 1,000	-	\$ 1,000	0.00%	
72520	399	Other Contracted Services	\$ 300	2,623	\$ (2,323)	874.23%	
72520	435	Office Supplies	\$ 1,000	736	\$ 264	73.60%	
72520	499	Other Supplies	\$ -	1,400	\$ (1,400)	#DIV/0!	
72520	524	Staff Development	\$ 1,250	2,520	\$ (1,270)	201.56%	
72520	701	Administrative Equipment	\$ 1,250	-	\$ 1,250	0.00%	
Total Human Resources			\$ 318,660	\$ 104,409	\$ 214,251	32.77%	
OPERATION OF PLANT							
72610	160	Guards	\$ 209,610	43,699	\$ 165,911	20.85%	
72610	166	Custodial Personnel	\$ 2,032,860	586,180	\$ 1,446,680	28.84%	
72610	166	Summer Worker (510)	\$ 16,320	-	\$ 16,320	0.00%	
72610	166	Custodian Overtime	\$ 6,000	5,602	\$ 398	93.37%	

JOHNSON CITY SCHOOLS						
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For the Period Ended October 31, 2024						
						33.33%
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			Budget	Amounts	Remaining	of Budget to Date
72610	201	Social Security	\$ 138,152	36,444	\$ 101,708	26.38%
72610	204	Retirement	\$ 218,454	64,710	\$ 153,744	29.62%
72610	206	Life Insurance	\$ 5,435	1,121	\$ 4,314	20.62%
72610	207	Medical Insurance	\$ 310,014	100,857	\$ 209,157	32.53%
72610	208	Dental Insurance	\$ 9,100	2,950	\$ 6,150	32.41%
72610	211	Local Retirement	\$ 11,550	4,680	\$ 6,870	40.52%
72610	212	Medicare	\$ 32,839	8,494	\$ 24,345	25.87%
72610	217	Retirement - Hybrid Stabilization	\$ 17,824	4,925	\$ 12,899	27.63%
72610	359	Disposal Fees	\$ 130,000	36,438	\$ 93,562	28.03%
72610	399	Other Contracted Services	\$ -	33,401	\$ (33,401)	#DIV/0!
72610	410	Custodial Supplies	\$ 150,000	60,345	\$ 89,655	40.23%
72610	415	Electricity	\$ 1,900,000	523,780	\$ 1,376,220	27.57%
72610	434	Natural Gas	\$ 275,000	19,537	\$ 255,463	7.10%
72610	454	Water & Sewer	\$ 300,000	84,748	\$ 215,252	28.25%
72610	499	Other Supplies & Materials	\$ 5,000	11,907	\$ (6,907)	238.13%
72610	720	Plant Operating Equipment	\$ 5,000	-	\$ 5,000	0.00%
		Total Operation of Plant	\$ 5,773,158	\$ 1,629,817	\$ 4,143,341	28.23%
		MAINTENANCE OF PLANT				
72620	105	Administration	\$ 92,079	30,686	\$ 61,393	33.33%
72620	161	Secretary	\$ 46,920	13,360	\$ 33,560	28.47%
72620	167	Maintenance Personnel	\$ 1,183,680	363,553	\$ 820,127	30.71%
72620	201	Social Security	\$ 80,683	22,815	\$ 57,868	28.28%
72620	204	Retirement	\$ 193,574	58,861	\$ 134,713	30.41%
72620	206	Life Insurance	\$ 3,174	798	\$ 2,376	25.16%
72620	207	Medical Insurance	\$ 206,400	68,823	\$ 137,577	33.34%
72620	208	Dental Insurance	\$ 6,393	1,911	\$ 4,482	29.89%
72620	211	Local Retirement	\$ 4,120	1,517	\$ 2,603	36.83%
72620	212	Medicare	\$ 19,179	5,336	\$ 13,843	27.82%
72620	217	Retirement - Hybrid Stabilization	\$ 6,128	2,176	\$ 3,952	35.51%
72620	307	Communications	\$ 12,000	1,458	\$ 10,542	12.15%
72620	336	Maint & Repair Service - Equipment	\$ 7,500	1,934	\$ 5,566	25.78%
72620	399	Other Contracted Services	\$ 115,000	31,783	\$ 83,217	27.64%
72620	399	ESG M& V Services	\$ 17,000	-	\$ 17,000	0.00%
72620	499	Other Supplies & Materials	\$ 245,000	80,395	\$ 164,605	32.81%
72620	599	Other Charges-In-service/Staff Development.	\$ 3,000	-	\$ 3,000	0.00%
		Total Maintenance of Plant	\$ 2,241,830	\$ 685,405	\$ 1,556,425	30.57%
		TRANSPORTATION				
72710	189	Other Salaries & Wages - Bus Assistants	\$ 38,600	489	\$ 38,111	1.27%
72710	201	Social Security	\$ 2,393	29	\$ 2,364	1.19%
72710	204	Retirement	\$ 4,270	37	\$ 4,233	0.87%
72710	211	Local Retirement	\$ 300	-	\$ 300	0.00%
72710	212	Medicare	\$ 560	7	\$ 553	1.19%
72710	217	Retirement - Hybrid Stabilization	\$ -	7	\$ (7)	#DIV/0!
72710	312	Special Education Transportation	\$ 3,000	-	\$ 3,000	0.00%
72710	314	Contracts w/Public Carrier	\$ 3,043,431	-	\$ 3,043,431	0.00%
72710	338	Maint & Repair Service	\$ 15,000	5,252	\$ 9,748	35.01%
72710	355	Travel	\$ -	1,379	\$ (1,379)	#DIV/0!
72710	399	Other Contracted Services	\$ -	3,443	\$ (3,443)	#DIV/0!
72710	425	Gasoline	\$ 50,000	12,268	\$ 37,732	24.54%
72710	450	Tires & Tubes	\$ 5,000	-	\$ 5,000	0.00%
72710	453	Vehicle Parts	\$ 9,000	3,752	\$ 5,248	41.69%
72710	729	Transportation Equipment	\$ -	-	\$ -	#DIV/0!
		Total Transportation	\$ 3,171,554	\$ 26,661	\$ 3,144,893	0.84%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended October 31, 2024						
						33.33%
			Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
PUBLIC RELATIONS						
72810	189	Other Salaries and Wages	\$ 73,943	27,590	\$ 46,353	37.31%
72810	201	Social Security	\$ 4,511	1,530	\$ 2,981	33.92%
72810	204	Retirement	\$ 5,597	2,089	\$ 3,509	37.31%
72810	206	Life Insurance	\$ 177	56	\$ 121	31.74%
72810	207	Medical Insurance	\$ 16,031	5,186	\$ 10,845	32.35%
72810	208	Dental Insurance	\$ 410	137	\$ 273	33.33%
72810	212	Medicare	\$ 1,072	358	\$ 714	33.38%
72810	217	Retirement - Hybrid Stabilization	\$ 1,057	384	\$ 673	36.32%
72810	355	Travel Public Relations	\$ 2,000	-	\$ 2,000	0.00%
72810	399	Contracted Services Public Relations	\$ 11,000	14,810	\$ (3,810)	134.64%
72810	435	Office Supplies Public Relations	\$ 1,500	-	\$ 1,500	0.00%
72810	499	Other Supplies & Materials-Public Relations	\$ 4,200	1,125	\$ 3,075	26.79%
72810	524	In-service Staff Development - Public Relations	\$ 4,200	1,864	\$ 2,336	44.38%
72810	599	Other Charges Public Relations	\$ 2,000	889	\$ 1,111	44.43%
72810	709	Data Processing Equipment Public Relations	\$ 3,000	2,703	\$ 297	90.09%
		Total Public Relations	\$ 130,698	\$ 58,719	\$ 71,979	44.93%
COMMUNITY SERVICE						
73300	105	Supervisor/Director	\$ 343,200	108,963	\$ 234,237	31.75%
73300	189	Other Salaries and Wages	\$ 730,000	233,724	\$ 496,276	32.02%
73300	201	Social Security	\$ 67,340	20,326	\$ 47,014	30.18%
73300	204	Retirement	\$ 16,500	5,076	\$ 11,424	30.76%
73300	206	Life Insurance	\$ 6,300	97	\$ 6,203	1.54%
73300	207	Medical Insurance	\$ 38,500	8,702	\$ 29,798	22.60%
73300	208	Dental Insurance	\$ 3,300	324	\$ 2,976	9.82%
73300	211	Local Retirement	\$ 4,300	38	\$ 4,262	0.89%
73300	212	Medicare	\$ 16,043	4,905	\$ 11,138	30.57%
73300	217	Hybrid Stabilization	\$ 1,000	775	\$ 225	77.47%
73300	307	Communications	\$ 2,350	512	\$ 1,838	21.78%
73300	355	Travel	\$ 2,700	-	\$ 2,700	0.00%
73300	399	Other Contracted Services	\$ 5,900	302	\$ 5,598	5.12%
73300	422	Food Supplies	\$ 49,200	7,702	\$ 41,498	15.66%
73300	429	Instructional Supplies and Materials	\$ -	181	\$ (181)	#DIV/0!
73300	499	Other Supplies	\$ 44,700	10,982	\$ 33,718	24.57%
73300	509	Refunds	\$ 1,550	468	\$ 1,082	30.21%
73300	524	Staff Development	\$ 4,350	-	\$ 4,350	0.00%
73300	599	Other Charges	\$ 19,500	7,964	\$ 11,537	40.84%
73300	790	Other Equipment	\$ 5,000	1,653	\$ 3,347	33.06%
		Total Community Services	\$ 1,361,733	\$ 412,694	\$ 949,039	30.31%
EARLY CHILDHOOD EDUCATION						
73400	105	Supervisor/Director	\$ 50,000	14,164	\$ 35,836	28.33%
73400	116	Teachers	\$ 184,643	73,106	\$ 111,537	39.59%
73400	163	Educational Assistants	\$ 39,890	5,625	\$ 34,265	14.10%
73400	189	Other Salaries & Wages	\$ 190,000	53,512	\$ 136,488	28.16%
73400	201	Social Security	\$ 28,136	8,822	\$ 19,314	31.35%
73400	204	Retirement	\$ 14,699	5,740	\$ 8,959	39.05%
73400	206	Life Insurance	\$ 443	212	\$ 231	47.80%
73400	207	Medical Insurance	\$ 12,000	8,471	\$ 3,529	70.59%
73400	208	Dental Insurance	\$ 410	149	\$ 261	36.28%
73400	211	Local Retirement	\$ -	-	\$ -	#DIV/0!
73400	212	Medicare	\$ 12,231	2,063	\$ 10,168	16.87%
73400	217	Retirement - Hybrid Stabilization	\$ 1,939	852	\$ 1,087	43.93%
73400	307	Communications	\$ 100	12	\$ 88	12.00%
73400	399	Other Contracted Services	\$ 1,900	-	\$ 1,900	0.00%

JOHNSON CITY SCHOOLS						
Statement of Revenues, Expenditures, and Changes in Fund Balance						
For the Period Ended October 31, 2024						
						33.33%
			Amended	Actual	Budget Amount	Percentage
			Budget	Amounts	Remaining	of Budget to Date
73400	422	Food Supplies	\$ 2,500	499	\$ 2,001	19.94%
73400	429	Instructional Supplies	\$ -	801	\$ (801)	#DIV/0!
73400	499	Other Supplies & Materials	\$ 7,500	1,080	\$ 6,420	14.40%
73400	509	Refunds	\$ 700	-	\$ 700	0.00%
73400	524	Staff Development	\$ 2,000	-	\$ 2,000	0.00%
73400	599	Other Charges	\$ 3,000	126	\$ 2,874	4.21%
73400	790	Other Equipment	\$ 2,000	-	\$ 2,000	0.00%
		Total Early Childhood Education	\$ 554,091	\$ 175,233	\$ 378,858	31.63%
		CAPITAL OUTLAY				
76100	599	Summer Painting and Improvement (510)	\$ 10,000	-	\$ 10,000	0.00%
76100	599	Non-Capital Building Improvements	\$ 60,000	-	\$ 60,000	0.00%
76100	707	Building Improvements	\$ 190,000	62,327	\$ 127,673	32.80%
76100	707	Building Improvements - Special Budget Requests	\$ 297,959	299,486	\$ (1,527)	100.51%
76100	799	Other Capital Outlay	\$ 28,000	410,147	\$ (382,147)	1464.81%
		Total Capital Outlay	\$ 585,959	\$ 771,961	\$ (186,002)	131.74%
		DEBT SERVICE				
82130	601	Sales Tax Trust Fund	\$ 1,724,510	668,196	\$ 1,056,314	38.75%
82130	601	ESG Bond Principal Payments	\$ -	-	\$ -	#DIV/0!
82130	601	ESG Bond Principal Payments 2017 Issue	\$ 410,000	-	\$ 410,000	0.00%
82230	603	ESG Bond Interest Payments	\$ -	-	\$ -	#DIV/0!
82230	603	ESG Bond Interest Payments - 2017 Issue	\$ 139,400	440	\$ 138,960	0.32%
82230	699	ESG Bond Other Services/Fees Payments	\$ -	751	\$ (751)	#DIV/0!
		Total Debt Service	\$ 2,273,910	\$ 669,388	\$ 1,604,522	29.44%
		TRANSFERS				
99100	590	Operating Transfers (CSH, PREK, HOMELESS)	\$ 52,739	2,864	\$ 49,875	5.43%
99100	590	Operating Transfer - SRO Overtime	\$ 10,000	-	\$ 10,000	0.00%
		Total Transfers	\$ 62,739	\$ 2,864	\$ 59,875	4.56%
		TOTAL EXPENDITURES	\$ 98,593,521	\$ 28,344,762	\$ 69,919,753	28.75%
		NET CHANGE IN FUND BALANCE	\$ (1,970,663)	\$ (2,121,885)	\$ 480,229	
		NET CHANGE IN FUND BALANCE BREAKDOWN				
		UNDESIGNATED				
		Textbooks	\$ 776,200	\$ 53,016	\$ 723,184	
		Capital	\$ 585,959	\$ 771,961	\$ (186,002)	
		Equipment	\$ 227,396	\$ 44,927	\$ 182,469	
		Professional Development	\$ 213,934	\$ 53,238	\$ 160,696	
		Total Undesignated Fund Balance	\$ 1,803,489	\$ 923,142	\$ 880,347	
		EDUCARE	\$ 167,174	\$ (51,333)	\$ 218,507	
		Total Net Change in Fund Balance	\$ 1,970,663	\$ 871,809	\$ 1,098,854	

Acct	Acct	AMOUNT
A	Asset	
11130	CASH IN BANK	11,482,042.52
11131	FOOD SERVICE CASH	-16.19
11133	RETAINAGE ESCROW ACCOUNT	53,967.73
11200	INVENTORIES	55,608.19
11300	INVESTMENTS	1,189,657.06
11410	ACCOUNTS RECEIVABLE	55,312.00
11420	DUE FROM WASHINGTON CO GASB 33	18,860,957.00
11430	DUE FROM OTHER GOVERNMENTS	5,479,560.98
11440	DUE FROM OTHER FUNDS	134.84
11460	DUE FROM CITY GENERAL FUND	0.00
48610	DONATIONS	0.00
71100	REGULAR INSTRUCTION PROGRAM	0.00
-----	Asset	37,177,224.13
		=====
L	Liability	
21100	ACCOUNTS PAYABLE	0.00
21200	ACCRUED PAYROLL	-1,191,097.26
21310	INCOME TAX WITHHELD AND UNPAID	0.00
21311	STATE INCOME TAX	0.00
21320	SOCIAL SECURITY TAX	-73,693.46
21325	EMPLOYEE MEDICARE DEDUCTION	-17,234.76
21330	RETIREMENT CONTRIBUTIONS	-82,687.71
21331	THE TRUST COMPANY	-737.65
21332	GREAT WEST DC PLAN	113.51
21340	FAMILY HEALTH INSURANCE	0.00
21341	MEDICAL INSURANCE	32,264.18
21342	SECTION 125	-88,208.63
21344	PAYROLL DEDUCTIONS	-282.61
21345	JCEA	0.00
21346	NTA	0.00
21347	NAS INC	0.00
21348	DENTAL INSURANCE	2,270.32
21350	TAX SHELTER ANNUITIES	-555.00
21351	HEALTH SAVINGS ACCOUNT	0.00
21360	GARNISHMENTS AND LEVIES	0.00
21370	EXTENSION SERVICE PAYROLL DEDU	0.00
21390	OTHER PAYROLL DEDUCTIONS	-3,844.26
21410	CONSTRUCTION RETAINAGE PAYABLE	-7,946.97
21500	DUE TO OTHER FUNDS	-50.00
21518	DEFERRED REVENUE	-18,861,162.02
21520	DUE TO FOOD SERVICE	-362,707.97
21521	REVTRAK CLEARING ACCOUNT	-188.34
21540	DUE TO DEBT SERVICE FUND 1/4 C	-499,069.01
21555	DUE TO OTHER GOVERNMENTS	0.00
-----	Liability	-21,154,817.64
		=====

Acct	Acct	AMOUNT
Q	Equity	
34110	RESERVED FOR ENCUMBRANCES - CU	-1,842,485.05
34130	RESERVED FOR CHROMEBOOKS	-73,600.67
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	-62,083.62
34170	RESERVED FOR PROJECT SMILE	0.00
34179	LOCAL EXTENDED CONTRACTS	-96,064.98
34180	RESERVED FOR SUMMER SCHOOL	0.00
34181	RESERVED FOR LOCAL DONATIONS	-17,402.55
34379	RESERVED FOR EXTENDED CONTRACT	545.51
34380	RESERVED FOR CAREER LADDER PRO	4,395.78
34381	RESERVED FOR BEP CLASSROOM	0.00
34383	RESERVED FOR TECHNOLOGY	0.00
34384	RESERVED FOR TEXTBOOKS	-162,834.97
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	-270,810.25
34394	RESERVE FOR HVAC	0.00
34395	RESERVE FOR SPECIAL BUDGET REQ	-812,800.00
34400	RESERVED FOR COMPENSATED ABSEN	-76,918.85
34450	RESERVED FOR GOLLONG	0.00
35110	DESIGNATED FOR 0.03 FUND BALAN	-2,808,843.11
35120	DESIGNATED FOR STIMULUS RECOVER	0.00
39000	UNDESIGNATED FUND BALANCE	-9,803,503.73
-----	Equity	-16,022,406.49
		=====
-----		0.00
	Grand Asset Totals	37,177,224.13
	Grand Liability Totals	-21,154,817.64
	Grand Equity Totals	-16,022,406.49
	Grand Totals	0.00

Number of Accounts: 443

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

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED
40000						
141	40110	12,587,095.00	627,652.15	675,767.81	11,911,327.19	5.37%
141	40120	280,555.00	20,484.55	65,835.77	214,719.23	23.47%
141	40130	100,000.00	8,191.27	24,335.65	75,664.35	24.34%
141	40140	135,000.00	4,811.07	14,684.59	120,315.41	10.88%
141	40150	5,500.00	0.00	3.58	5,496.42	0.07%
141	40162	215,000.00	0.00	204,353.49	10,646.51	95.05%
141	40163	18,000.00	0.00	10,887.90	7,112.10	60.49%
141	40210	20,285,391.00	1,762,618.01	6,891,618.47	13,393,772.53	33.97%
141	40270	517,000.00	9,132.72	141,788.64	375,211.36	27.43%
141	40275	3,500.00	23.46	41.69	3,458.31	1.19%
141	40320	95,000.00	0.00	0.00	95,000.00	0.00%
141	40350	0.00	0.00	0.00	0.00	0.00%
141	40390	0.00	0.00	0.00	0.00	0.00%
141	40---	34,242,041.00	2,432,913.23	8,029,317.59	26,212,723.41	23.45%
41000						
141	41110	1,700.00	128.46	549.47	1,150.53	32.32%
141	41---	1,700.00	128.46	549.47	1,150.53	32.32%
43000						
141	43511	250,000.00	19,405.33	111,191.51	138,808.49	44.48%
141	43512	0.00	0.00	0.00	0.00	0.00%
141	43513	0.00	0.00	0.00	0.00	0.00%
141	43517	5,500.00	-50.00	200.00	5,300.00	3.64%
141	43542	0.00	0.00	0.00	0.00	0.00%
141	43581	1,473,679.00	176,085.27	532,608.01	941,070.99	36.14%
141	43990	61,000.00	2,857.23	12,233.35	48,766.65	20.05%
141	43---	1,790,179.00	198,297.83	656,232.87	1,133,946.13	36.66%
44000						
141	44110	0.00	0.00	0.00	0.00	0.00%
141	44120	0.00	0.00	0.00	0.00	0.00%
141	44146	0.00	0.00	0.00	0.00	0.00%
141	44160	18,000.00	4,838.58	10,162.18	7,837.82	56.46%
141	44170	0.00	507.00	25,785.74	-25,785.74	0.00%
141	44530	0.00	0.00	0.00	0.00	0.00%
141	44570	10,000.00	1,000.00	22,292.66	-12,292.66	222.93%
141	44990	1,000.00	49.03	149.26	850.74	14.93%
141	44---	29,000.00	6,394.61	58,389.84	-29,389.84	201.34%

Fnd Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED	
46000							
141	46510	TISA	45,733,085.00	4,528,459.33	13,585,378.01	32,147,706.99	29.71%
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	0.00	0.00	0.00	0.00	0.00%
141	46592	INTERNET CONNECTIVITY	0.00	0.00	0.00	0.00	0.00%
141	46610	CAREER LADDER PROGRAM	70,686.00	0.00	0.00	70,686.00	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---		45,814,771.00	4,528,459.33	13,585,378.01	32,229,392.99	29.65%
47000							
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	6,879.79	17,428.80	57,571.20	23.24%
141	47---		75,000.00	6,879.79	17,428.80	57,571.20	23.24%
48000							
141	48610	DONATIONS	0.00	0.68	1.36	-1.36	0.00%
141	48---		0.00	0.68	1.36	-1.36	0.00%
49000							
141	49800	OPERATING TRANSFERS	0.00	0.00	0.00	0.00	0.00%
141	49810	CITY GENERAL FUND TRANSFER	14,670,167.00	968,894.67	3,875,578.68	10,794,588.32	26.42%
141	49---		14,670,167.00	968,894.67	3,875,578.68	10,794,588.32	26.42%
Grand Revenue Totals			96,622,858.00	8,141,968.60	26,222,876.62	70,399,981.38	27.14%

Number of Accounts: 181

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

Fnd Acct	Acct	AMENDED BUDGET AMOUNT	MONTH-TO-DATE EXPENDITURES	YEAR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	2024-25 FYTD Unencumbered Bal	Percent of Budget Remaining	
141	71100	REGULAR INSTRUCTION PROGRAM	48,893,012.00	4,309,731.30	14,177,028.45	105,437.95	34,610,545.60	70.79
141	71150	ALTERNATIVE INSTRUCTION PROGRA	1,520,074.00	131,781.10	440,981.45	0.00	1,079,092.55	70.99
141	71200	SPECIAL EDUCATION PROGRAM	5,682,303.00	513,351.76	1,577,225.50	339.81	4,104,737.69	72.24
141	71300	VOCATION EDUCATION PROGRAM	2,428,695.00	213,692.24	680,464.56	1,156.76	1,747,073.68	71.93
141	71600	ADULT EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
141	72110	ATTENDANCE	388,696.00	34,703.14	147,281.78	0.00	241,414.22	62.11
141	72120	HEALTH SERVICES	1,152,266.00	91,166.59	290,012.61	0.00	862,253.39	74.83
141	72130	OTHER STUDENT SUPPORT	3,525,874.00	301,606.80	964,070.55	0.00	2,561,803.45	72.66
141	72210	REGULAR INSTRUCTION PROGRAM	5,022,836.00	424,606.21	1,683,818.04	48,661.12	3,290,356.84	65.51
141	72215	ALTERNATIVE INSTRUCTION PROGRA	66,293.00	5,297.31	19,543.95	0.00	46,749.05	70.52
141	72220	SPECIAL EDUCATION PROGRAM	1,221,948.00	97,386.57	308,302.69	1,806.42	911,838.89	74.62
141	72230	VOCATION EDUCATION PROGRAM	371,421.00	33,115.24	120,880.14	100,750.23	149,790.63	40.33
141	72250	TECHNOLOGY	2,435,518.00	271,203.05	803,599.53	106,421.82	1,525,496.65	62.64
141	72260	ADULT PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00
141	72310	BOARD OF EDUCATION	1,400,669.00	44,588.06	194,538.84	23,328.55	1,182,801.61	84.45
141	72320	OFFICE OF THE SUPERINTENDENT	470,161.00	32,412.65	139,600.54	3,479.85	327,080.61	69.57
141	72410	OFFICE OF THE PRINCIPAL	6,851,435.00	552,644.34	2,059,500.06	0.00	4,791,934.94	69.94
141	72510	FISCAL SERVICES	687,988.00	50,745.00	200,763.29	4,232.92	482,991.79	70.20
141	72520	HUMAN RESOURCES	318,660.00	26,423.26	104,409.44	0.00	214,250.56	67.23
141	72610	OPERATION OF PLANT	5,773,158.00	461,241.11	1,629,816.78	0.00	4,143,341.22	71.77
141	72620	MAINTENANCE OF PLANT	2,241,830.00	181,268.72	685,405.25	65,191.94	1,491,232.81	66.52
141	72710	TRANSPORTATION	3,171,554.00	14,288.61	26,661.04	0.00	3,144,892.96	99.16
141	72810	CENTRAL AND OTHER	130,698.00	14,994.57	58,718.58	1,573.30	70,406.12	53.87
141	73300	COMMUNITY SERVICES	1,361,733.00	120,293.76	412,693.78	10,527.02	938,512.20	68.92
141	73400	EARLY CHILDHOOD EDUCATION	554,091.00	58,312.84	175,232.78	2,432.59	376,425.63	67.94
141	76100	REGULAR CAPITAL OUTLAY	585,959.00	697,097.21	771,960.58	1,146,841.83	-1,332,843.41	-227.46
141	82130	PRINCIPAL	2,134,510.00	169,127.04	668,196.05	0.00	1,466,313.95	68.70
141	82230	INTEREST	139,400.00	291.61	1,191.79	0.00	138,208.21	99.15
141	99100	TRANSFERS TO OTHER FUNDS	62,739.00	2,863.58	2,863.58	0.00	59,875.42	95.44
Grand Expense Totals		98,593,521.00	8,854,233.67	28,344,761.63	1,622,182.11	68,626,577.26	69.61	

Number of Accounts: 6379

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

**SCHOOL BOARD AGENDA ITEM
DECEMBER 2, 2024 MEETING**

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

BACKGROUND INFORMATION:

PEP – Sales Tax Acct:

The City’s sales tax deposit received in October was \$285,738. This was for August sales and was 8.2% higher than the deposit received in October 2023. The School’s sales tax deposit received in October was \$169,127. This was for July’s sales and was 4.2% than last year. Sales tax received for the year are 0.8% higher than received through October 2023. The City’s sales tax deposit for September was transferred into the account on October 2, 2024.

Interest earnings for September was transferred into the account in October totaling \$3,594.

The September and October interest payments for the 2010 Series VII-I-1 Bond were transferred out of the PEP account in October.

The account had a balance as of October 31, 2024 of \$9,247,402. This is \$1,416,909 above the balance in October 31, 2023.

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

RESPECTFULLY SUBMITTED: *Leia Valley*

PEP Sales Tax Account (Educational Facilities Trust)
October 31, 2024

	FY25 Budget	October, 2024	September, 2024	August, 2024	July, 2024	Current Year to Date	% of Budget	Previous Year to Date
Beginning Bank Balance		\$ 8,931,201.79	\$ 8,469,184.31	\$ 8,121,819.98	\$ 7,744,987.41	\$ 7,744,987.41		\$ 6,843,433.73
Revenues								
City Sales Tax	\$ 3,342,000.00	\$ 285,738.31	\$ 288,962.20	\$ 287,725.68	\$ 286,452.96	\$ 1,148,879.15	34.38%	\$ 1,108,566.21
School Sales Tax	1,900,000.00	169,127.04	169,467.23	168,612.40	160,989.38	\$ 668,196.05	35.17%	\$ 693,997.26
ADA Adjustment	-					\$ -	#DIV/0!	\$ -
Washington County Payment						-		
Interest	38,000.00	3,593.56	3,588.05	7,054.77		\$ 14,236.38	37.46%	\$ 14,539.32
Total Revenues	5,280,000.00	458,458.91	462,017.48	463,392.85	447,442.34	1,831,311.58	34.68%	1,817,102.79
Expenditures								
2010 Series VII-I-1 Principal	1,855,000.00					-	0.00%	-
2010 Series VII-I-1 Interest	651,450.00	142,259.04		84,517.59	70,609.77	297,386.40	45.65%	339,888.08
2019 GO Bond Library Roof- Principal	-					-	#DIV/0!	-
2019 Library Roof GO Bond - Interest	-					-	#DIV/0!	177,108.48
2019 GO Refunding Principal	-					-	#DIV/0!	-
2019 GO Refunding Interest	-					-	#DIV/0!	-
2020 Refunding Principal	-					-	#DIV/0!	-
2020 GO Refunding Interest	-					-	#DIV/0!	268,796.91
2020 GO - Elem Additions Principal	1,615,000.00					-	0.00%	-
2020 GO - Elem Additions Interest	446,550.00					-	0.00%	-
2022 GO Bond - Principal	65,000.00			38,500.00		38,500.00	59.23%	44,250.00
2022 GO Bond - Interest	81,250.00			(7,021.90)		(7,021.90)	-8.64%	-
Correction for FY23	-					-	#DIV/0!	-
Bank Services Charges	50,000.00			32.83		32.83	0.07%	-
Total Expenditures	4,764,250.00	142,259.04	-	116,028.52	70,609.77	328,897.33	6.90%	830,043.47
Total Net	\$ 515,750.00	\$ 316,199.87	\$ 462,017.48	\$ 347,364.33	\$ 376,832.57	\$ 1,502,414.25		\$ 987,059.32
Ending Balance		\$ 9,247,401.66	\$ 8,931,201.79	\$ 8,469,184.31	\$ 8,121,819.98	\$ 9,247,401.66		\$ 7,830,493.05
Statement Balance		\$ 9,247,401.66	\$ 8,642,239.59	\$ 8,469,184.31	8,121,819.98			
Difference		\$ -	\$ (288,962.20)	\$ -	-			

**SCHOOL BOARD AGENDA ITEM
DECEMBER 2, 2024 MEETING**

ACTION ITEM

TOPIC: 2024-2025 BUDGET AMENDMENT #2 for the following funds:
General Purpose School Fund
Federal Projects Fund
State Special Projects Fund

General Purpose School Fund:

Attached you will find the second budget amendment for the 2024-2025 budget. The Amendment reflects an increase in revenues totaling \$99,635 and an increase in appropriations totaling \$3,282,081, resulting in an additional \$3,182,446 to come from fund balance. With approval, revenues budgeted for 2024-2025 would total \$96,722,493, expenditures would total \$101,875,602 and total budgeted to come from fund balance would be \$5,153,109.

Revenues

The amendment reflects an increase in revenues of \$55,500 for the State Paid Parental Leave first quarter reimbursement. Other local revenues are increased \$44,135 for the following contributions:

- South Side TVA Grant \$25,000 for instructional supplies and equipment
- Johnson City Public School Foundation \$13,135 for the purchase of ViewSonic Boards
- Towne Acres Booster \$3,500 to fund a part-time tutoring position
- First Tennessee Development District \$2,500 for participation in the Grow Your Own program

Expenditures

The 24-25 budgeted appropriations have been increased \$99,635 for the offsetting expenses funded by the increased revenues above. Educare Supplies expenditure line has been increased \$4,400 at the request of the South Side Educare program to be funded from the program's fund balance. The program had a fund balance of \$138,385 as of October 31st.

In addition, during the budget process the balance of reserves for year-end is unknown and so the reserves were not included in appropriations for 24-25. 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 23-24)	\$1,818,678
Special Budget Requests	812,800
Capital Outlay	270,810
Textbooks	162,835
Local Extended Contracts	96,065
Local Donations (Homeless/Shoe Fund)	<u>16,857</u>
Total	\$3,178,045

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

Federal Projects Fund:

During the 24-25 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 have each been increased \$1,006,923. With approval, budgeted revenues will total \$6,777,690, budgeted expenditures will total \$6,803,690, and transfers in remain the same at \$26,000.

One of the changes in the Federal Projects Fund budget is the addition of ESSER 3.0 funds. The State of TN did allocate additional ESSER 3.0 funds to Johnson City Schools. Included is the individual budget for the grant. The funds have been allocated towards Instructional Software/Platforms and training for the software. The total allocation is \$153,956. Approved at the September 30th meeting was the request to reallocated funds from Instructional Software/Platforms to the Firewall Upgrade because of the ability to use the additional ESSER 3.0 funds for the platforms.

State Special Projects Fund:

During the 24-25 Budget process, actual grant allocations and carryover are not all know. This budget amendment reflects changes to the grants to match current allocations in ePlan. Revenues and expenditures have each been increased \$353,789. With approval, budgeted revenues will total \$2,946,872, budgeted expenditures will total \$2,966,410, 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
2024-2025 BUDGET**

	Original Budget	Amendment #1	Amendment #2	Amended Budget
REVENUES				
County Taxes/Licenses	33,503,672	736,569	0	34,240,241
Charges for Service	1,790,179	0	0	1,790,179
Other Local Revenue	29,000	0	44,135	73,135
State Education Funds	45,839,572	(21,301)	55,500	45,873,771
Federal Funds Through State	75,000	0	0	75,000
Direct Federal Funds	0	0	0	0
TOTAL REVENUES	81,237,423	715,268	99,635	82,052,326
EXPENDITURES				
Instruction:				
Regular Education Instruction	48,375,948	517,064	274,718	49,167,730
Alternative Instruction	1,508,095	11,979	0	1,520,074
Special Education Instruction	5,636,257	46,046	0	5,682,303
Vocational Educational Instruction	2,409,522	19,173	1,263	2,429,958
Total Instruction	57,929,822	594,262	275,981	58,800,065
Support Services:				
Attendance	386,448	2,248	0	388,696
Health Services	1,144,510	7,756	(41,500)	1,110,766
Student Support	3,498,580	27,294	8,687	3,534,561
Instruction Support	5,043,197	(20,361)	225,973	5,248,809
Alternative Support	66,259	34	0	66,293
Special Education Support	1,202,565	19,383	0	1,221,948
Vocational Education Support	369,996	1,425	0	371,421
Technology	2,425,190	10,328	104,569	2,540,087
Board of Education	1,400,669	0	0	1,400,669
Superintendent	467,869	2,292	0	470,161
Office of the Principal	6,841,071	10,364	(125,226)	6,726,209
Fiscal Services	682,692	5,296	1,400	689,388
Human Resources	310,070	8,590	1,400	320,060
Operation of Plant	5,755,001	18,157	0	5,773,158
Maintenance of Plant	2,216,329	25,501	28,483	2,270,313
Transportation	3,171,554	0	120,000	3,291,554
Public Relations	130,322	376	0	130,698
Total Support Services	35,112,322	118,683	323,786	35,554,791
Non-Instructional Services:				
Debt Service	2,273,910	0	0	2,273,910
Early Childhood Education	551,768	2,323	0	554,091
Community Services	1,361,733	0	4,899	1,366,632
Regular Capital Outlay	585,959	0	2,677,415	3,263,374
Operating Transfers	62,739	0	0	62,739
Total Non-Instructional Services	4,836,109	2,323	2,682,314	7,520,746
GRAND TOTAL EXPENDITURES	97,878,253	715,268	3,282,081	101,875,602
Excess (Deficiency) of Revenues and Other Sources Over (Under) Expenditures	<u>(16,640,830)</u>	<u>0</u>	<u>(3,182,446)</u>	<u>(19,823,276)</u>
OTHER SOURCES OF FUNDS				
School Funds	0	0	0	0
City Appropriation	11,626,736	0	0	11,626,736
Transfer from City General Fund for Transportation	3,043,431	0	0	3,043,431
TOTAL OTHER SOURCES OF FUNDS	14,670,167	0	0	14,670,167
Net Change in Fund Balance	<u>(1,970,663)</u>	<u>0</u>	<u>(3,182,446)</u>	<u>(5,153,109)</u>
FUND BALANCE (BEGINNING)	<u>17,786,715</u>	<u>0</u>	<u>0</u>	<u>17,786,715</u>
Prior Period Adjustment	0	0	0	0
FUND BALANCE (ENDING)	<u>15,816,052</u>	<u>0</u>	<u>0</u>	<u>12,633,606</u>
Final	95,907,590	715,268	99,635	96,722,493

SCHOOL FEDERAL PROJECTS FUND
2024-2025 BUDGET

	Original Budget	Amendment #2	Amended Budget
<u>REVENUES</u>			
Federal Funds Direct and through State	5,770,767	1,006,923	6,777,690
Total Revenues	5,770,767	1,006,923	6,777,690
<u>EXPENDITURES</u>			
Title I	1,970,303	0	1,970,303
Title I Carryover	0	147,234	147,234
Title I-C	1,908	(1,908)	0
Title I-D	15,816	0	15,816
Title I-D Carryover	0	61	61
Title II	363,722	0	363,722
Title II Carryover	3,404	95,904	99,308
Title III	51,070	0	51,070
Title III Carryover	0	22,162	22,162
Title IV	153,231	0	153,231
Title IV Carryover	3,829	12,696	16,525
21st Century	0	0	0
21st Century Cohort 2024	0	122,725	122,725
21st Century Cohort 2022	149,651	0	149,651
McKinney Homeless	0	87,104	87,104
Carl Perkins	163,163	2,494	165,657
CTE Perkins Reserve	50,000	0	50,000
IDEA	1,897,146	0	1,897,146
IDEA Carryover	0	300,267	300,267
IDEA Preschool	54,374	0	54,374
IDEA Preschool Carryover	0	6,808	6,808
IDEA Partnership for Systematic Change K-12	0	100,000	100,000
ESSER 3.0	0	151,956	151,956
ARP Homeless 1.0 Carryover	0	1,121	1,121
ARP Homeless 2.0 Carryover	0	1,078	1,078
ARP Homeless 2.0 Reallocated	0	5,178	5,178
Literacy Training Stipend	14,000	(14,000)	0
Summer Learning Camps	0	0	0
Stronger Connections	905,150	(33,957)	871,193
Total Expenditures	5,796,767	1,006,923	6,803,690
Excess (Deficiency) of Revenues Over (Under) Expenditures	(26,000)	0	(26,000)
<u>OTHER FINANCING SOURCES (USES)</u>			
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
FUND BALANCE (BEGINNING)	1,271,228	0	1,271,228
FUND BALANCE (ENDING)	1,271,228	0	1,271,228



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Budget Overview

Johnson City (901) Public District - FY 2025 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 - Rev 0 - Elementary and Secondary School Emergency Relief (ESSER) 3.0 Grant

Indirect Cost Guide

Total Allocation	\$153,956.39
Existing Budget In Categories Not Eligible for Indirect Cost	\$0.00
Total Available for Budgeting In Categories Eligible for Indirect Cost and Indirect Cost	\$153,956.39
Indirect Cost Rate	13.55%
Max Available Budget In Categories Eligible for Indirect Cost	\$135,584.67
Max Indirect Cost	\$18,371.72

[Valley, Leia](#)

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Line Item Number	Account Number	71108 - Regular Instruction Program	72210 - Support Services/Regular Instruction Program	Total
471 - Software		148,456.39	0.00	148,456.39
524 - In-Service / Staff Development			5,500.00	5,500.00
Total		148,456.39	5,500.00	153,956.39
			Adjusted Allocation	153,956.39
			Remaining	0.00

SCHOOL SPECIAL PROJECTS FUND
2024-2025 BUDGET

	Original Budget	Amendment #2	Amended Budget
<u>REVENUES</u>			
Federal Funds Direct and through State	2,593,083	353,789	2,946,872
Total Revenues	2,593,083	353,789	2,946,872
<u>EXPENDITURES</u>			
Lottery Pre-K	416,000	1,297	417,297
Safe Schools	0	0	0
Safe School Carryover	0	224,695	224,695
State Special Education Preschool	113,823	45,489	159,312
State Special Educ Preschool Carryover	0	12,115	12,115
Learning Camps	813,915	0	813,915
Leaning Camps Transportation	79,796	0	79,796
Innovative School Model Grant	1,189,087	70,193	1,259,280
Total Expenditures	2,612,622	353,789	2,966,410
Excess (Deficiency) of Revenues Over (Under) Expenditures	(19,539)	0	(19,539)
<u>Other Financing Sources (Uses)</u>			
Transfer In	19,539	0	19,539
Net Change in Fund Balance	0	0	0
FUND BALANCE (BEGINNING)	0	0	0
FUND BALANCE (ENDING)	0	0	0

JOHNSON CITY SCHOOLS					
2024 - 2025 Budget					
		Original		Amended	Amended Budget
		BUDGET	Amendment	Budget	amendment
		2024-2025	#1	2024-2025	#2
					Amended Budget
					2024-2025
	Beginning Fund Balance:				
	Designated for 3% Fund Balance	\$ 2,808,059		\$ 2,808,059	2,808,059
	Educare Reserves	\$ 1,173,810		\$ 1,173,810	1,173,810
	Undesignated	\$ 10,953,592		\$ 10,953,592	10,953,592
	Designated for Inventory and Compensated Absences	\$ 160,000		\$ 160,000	\$ - 160,000
	Other Reserves/Designations	\$ 43,000		\$ 43,000	\$ - 43,000
	Designated and Undesignated Fund Balance	\$ 15,138,461	\$ -	\$ 15,138,461	\$ - \$ 15,138,461
	GRAND TOTAL ALL FUND BALANCE AND RESERVES	\$ 15,138,461	\$ -	\$ 15,138,461	\$ - \$ 15,138,461
40110	Current Property Tax - Wash Co	\$ 12,243,386		12,243,386	12,243,386
40110	Current Property Tax - Sullivan Co	\$ 238,036		238,036	238,036
40110	Current Property Tax - Carter Co	\$ 105,673		105,673	105,673
40120	Trustee's Collections - Prior Year	\$ 280,555		280,555	280,555
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	\$ 100,000		100,000	100,000
40140	Interest & Penalty	\$ 135,000		135,000	135,000
40150	Pick-Up Taxes	\$ 5,500		5,500	5,500
40162	Payments in Lieu of Taxes - Local Utilities	\$ 215,000		215,000	215,000
40163	Payments in Lieu of Taxes - Other	\$ 18,000		18,000	18,000
40210	Local Option Sales Tax - Wash Co	\$ 19,243,886	\$ 736,569	19,980,455	19,980,455
40210	Local Option Sales Tax - Sullivan Co	\$ 176,648		176,648	176,648
40210	Local Option Sales Tax - Carter Co	\$ 128,288		128,288	128,288
40270	Business Tax	\$ 517,000		517,000	517,000
40275	Mixed Drink Tax	\$ 3,500		3,500	3,500
40320	Bank Excise Tax	\$ 95,000		95,000	95,000
	Total County Taxes	\$ 33,505,472	\$ 736,569	\$ 34,242,041	\$ - \$ 34,242,041
41110	Marriage Licenses	\$ 1,700		1,700	1,700
	Total Licenses and Permits	\$ 1,700	\$ -	\$ 1,700	\$ - \$ 1,700
43511	Tuition - Regular Day Students	\$ 250,000		250,000	250,000
43517	Tuition - Online Learning	\$ 5,500		5,500	5,500
43581	Tuition - EDUCARE	\$ 1,198,679		1,198,679	1,198,679
43581	Tuition - ECLC	\$ 275,000		275,000	275,000
43990	Other Charges for Services	\$ 21,000		21,000	\$ - 21,000
43990	Print Shop Enterprise Account	\$ 40,000		40,000	40,000
	Total Charges for Current Services	\$ 1,790,179	\$ -	\$ 1,790,179	\$ - \$ 1,790,179
44160	Retirees' Insurance Payments	\$ 18,000		18,000	18,000
44570	Contributions - United Way	\$ 10,000		10,000	10,000
44570	South Side TVA Grant	\$ -		-	25,000 25,000
44570	Contributions	\$ -		-	19,135 19,135
44990	Other Local Revenue (STEAM 536)	\$ 1,000		1,000	1,000
	Total Other Local Revenues	\$ 29,000	\$ -	\$ 29,000	\$ 44,135 \$ 73,135
46510	Tennessee Investment in Student Achievement (TISA)	\$ 45,416,248	\$ (21,301)	45,394,947	- 45,394,947
46510	TISA Outcomes	\$ 338,138		338,138	338,138
46550	Driver Education	\$ 11,000		11,000	11,000
46610	Career Ladder	\$ 70,686		70,686	70,686
46612	Career Ladder - Extended Contract	\$ -		-	-
46850	Mixed Drink Tax - state moved to 40275	\$ -		-	-
46590	Other State Educational Funds - State of TN Tech Readiness	\$ -		-	-
46596	State Paid Parental Leave	\$ -		-	55,500 55,500
	Total State Education Funds	\$ 45,836,072	\$ (21,301)	\$ 45,814,771	\$ 55,500 \$ 45,870,271
47640	ROTC Reimbursement	\$ 75,000	\$ -	75,000	75,000
	Total Direct Federal Government	\$ 75,000	\$ -	\$ 75,000	\$ - \$ 75,000
49810	City General Fund Transfer - Operations	\$ 11,626,736		11,626,736	11,626,736
49810	City General Fund Transfer - Transportation	\$ 3,043,431		3,043,431	3,043,431
	Total Other Sources	\$ 14,670,167	\$ -	\$ 14,670,167	\$ - \$ 14,670,167
	Total Revenues	\$ 95,907,590	\$ 715,268	\$ 96,622,858	\$ 99,635 \$ 96,722,493
	GRAND TOTAL REVENUES AND FUND BALANCE	\$ 111,046,051	\$ 715,268	\$ 111,761,319	\$ 99,635 \$ 111,860,954

JOHNSON CITY SCHOOLS												
2024 - 2025 Budget												
							Original		Amended		Amended Budget	
							BUDGET	Amendment	Budget	amendment	Amended Budget	
							2024-2025	#1	2024-2025	#2	2024-2025	
APPROPRIATIONS							1,010				-	
REGULAR INSTRUCTION (71100)											-	
71100	116	Teachers	\$	32,855,696	\$	325,700		33,181,396	\$	30,232	33,211,627	
71100	116	Safety Net Program (1-031)	\$	49,000				49,000			49,000	
71100	116	RTI (534)	\$	595,278	\$	5,894		601,172			601,172	
71100	116	Four-Year Transition Plan (2-301)	\$	6,060	\$	60		6,120			6,120	
71100	116	Local Extended Contract (1-578)	\$	161,990				161,990		96,065	258,055	
71100	116	Mountain View Orchestra (9-581)	\$	8,825				8,825			8,825	
71100	116	Curriculum Development (538)	\$	22,000				22,000			22,000	
71100	116	Teacher Stipends for Online Learning (555)	\$	20,000				20,000			20,000	
71100	117	Career Ladder	\$	37,000				37,000			37,000	
71100	163	Educational Assistants	\$	1,223,200	\$	12,060		1,235,260	\$	3,250	1,238,510	
71100	195	Substitute Teachers Certified	\$	150,000				150,000			150,000	
71100	198	Substitute Teachers - Non Certified	\$	550,060	\$	4,060		554,120			554,120	
71100	201	Social Security	\$	2,176,458	\$	21,214		2,197,672	\$	2,200	2,199,872	
71100	204	Retirement	\$	2,413,229	\$	23,675		2,436,904	\$	2,950	2,439,854	
71100	206	Life Insurance	\$	83,950	\$	825		84,775			84,775	
71100	207	Medical Insurance	\$	4,545,000	\$	6,838		4,551,838		5,900	4,557,738	
71100	208	Dental Insurance	\$	176,685				176,685		190	176,875	
71100	210	Unemployment	\$	25,000				25,000			25,000	
71100	211	Local Retirement	\$	8,787	\$	87		8,874			8,874	
71100	212	Medicare	\$	517,347	\$	5,043		522,390	\$	525	522,915	
71100	215	Other Post Employment Benefits (Retiree Insurance)	\$	625,000				625,000			625,000	
71100	217	Retirement - Hybrid Stabilization	\$	128,412	\$	1,254		129,666			129,666	
71100	336	Performing Music Maintenance and Repair Equipment	\$	21,246				21,246			21,246	
71100	356	Tuition	\$	3,000				3,000			3,000	
71100	399	Other Contracted Services	\$	91,798				91,798			91,798	
71100	399	Edmentun (Credit Recovery) (1-519)	\$	61,000				61,000			61,000	
71100	399	Public Chapter 426, Public Acts of 2011 (1-532)	\$	40,000				40,000			40,000	
71100	399	Subscription Renewal - Brain Pop (1-536)	\$	27,000				27,000			27,000	
71100	399	Subscription Renewal - Hapara	\$	29,000				29,000			29,000	
71100	399	Subscription - Neptune Navigate	\$	3,000				3,000			3,000	
71100	399	Canvas (1-536)	\$	58,000				58,000			58,000	
71100	399	Subscription Renewal - Generation Genius	\$	9,000				9,000			9,000	
71100	399	Subscription Renewal - Mystery Science	\$	10,000				10,000			10,000	
71100	399	Subscription Renewal - Explore Learning	\$	29,000				29,000			29,000	
71100	399	Subscription Renewal - Study Island	\$	21,000				21,000			21,000	
71100	399	Subscription - My Reading Academy	\$	60,000				60,000			60,000	
71100	399	Subscription - Quizziz	\$	20,000				20,000			20,000	
71100	429	Instructional Supplies and Materials	\$	222,745				222,745			222,745	
71100	429	Forward Funding	\$	55,297				55,297			55,297	
71100	429	Summer School Supplies (1-033)	\$	5,000				5,000			5,000	
71100	429	AP - Instructional Supplies	\$	7,500				7,500			7,500	
71100	429	RTI - (1-534)	\$	12,000				12,000			12,000	
71100	429	Instructional Supplies - Science Materials	\$	19,261				19,261			19,261	
71100	429	Instructional Supplies - STEAM (536) +1K Donation	\$	15,000				15,000		2,001	17,001	
71100	429	Instructional Supplies - Special Budget Requests	\$	5,000				5,000			5,000	
71100	429	Instructional Supplies -South Side TVA Grant	\$	-				-		12,098	12,098	
71100	449	Textbooks	\$	776,200				776,200			776,200	
71100	449	Reserved Textbook Funds	\$	-				-		162,835	162,835	
71100	449	Reserved for Encumbrances	\$	-				-		6,675	6,675	
71100	471	IXL	\$	100,000				100,000		(100,000)	-	
71100	535	Fee Waiver Student Fees	\$	141,102				141,102			141,102	
71100	535	Fee Waiver Student Performing Music	\$	8,725				8,725			8,725	
71100	595	TISA On-behalf Payments	\$	-	\$	110,354		110,354			110,354	
71100	722	Regular Instruction Equipment	\$	93,827				93,827		13,135	106,962	
71100	722	Performing Music Equipment	\$	45,870				45,870			45,870	
71100	722	Regular Instruction Equipment - South Side TVA Grant	\$	-				-		11,663	11,663	
71100	722	Reserved for Special Budget Requests	\$	6,400				6,400	\$	25,000	31,400	
TOTAL INSTRUCTION			\$	48,375,948	\$	517,064	\$	48,893,012	\$	274,718	\$	49,167,730

JOHNSON CITY SCHOOLS						
2024 - 2025 Budget						
			Original		Amended	Amended Budget
			BUDGET	Amendment	Budget	Amended Budget
			2024-2025	#1	2024-2025	2024-2025
		Alternative Instruction Program				
71150	116	Teachers	\$ 997,904	\$ 9,880	1,007,784	1,007,784
71150	163	Educational Assistants	\$ 128,270	\$ 1,270	129,540	129,540
71150	201	Social Security	\$ 68,697	\$ 680	69,377	69,377
71150	204	Retirement	\$ 101,558	\$ 1,006	102,564	102,564
71150	206	Life Insurance	\$ 2,703	\$ 27	2,730	2,730
71150	207	Medical Insurance	\$ 151,000	\$ (1,061)	149,939	149,939
71150	208	Dental Insurance	\$ 3,163		3,163	3,163
71150	212	Medicare	\$ 16,330	\$ 161	16,491	16,491
71150	217	Hybrid Stabilization	\$ 1,656	\$ 16	1,672	1,672
71150	399	Other Contracted Services	\$ 5,362		5,362	5,362
71150	429	Instructional Supplies and Materials	\$ 15,978		15,978	15,978
71150	499	Other Supplies and Materials	\$ 3,028		3,028	3,028
71150	790	Other Equipment	\$ 12,446		12,446	12,446
		TOTAL ALTERNATIVE	\$ 1,508,095	\$ 11,979	\$ 1,520,074	\$ -
		SPECIAL EDUCATION				
71200	116	Teachers	\$ 2,867,119	\$ 28,388	2,895,507	2,895,507
71200	117	Career Ladder	\$ 8,000		8,000	8,000
71200	163	Educational Assistants	\$ 895,298	\$ 8,650	903,948	903,948
71200	171	Speech Pathologist	\$ 465,192	\$ 4,606	469,798	469,798
71200	189	Other Salaries & Wages - Sign Language Interpreters	\$ 89,385	\$ 885	90,270	90,270
71200	201	Social Security	\$ 263,773	\$ 2,594	266,367	266,367
71200	204	Retirement	\$ 310,580	\$ 3,070	313,650	313,650
71200	206	Life Insurance	\$ 10,380	\$ 102	10,482	10,482
71200	207	Medical Insurance	\$ 589,000	\$ (3,124)	585,876	585,876
71200	208	Dental Insurance	\$ 18,016		18,016	18,016
71200	211	Local Retirement	\$ 4,909	\$ 48	4,957	4,957
71200	212	Medicare	\$ 62,712	\$ 617	63,329	63,329
71200	217	Retirement - Hybrid Stabilization	\$ 21,243	\$ 210	21,453	21,453
71200	336	Equipment Repairs and Maintenance	\$ 500		500	500
71200	429	Instructional Supplies and Materials	\$ 25,150		25,150	25,150
71200	499	Other Supplies and Materials	\$ 3,000		3,000	3,000
71200	725	Special Education Instruction Equipment	\$ 2,000		2,000	2,000
		TOTAL SPECIAL EDUCATION	\$ 5,636,257	\$ 46,046	\$ 5,682,303	\$ -
		VOCATIONAL INSTRUCTION				
71300	116	Teachers	\$ 1,731,113	\$ 17,139	1,748,252	1,749,168
71300	117	Career Ladder	\$ 4,000		4,000	4,000
71300	163	Educational Assistants	\$ 81,810	\$ 810	82,620	82,620
71300	201	Social Security	\$ 110,832	\$ 1,095	111,927	111,978
71300	204	Retirement	\$ 129,513	\$ 1,279	130,792	130,874
71300	206	Life Insurance	\$ 4,361	\$ 43	4,404	4,404
71300	207	Medical Insurance	\$ 260,500	\$ (1,521)	258,979	259,173
71300	208	Dental Insurance	\$ 6,624		6,624	6,632
71300	212	Medicare	\$ 26,345	\$ 261	26,606	26,618
71300	217	Retirement - Hybrid Stabilization	\$ 6,739	\$ 67	6,806	6,806
71300	399	Other Contracted Services	\$ 1,696		1,696	1,696
71300	429	Instructional Supplies and Materials	\$ 39,690		39,690	39,690
71300	429	Forward Funding	\$ 1,696		1,696	1,696
71300	730	Vocational Equipment	\$ 4,603		4,603	4,603
		TOTAL VOCATIONAL INSTRUCTION	\$ 2,409,522	\$ 19,173	\$ 2,428,695	\$ 1,263
		ATTENDANCE				
72110	189	Other Salaries and Wages	\$ 239,370	\$ 2,370	241,740	241,740
72110	201	Social Security	\$ 14,602	\$ 144	14,746	14,746
72110	204	Retirement	\$ 16,209	\$ 160	16,369	16,369
72110	206	Life Insurance	\$ 574	\$ 6	580	580
72110	207	Medical Insurance	\$ 57,500	\$ (496)	57,004	57,004
72110	208	Dental Insurance	\$ 1,910		1,910	1,910
72110	212	Medicare	\$ 3,471	\$ 34	3,505	3,505
72110	211	Local Retirement	\$ 1,250		1,250	1,250
72110	217	Retirement - Hybrid Stabilization	\$ 3,062	\$ 30	3,092	3,092
72110	471	Software Maintenance	\$ 48,500		48,500	48,500
		TOTAL ATTENDANCE	\$ 386,448	\$ 2,248	\$ 388,696	\$ -

JOHNSON CITY SCHOOLS												
2024 - 2025 Budget												
				Original		Amended		Amended Budget				
				BUDGET	Amendment	Budget	amendment	Amended Budget				
				2024-2025	#1	2024-2025	#2	2024-2025				
INSTRUCTION - SUPPORT												
72210	105	Administration	\$	763,522	\$	7,342		770,864				
72210	117	Career Ladder	\$	7,000				7,000				
72210	129	Librarians	\$	857,741	\$	8,493		866,234				
72210	137	Educational Media Personnel	\$	329,260	\$	3,260		332,520				
72210	161	Secretary	\$	134,330	\$	1,330		135,660				
72210	172	Instructional Coaches	\$	1,241,069	\$	12,205		1,253,274				
72210	189	Other Salaries and Wages - Print Shop	\$	75,750	\$	750		76,500				
72210	189	Other Salaries and Wages - Teacher Leadership Academy	\$	30,500				30,500				
72210	201	Social Security	\$	209,788	\$	2,037		211,825				
72210	204	Retirement	\$	250,030	\$	2,418		252,448				
72210	206	Life Insurance	\$	8,254	\$	80		8,334				
72210	207	Medical Insurance	\$	430,000	\$	(58,817)		371,183				
72210	208	Dental Insurance	\$	10,183				10,183				
72210	211	Local Retirement	\$	2,200				2,200				
72210	212	Medicare	\$	49,868	\$	484		50,352				
72210	217	Retirement - Hybrid Stabilization	\$	6,006	\$	57		6,063				
72210	355	Travel	\$	11,500				11,500				
72210	355	Travel - Safe Schools	\$	-			1,500	1,500				
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-572)	\$	10,000				10,000				
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)	\$	41,000				41,000				
72210	399	Other Contracted Services - Frontline	\$	28,000				28,000				
72210	399	Other Contracted Services - Bloomz	\$	16,500				16,500				
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	At-Risk Services (1-964)	\$	1,000				1,000				
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	399	Other Contracted Services - Safe Schools	\$	-			20,000	20,000				
72210	432	Library Books Media	\$	37,288				37,288				
72210	471	Software Maintenance - Destiny (Library)	\$	15,000				15,000				
72210	499	Reserved for Encumbrances	\$	-	\$	-	20,703	20,703				
72210	499	Other Supplies & Materials	\$	10,000				10,000				
72210	499	Mclass Amplify Program (1-524)	\$	26,000				26,000				
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			15,362	25,362				
72210	499	Homeless Donations	\$	-			11,132	11,132				
72210	499	Raptor	\$	2,400				2,400				
72210	499	Other Supplies & Materials - Special Budget Requests	\$	1,000				1,000				
72210	499	Other Supplies & Materials - Safe Schools	\$	-			2,000	2,000				
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	\$	-			501	501				
72210	524	Staff Development - Coordinated School Health	\$	-			1,500	1,500				
72210	524	Staff Development - Safe Schools	\$	-			55,000	55,000				
72210	524	AP Staff Development (1-583)	\$	10,000				10,000				
72210	599	Non Revenue Producing Sports \$30K (25/5)	\$	35,000			50,270	85,270				
72210	599	Non Revenue Producing Sports - Reserved for Encumbrances	\$	-			1,075	1,075				
72210	599	Other Charges - Safe Schools	\$	-			12,200	12,200				
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			(270)	24,730				
72210	790	Safety - Radios (1-964) - Elementary	\$	5,000				5,000				
72210	790	Other Equipment - Safe Schools	\$	-			35,000	35,000				
72210	790	Other Equipment	\$	5,000				5,000				
TOTAL INSTRUCTION SUPPORT			\$	5,043,197	\$	(20,361)	\$	5,022,836	\$	225,973	\$	5,248,809

JOHNSON CITY SCHOOLS												
2024 - 2025 Budget												
				Original		Amended		Amended Budget				
				BUDGET	Amendment	Budget	amendment	Amended Budget				
				2024-2025	#1	2024-2025	#2	2024-2025				
TECHNOLOGY												
72250	105	Administration	\$	104,863	\$	1,039		105,902	105,902			
72250	121	Technicians	\$	1,084,005	\$	10,732		1,094,737	1,094,737			
72250	201	Social Security	\$	72,521	\$	718		73,239	73,239			
72250	204	Retirement	\$	157,846	\$	1,562		159,408	159,408			
72250	206	Life Insurance	\$	2,853	\$	29		2,882	2,882			
72250	207	Medical Insurance	\$	178,000	\$	(3,996)		174,004	174,004			
72250	208	Dental Insurance	\$	5,809				5,809	5,809			
72250	212	Medicare	\$	17,239	\$	170		17,409	17,409			
72250	217	Hybrid Stabilization	\$	7,454	\$	74		7,528	7,528			
72250	307	Technology Communications	\$	6,300				6,300	6,300			
72250	320	Dues and Memberships	\$	900				900	900			
72250	350	Other Charges-Internet/ENA	\$	235,000				235,000	235,000			
72250	355	Travel Technology	\$	3,000				3,000	3,000			
72250	399	Contracted Services	\$	20,000				20,000	20,000			
72250	399	Contracted Services - Firewall Upgrade	\$	-				-	6,573			
72250	411	Data Processing Supplies	\$	11,500				11,500	11,500			
72250	435	Office Supplies Technology	\$	1,700				1,700	1,700			
72250	471	Software Maintenance - Content Filter iBoss	\$	26,000				26,000	26,000			
72250	471	Software Maintenance - Endpoint Protection - Trend	\$	60,000				60,000	60,000			
72250	471	Subscription Renewal - School Messenger	\$	14,000				14,000	14,000			
72250	471	Software Maintenance - Jatheon/Email Archive	\$	5,000				5,000	5,000			
72250	471	Software Maintenance - KnowBe4	\$	24,000				24,000	24,000			
72250	471	Software Maintenance - TeamViewer	\$	11,000				11,000	11,000			
72250	471	Software Maintenance - VXRail	\$	26,000				26,000	26,000			
72250	471	Software Maintenance - Microsoft EES - OS and Office License	\$	39,000				39,000	39,000			
72250	471	Software Maintenance - Cisco Smartnet	\$	20,000				20,000	20,000			
72250	471	Software Maintenance - Veeam	\$	6,200				6,200	6,200			
72250	471	Software Maintenance - Help Desk SysAid	\$	25,000				25,000	25,000			
72250	471	Software Maintenance - VMWare	\$	12,000				12,000	12,000			
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	\$	15,000				15,000	15,000			
72250	471	Software Maintenance - SonicWall - Firewall	\$	10,000				10,000	10,000			
72250	471	Software Maintenance - KACE	\$	1,500				1,500	1,500			
72250	471	Software Maintenance - Identity Automation Rapid Identity Platform	\$	58,000				58,000	58,000			
72250	471	Software Maintenance - Tipping Point	\$	93,000				93,000	93,000			
72250	471	Software Hosting Services	\$	16,000				16,000	16,000			
72250	471	Software Maintenance - Aruba Clearpass	\$	9,000				9,000	9,000			
72250	471	Software Maintenance - Badgepass	\$	10,000				10,000	10,000			
72250	471	Software Maintenance - Firewall Upgrade	\$	-				-	6,445			
72250	471	Software Maintenance - Other	\$	5,000				5,000	5,000			
72250	499	Other Supplies & Materials Technology	\$	10,500				10,500	10,500			
72250	499	SBITA Principal Pmt - Firewall Upgrade	\$	-				-	8,834			
72250	524	In-service Staff Development - Technology	\$	10,000				10,000	10,000			
72250	709	Data Processing Equipment Technology	\$	10,000				10,000	10,000			
72250	709	Data Processing Equipment Technology - Firewall Upgrade	\$	-				-	82,717			
TOTAL TECHNOLOGY			\$	2,425,190	\$	10,328	\$	2,435,518	\$	104,569	\$	2,540,087
BOARD OF EDUCATION												
72310	206	Life Insurance	\$	420				420	420			
72310	207	Medical Insurance	\$	28,000				28,000	28,000			
72310	305	Audit Service	\$	20,000				20,000	20,000			
72310	320	Dues and Memberships	\$	14,000				14,000	14,000			
72310	331	Legal Services	\$	10,000				10,000	10,000			
72310	355	Travel	\$	2,000				2,000	2,000			
72310	399	Other Contracted Services	\$	10,000				10,000	10,000			
72310	499	Other Supplies & Materials	\$	2,000				2,000	2,000			
72310	506	Liability Insurance	\$	76,115				76,115	76,115			
72310	506	*Athletic Liability Insurance	\$	40,000				40,000	40,000			
72310	508	Corporate Surety Bonds	\$	150				150	150			
72310	510	Trustee's Commission	\$	500,000				500,000	500,000			
72310	513	Workman's Compensation Insurance	\$	562,484				562,484	562,484			
72310	524	In-service Staff Development	\$	25,500				25,500	25,500			
72310	599	Other Charges	\$	30,000				30,000	30,000			
72310	599	Athletics/Band	\$	80,000				80,000	80,000			
TOTAL BOARD OF EDUCATION			\$	1,400,669	\$	-	\$	1,400,669	\$	-	\$	1,400,669



Johnson City Board of Education Regular Meeting

November 4, 2024

The Johnson City Board of Education met in regular session on November 4, 2024, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:01 PM.

Dr. Ginger Carter: Present
Mr. Herb Greenlee: Present
Mr. Tom Hager: Present
Mrs. Kathy Hall: Present
Mr. Jonathan Kinnick: Present
Mrs. Beth Simpson: Present
Mrs. Paula Treece: Present

Present: 7.

1. CALL TO ORDER AND OPENING

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

2. RECOGNITIONS

3. ADOPTION OF AGENDA

- Motion to adopt the agenda. With a motion by Mr. Jonathan Kinnick and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter: YES
Mr. Herb Greenlee: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Beth Simpson: YES
Mrs. Paula Treece: YES

YES: 7, NO: 0

4. CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS

5. REPORTS FROM SUPERINTENDENT AND STAFF

A. Building Projects Update

B. Financial Report ending September 30, 2024

- Motion to approve Financial Report ending September 30, 2024 as submitted by Ms. Leia Valley. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Beth Simpson, the motion passed.

Dr. Ginger Carter: YES

Mr. Herb Greenlee: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Beth Simpson: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

C. Update on Sales Tax - PEP

D. Report on School System / School Compliance 2024

- Motion to approve Report on School System / School Compliance 2024. With a motion by Mr. Jonathan Kinnick and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter: YES

Mr. Herb Greenlee: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Beth Simpson: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

6. UNFINISHED BUSINESS

7. CONSENT AGENDA

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

Dr. Ginger Carter: YES

Mr. Herb Greenlee: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Beth Simpson: YES

Mrs. Paula Treece: YES

YES: 7, NO: 0

A. Approval of Minutes

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

C. Overnight Field Trip Requests

- D. Proposed Fundraiser Activities
- E. School Preparation after Carpet Replacement

8. RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION

9. NEW BUSINESS

A. JCEA Request to BOE for PECCA 2024

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

Dr. Ginger Carter: YES
Mr. Herb Greenlee: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Beth Simpson: YES
Mrs. Paula Treece: YES

YES: 7, NO: 0

B. Current Meeting Communication Follow Up

- AP Classes
- Attendance Week

10. INFORMATION ITEMS

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

11. COMMITTEE REPORTS

12. BOARD UPDATES AND DISCUSSION

13. MEETING DATES

14. ADJOURNMENT

6:40 PM

Chairman

Board Secretary



Johnson City Board of Education Special Meeting

November 4, 2024

The Johnson City Board of Education met in special session on November 4, 2024, at 5:00 PM in the Board Room at the Central Office.

Attendance Taken at 5:00 PM.

Dr. Ginger Carter: Present

Mr. Herb Greenlee: Absent

Mr. Tom Hager: Present

Mrs. Kathy Hall: Present

Mr. Jonathan Kinnick: Present

Mrs. Beth Simpson: Present

Mrs. Paula Treece: Present

Present: 6, Absent: 1.

1. CALL TO ORDER AND PURPOSE OF MEETING

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

1. 1.100 - School System, School Board Legal Status and Authority
2. 1.101 - Role of the Board of Education
3. 1.102 - Board Members Legal Status
4. 1.103 - Board Self Evaluation
5. 1.104 - Memberships
6. 1.105 - School Board Legislative Involvement
7. 1.106 - Boardmanship Code of Conduct
8. 1.107 - Board Member Conflict of Interest
9. 1.108 - Nepotism
10. 1.201 - Duties of Officers
11. 1.202 - Duties of Board Members
12. 1.203 - New Member Orientation
13. 1.204 - Board Member Development Opportunities
14. 1.205 - Board-Superintendent Relations
15. 1.300 - Board Committees
16. 1.301 - Executive Committee
17. 1.302 - Board Attorney
18. 1.303 - Consultants

19. 1.400 - School Board Meetings
20. 1.401 - Public Hearings
21. 1.402 - Notification of Meetings
22. 1.404 - Appearances Before the Board
23. 1.407 - School Board Records
24. 1.600 - Policy Development and Adoption
25. 1.700 - School Board Goals and Objectives
26. 1.704 - Charter Schools
27. 1.705 - School-Based Decision Making
28. 1.802 - Grievance Procedures for Qualified Individuals with Disabilities
29. 1.805 - Use of Electronic Correspondence
30. 1.807 - Use of Electronic Correspondence
31. 1.900 - Charter School Authorizing Principles
32. 1.901 - Charter School Applications
33. 1.903 - Charter School Oversight
34. 1.905 - Charter School Renewal
35. 1.906 - Charter School Revocation
36. 3.100 - Business Management Goals and Objectives
37. 3.203 - Crisis Management
38. 3.204 - Threat Assessment Team
39. 3.206 - Community Use of School Facilities
40. 3.212 - Facilities Planning: Involvement of Architects
41. 3.213 - Project Planning Specifications
42. 3.215 - Inspection and Acceptance of New Facilities
43. 3.303 - Waste Reduction and Recycling
44. 3.400 - Student Transportation Management
45. 3.402 - Special Use of Vehicles
46. 3.404 - Private Vehicles
47. 3.600 - Insurance Management
48. 4.100 - Instructional Goals and Philosophy
49. 4.101 - Instructional Standards
50. 4.200 - Curriculum Development
51. 4.201 - Basic Program
52. 4.202 - Special Education
53. 4.204 - Summer School
54. 4.205 - Enrollment in College Level Courses
55. 4.209 - Alternative Credit Options
56. 4.211 - Credit Recovery
57. 4.212 - Work-Based Learning Program
58. 4.214 - Use of Artificial Intelligence Programs
59. 4.300 - Extracurricular Activities
60. 4.301 - Interscholastic Athletics
61. 4.302 - Field Trips
62. 4.401 - Textbooks Selection, Distribution and Care
63. 4.402 - Selection of Instructional Materials (Other than Textbooks)
64. 4.403 - Reconsideration of Instructional Materials and Textbooks
65. 4.403 - Reconsideration of Instructional Materials and Textbooks
66. 4.406 - Use of the Internet
67. 4.502 - Parent/Family Engagement

68. 4.604 - Accelerated and Advanced Credit

69. 4.700 - Testing Programs

70. 1.1061 - Code of Ethics

71. 1.8011 - Emergency Closings

2. ADJOURNMENT

5:40 PM

Chairman

Board Secretary



JOHNSON CITY SCHOOLS

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

Dr. Steve Barnett, Superintendent of Schools

Field Trip Request Form 4.302

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

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

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

GENERAL INFORMATION:

School Indian Trail Middle Teacher Cindy Osborn, Krissi McInturff, Sydney Whiteside
 Grade/Class/Club Participating 8th Grade Student Ambassadors
 Destination Pigeon Forge + Nashville
 Purpose of Trip Building Leadership Skills
 Names of Chaperones Cindy Osborn, Sydney Whiteside, Krissi McInturff, Kelly Lane, James Jacobs

TRANSPORTATION INFORMATION

Number of students attending 45 Date of Trip 3/6/25-3/7/25 Day(s) of Week Thursday + Friday

Cost per child \$250 Means of Transportation 2 Activity Buses Transit confirmation _____

Expected Time of Departure 7:00am Expected time of return 8:00pm **Leave Pigeon Forge on 3/6/25 at 4:00pm and drive to Nashville, stay overnight and leave for JC on 3/7/25 after completion of activities.**

CURRICULUM

- To what subject area of the curriculum does this trip relate?

History + Science @ (Civics)

- What are pupils expected to gain from the trip? (Be specific) Students are expected to gain leadership experience by working collaboratively to accomplish specific tasks during various parts of the trip. The combination of teamwork + academic exploration is intended to foster both personal growth + intellectual development.
- What follow up activities will be used to evaluate and supplement the field trip? We will have group discussions about teambuilding, leadership + civics in our main meeting.

APPROVAL

Teacher Cindy Osborn Date _____ Principal [Signature] Date 11-13-24

Superintendent (If required) _____ Date _____

Nurse notified Amy Ketchum Date 11/13/24 Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____



School Request Form

Board Approval to issue Checks over \$5,000

School: Fairmont

From: Beth Baldwin

Date: 10/30/24

Check Amount: \$12,589.38 Vendor: Johnson City schools
Reason/Purpose: October's Educare Sweep

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

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

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



School Request Form

Board Approval to issue Checks over \$5,000

School: Lake Ridge

From: Tiffany Hibbitts

Date: 10/28/24

Check Amount: \$44,357.68

Vendor: Johnson City Schools

Reason/Purpose: October sweep Educare/ECLC

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: Mountain View Elementary School

From: Dr. Chelsea Lee *CL*

Date: 11/11/2024

Check Amount: \$ 5,000.00

Vendor: Johnson City Schools

Reason/Purpose: We request permission to write a check for Educare
NOVEMBER sweep for \$5,000.00

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: North Side Elementary

From: Madison Olson, Bookkeeper

Date: 10/25/2024

Check Amount: \$6,764.93

Vendor: Johnson City Schools

Reason/Purpose: We request approval to issue a check for October 2024 EduCare Sweep for \$6,764.93

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____

Check Amount: _____

Vendor: _____

Reason/Purpose: _____



School Request Form

Board Approval to issue Checks over \$5,000

School: South Side

From: Leah Knotts

Date: 10/24/2024

Check Amount: \$ 13,579.20 Vendor: Johnson City Schools

Reason/Purpose: Request Board Approval to Cut Educare sweep
check for October 2024 in the amount of \$13,579.20.

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

Check Amount: _____ Vendor: _____

Reason/Purpose: _____



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

School/Program: Towne Acres

From: Josh Simmons / Hunter Tester

Date: 10/25/2024

Amount: \$11,338.15

Vendor: Johnson City Schools

Reason / Purpose

Educare Sweep for October 2024.



School Request Form

Board Approval to issue Checks over \$5,000

School: Woodland Elementary School

From: Brenda Tipton, Bookkeeper

Date: 11/11/2024

Check Amount: \$ 11,356.00 Vendor: Johnson City Schools

Reason/Purpose: ECLC Sweep for October 2024

Check Amount: \$ 7,998.02 Vendor: Johnson City Schools

Reason/Purpose: Educare Sweep for October 2024

Check Amount: \$ 8,151.60 Vendor: Johnson City Schools

Reason/Purpose: Topper Tots Sweep for October 2024

Check Amount: _____ Vendor: _____

Reason/Purpose: _____

FUNDRAISER AUTHORIZATION FORM

School System-wide

Fund/club/class account JCS Twirl Club

Expected timeframe of fundraiser 2 Saturdays in December

Proposed fundraising activities Pictures with Santa

Method of fundraising (in-person, crowdfunding, etc.) in-person

Proposed uses of funds raised* Equipment + uniforms

Expected student involvement (school-wide or specific school organization)

Twirlers will be present to ask for donations

Method by which school will receive profit checks + cash

Requested by _____ Date _____
Name/Title

Approved by Melissa Stokes Date 11-11-24
Supervisor ~~Principal~~

Approved by _____ Date _____
Director of Schools**

* Any change in proposed uses of funds raised must be approved by the Director of Schools

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

FUNDRAISER AUTHORIZATION FORM

School System-wide

Fund/club/class account JCS Twirl Club

Expected timeframe of fundraiser December 18, 2024

Proposed fundraising activities Chick-Fit-A Sponsorship Night (West Market Street)

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding (percent of meals)

Proposed uses of funds raised* equipment and costumes

Expected student involvement (school-wide or specific school organization)

promotion of event

Method by which school will receive profit check

Requested by _____ Date _____
Name/Title

Approved by Melissa Stokes Date 11-13-24
~~Principal~~
Supervisor

Approved by _____ Date _____
Director of Schools**

* Any change in proposed uses of funds raised must be approved by the Director of Schools

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

FUNDRAISER AUTHORIZATION FORM

School System-wide

Fund/club/class account JCS Twirl Club

Expected timeframe of fundraiser December through February

Proposed fundraising activities Twirlers will ask for donations using a majorette calendar "adopt a day". Each day offers a different amount

Method of fundraising (in-person, crowdfunding, etc.) Crowdfunding

Proposed uses of funds raised* Equipment and costumes

of money
to sponsor
the team.

Expected student involvement (school-wide or specific school organization)

Twirlers will ask friends and family for donations.

Method by which school will receive profit checks and cash

Requested by _____ Date _____
Name/Title

Approved by Melissa Stokes Date 11-13-24
~~Principal~~
Supervisor

Approved by _____ Date _____
Director of Schools**

* Any change in proposed uses of funds raised must be approved by the Director of Schools

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

FUNDRAISER AUTHORIZATION FORM

School System-wide

Fund/club/class account JCS Twirl Club

Expected timeframe of fundraiser December 2024 - May 2025

Proposed fundraising activities Custom spirit pins for Schools and sports (ex. "Liberty Bell Basketball Mom", JC Schools TwirlerTM)

Method of fundraising (in-person, crowdfunding, etc.) in-person and crowdfunding orders

Proposed uses of funds raised* equipment and costumes

Expected student involvement (school-wide or specific school organization)

assistance in manning tables to sell pins at various School activities

Method by which school will receive profit checks and cash

Requested by _____ Date _____
Name/Title

Approved by Melissa Stokes Date 11-14-24
~~Principal~~
Supervisor

Approved by _____ Date _____
Director of Schools**

* Any change in proposed uses of funds raised must be approved by the Director of Schools

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

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: **12/16 - 12/20**

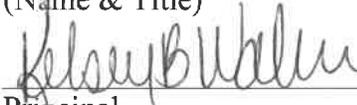
Proposed Uses of Funds Raised: **Offset the costs of costumes that are non-reusable and paid for out of the Patriot Players account. (approx \$300)**

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: **11/10/24**
(Name & Title)

Approved By:  Date: **11/11/24**
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: LBMS

Fund/Club/Class/Account Name: cheer / dance

General Athletics

Proposed Fundraising Activity: cheer & Dance competition

Dates for Proposed Activity: Feb. 22

Proposed Uses of Funds Raised: Refund general athletics
for uniforms

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

cheer / dance back the bell

Method By Which School Will Receive Profit: ticket sales,

concessions, competition fees

Requested By: Kaitlyn Greenwell Date: 11/11/24
(Name & Title) coach

Approved By: Kelsey Bivallu Date: 11/11/24
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.

* This Fundraiser was previously approved but the date and use of funds has changed.



JOHNSON CITY SCHOOLS

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

To: Johnson City Board of Education
Date: November 23, 2024
Re: Approval of 2024-25 Science Materials Adoption Committee

We will adopt new K-12 science materials during Spring 2025 in accordance with the state timeline for use beginning with the 2025-26 school year. Our timeline will culminate with public review and recommendation to the Board in April. Please approve the following educators from across the district to serve on this review and adoption committee:

Dr. Chris Bowen, science instructional coach
Dr. Nancy Miles, science instructional coach
Jacqueline Smith, science instructional coach

K-2

Anna Adams, Cherokee
Jenny Seeley, Fairmont
Terica Banks, Lake Ridge
Jule Vermillion, North Side
Hannah Wilson, South Side
Patricia Taylor, Towne Acres
Vicki Johnson, Woodland

3-5

Sharon Wiggins, Cherokee
Brad McDannald, Fairmont
Karen Anderson, Lake Ridge
Luanna Rolston, North Side
Jacob Street, South Side
Erica Horton, Towne Acres
Carolyn Rose, Woodland

6-8

Averil Chaney, Indian Trail
Melissa Butler, Indian Trail
Misty Davis, Indian Trail
Kelli Pratt, Liberty Bell
Stephan Williams, Liberty Bell
Emily Stevens, Liberty Bell

9-12

Katy Baker-Smith, Science Hill
Elizabeth Bennett, Science Hill
Sarah-Beth Jernigan, Science Hill
Alex Kinder, Science Hill
Rebecca Mazoff, Science Hill

Respectfully,

David J. Timbs, Ed.D.
Supervisor of Secondary and Instructional Technology (Textbook Coordinator)



BOARD OF EDUCATION

Kathy Hall, Chair Paula Treece, Vice Chair Beth Simpson, Secretary
Dr. Ginger Carter Herb Greenlee Thomas Hager, Jr Jonathan Kinnick

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



Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School District System – School Board Legal Status and Authority	Descriptor Code: 1.100	Issued Date: 01/05/24
		Rescinds: 1.100	Issued: 01/03/22

- 1 The legal basis for education in Tennessee is expressed in the state Constitution and state statutes, as
- 2 interpreted by the courts. Boards are instruments of the state, and members of the Board of Education
- 3 are state officers representing local citizens and the state in the management of the public schools.¹

- 4 The governing body shall be the Board of Education, serving residents within the boundaries of the
- 5 school system and non-residents under conditions specified by state law and the Board.²

- 6 All powers of the Board lie in its action as a group; therefore, individual board members exercise their
- 7 authority over school system affairs only as they vote to take action at an official meeting of the Board.

- 8 In other instances, an individual board member, including the eChair, shall have power only when
- 9 specified by state law or when the Board, by vote, has delegated authority to them.

Legal References

1. TCA 49-1-101; TCA 49-1-102; TCA 49-1-103
2. TCA 49-6-3104

Cross References

School Board Meetings 1.400

Johnson City Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Role of the Board of Education	Descriptor Code: 1.101	Issued Date: 12/09/19
		Rescinds: 1.101	Issued: 02/07/17

1 The Board **of Education** will oversee the operation of the school district in compliance with state and
2 federal laws.¹

3 The Board will function only when in session. The Board's required functions include, but are not
4 limited, to the following:

5 **GENERAL**

- 6 1. To develop and adopt a strategic plan in consultation with the Superintendent of Schools;²
- 7
- 8 2. To adopt all policies required by state or federal law;³
- 9
- 10 3. To approve school zones;⁴
- 11
- 12 4. To approve the district calendar;⁵
- 13
- 14 5. To adopt district safety plans;⁶
- 15
- 16 6. To approve the closure of facilities, if needed;¹
- 17
- 18 7. To approve an insurance provider;¹ and
- 19
- 20 8. To approve/modify the agenda at the beginning of the board meeting.¹

21 **FISCAL**

- 22 1. To approve and adopt the budget;¹
- 23
- 24 2. To approve purchases outside the budget on a case-by-case basis in accordance with board
25 policy;¹
- 26
- 27 3. To approve budget transfers;⁷
- 28
- 29 4. To adopt the district salary schedule;⁸
- 30
- 31 5. To approve a differentiated pay plan;⁹
- 32
- 33 6. To approve funding for the district maintenance plan and capital requests;¹
- 34

- 1 7. To approve the location and scope of new building projects;¹ and
 2
 3 8. To approve bids.¹

4 **INSTRUCTION AND STUDENTS**

- 5 1. To adopt the curriculum;¹
 6
 7 2. To adopt textbooks;¹⁰
 8
 9 3. To review student disciplinary issues appealed to the Board and make a final determination;¹¹
 10
 11 4. To authorize or prohibit the use of corporal punishment;¹²
 12
 13 5. To approve or deny admission of students expelled from other school districts;¹³ and
 14

15 **PERSONNEL**

- 16 1. To employ and evaluate the Superintendent of Schools;¹
 17
 18 2. To grant tenure to eligible teachers;¹⁴ and
 19
 20 3. To dismiss tenured teachers.¹⁵

Legal References

1. TCA 49-2-203
2. TRR/MS 0520-01-03-.03(14); State Board of Education Policy 2.101; TCA 49-1-613
3. TCA 49-2-207
4. TCA 49-6-403(c)
5. TCA 49-6-3004
6. TCA 49-6-804(a)
7. OP Tenn. Atty. Gen. 83-464 (Oct 26, 1983)
8. TCA 49-3-306(a)
9. TCA 49-3-306(h)
10. TCA 49-6-2207(a)(1)
11. TCA 49-6-3401(c)(4)(C)
12. TCA 49-6-4104
13. TCA 49-6-3401(f)
14. TCA 49-5-504(b); TCA 49-2-203(a)(1)
15. TCA 49-5-511

Cross References

Duties of Board Members 1.202
 Policy Development & Adoption 1.600
 Administrative Procedures 1.601
 School District Goals 1.700
 School District Planning 1.701
 Annual Operating Budget 2.200

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Board Members Legal Status	Descriptor Code: 1.102	Issued Date: 01/05/24
		Rescinds: 1.102	Issued: 11/07/22

1 The legal status of Board of Education members shall be as follows:¹

2 **NUMBER**

3 The Board shall be composed of seven (7) members. **The Board may chose to include student**
4 **representatives as non-voting members.**

5 **QUALIFICATIONS**

6 Members of the Board shall be and must remain residents of the City of Johnson City and shall be
7 citizens of recognized integrity, intelligence, and ability to administer the duties of the office.² To
8 qualify as a candidate, an individual must show proof of:

- 9 1. Graduation from high school or receipt of a high school equivalency credential approved by
10 the State Board of Education;² and
- 11 2. Being a qualified voter and resident in the city for one year prior to the qualifying deadline for
12 running as a candidate.²

13 **TERMS OF OFFICE**

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

15 **VACANCIES**

16 Vacancies shall be declared to exist on account of death, resignation, ceasing to be a resident of the
17 city,⁴ or through due process proceedings.³

18 When a vacancy occurs, the Board of Education shall have the power to make an appointment for the
19 unexpired term.⁴ If the Board elects to make an appointment, the Board shall take applications from
20 interested and qualified citizens. The Board will, at the next regulary scheduled Board meeting
21 following the deadline for submitting applications, vote on the appointment. Such appointment shall
22 continue until the next regular election.⁵

Legal References

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

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Board Self Evaluation	Descriptor Code: 1.103	Issued Date: 01/06/14
		Rescinds: 1.103	Issued: 12/05/05

1 For the purpose of improvement of school board leadership, the Board **of Education** will conduct an
2 annual evaluation of its operational procedures and goals.

3 This annual evaluation shall be developed based upon the following premises:

- 4 (a) Board members shall know and be involved in the development of standards by which
5 they will evaluate themselves;
- 6 (b) Evaluation shall be at a scheduled time with all board members present;
- 7 (c) The evaluation shall be a composite of individual board members opinions but the
8 Board as a whole shall meet to discuss the results;
- 9 (d) Evaluation shall include discussion of strengths as well as weaknesses;
- 10 (e) The Board is not required to limit itself to those items included in any formal evaluation
11 instrument which is used;
- 12 (f) Each judgment shall be supported by as much rational and objective evidence as
13 possible; and
- 14 (g) At the conclusion of the evaluation, the Board will develop a series of goals for the
15 ensuing year which are stated in terms of behavioral change or productivity gains.

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Memberships	Descriptor Code: 1.104	Issued Date: 01/03/22
		Rescinds: 1.104	Issued: 07/01/01

- 1 The Board **of Education** shall maintain membership in the Tennessee School Boards Association,¹ and
- 2 through its membership in TSBA, shall be an affiliate member of other relevant organizations.
- 3 Dues for membership in Tennessee School Boards Association shall be included in each annual budget
- 4 in accordance with state statute.
- 5 The Board may also maintain institutional membership in other educational organizations which the
- 6 Board finds to be of benefit to members and school system personnel.

Legal References

1. TCA 49-2-2001

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">School Board Legislative Involvement</h2>	Descriptor Code: <h3 style="text-align: center;">1.105</h3>	Issued Date: <h3 style="text-align: center;">11/07/22</h3>
		Rescinds: <h3 style="text-align: center;">1.105</h3>	Issued: <h3 style="text-align: center;">10/03/01</h3>

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

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

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Boardmanship Code of Conduct	Descriptor Code: 1.106	Issued Date: 01/05/24
		Rescinds: 1.106	Issued: 11/07/22

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

5 **ARTICLE I. MY RELATIONS TO THE CHILDREN**

6

7 Section 1. I will at all times think in terms of “children first,” always determining
8 other important things according to how they affect education and
9 training of children.

10 Section 2. I will seek to provide equal educational opportunities for all children
11 regardless of race, color, religion, sex, gender, disabilities, national origin,
12 or location of residence.

13 **ARTICLE II. MY RELATIONS TO MY COMMUNITY**

14 Section 1. I will endeavor to appraise fairly both the present and future educational
15 needs of the community and to support improvements as finances
16 permit.

17 Section 2. I will represent at all times the entire school community and refuse to
18 represent special interests or partisan politics.

19 Section 3. I will endeavor to keep the community informed about the progress and
20 needs of the schools.

21 **ARTICLE III. MY RELATIONS TO TEACHERS AND PERSONNEL**

22 Section 1. I will support the employment of those persons best qualified to serve as
23 employees and will insist on a regular and impartial evaluation of all
24 staff.

25 Section 2. I will support and protect personnel in performance of their duties.

26

1 CONTRACT AGREEMENT

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

- 5 1. To abide by the code of ethics of the Tennessee School Boards Association.
- 6
- 7 2. To strive sincerely to build better relationships with one another and with the Superintendent of
8 Schools.
- 9
- 10 3. To vote on individual convictions and do what we can to prevent or destroy fractionalism on
11 the Board.
- 12
- 13 4. To refuse to become involved in micromanagement.
- 14
- 15 5. To emphasize planning, policy making, and public relations rather than becoming involved in
16 management of the schools.
- 17
- 18 6. To prepare ourselves carefully before each board meeting so that when we have the floor, we
19 can make comments that are concise, organized, and clear.
- 20
- 21 7. To listen carefully and with courtesy when other people have the floor and are speaking during
22 board meetings.
- 23
- 24 8. To set clear goals for the Superintendent of Schools.
- 25
- 26 9. To support the Superintendent of Schools and to help them be as effective as possible as long
27 as they are the Superintendent.
- 28
- 29 10. To establish goals for our school district and to make sure the community is aware of those
30 goals.

31 If any board member feels that another board member has violated any provision of this agreement,
32 that board member shall personally talk with the offending board member in an attempt to resolve the
33 issue. If the attempt fails, the board member who feels that another board member has violated this
34 agreement shall bring the matter to the attention of the entire board. Any grievances that arise should
35 be dealt with at the earliest possible practical opportunity.

36

37

Cross References

Code of Ethics 1.1061

Board Member Conflict of Interest 1.107

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Board Member Conflict of Interest	Descriptor Code: 1.107	Issued Date: 11/07/22
		Rescinds: 1.107	Issued: 12/07/20

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

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

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

12 Any **bBoard** member who is an employee of the city and whose employment predates ~~his~~ **their** initial
13 election/appointment to the Board may vote on matters in which they have a conflict of interest if the member
14 informs the Board immediately prior to the vote as follows: "Because I am an employee of (name of
15 governmental unit), I have a conflict of interest in the proposal about to be voted. However, I declare that my
16 argument and my vote answer only to my conscience and to my obligation to my constituents and the citizens
17 the Board represents." The vote of any board member having a conflict of interest who does not inform the
18 Board of such conflict shall be void if challenged during the same Board meeting at which the vote was cast and
19 prior to the transaction of any further business by the Board.

20 Any **bBoard** member who is also an employee of the city and whose employment began on or after the date on
21 which they were initially elected to serve on the Board shall not vote on matters in which they have a conflict of
22 interest.

23 If a **bBoard** member has a conflict of interest in a matter to be voted on by the Board, they may abstain for
24 cause by announcing such to the **eChairman**. Any **bBoard** member who abstains from voting for cause on any
25 issue coming to a vote before the Board shall not be counted for the purpose of determining a majority vote.¹

26 PENALTY FOR UNLAWFUL INTEREST

27 If a **bBoard** member becomes directly or indirectly interested in any such contract, they shall forfeit all pay and
28 compensation and shall be dismissed from the Board and be ineligible to serve in the same or similar position
29 for ten (10) years.¹

Legal References

1. TCA 12-4-101,102

Cross Reference

Boardmanship Code of Conduct 1.106

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="margin: 0;">Nepotism</h2>	Descriptor Code: 1.108	Issued Date: 01/05/24
		Rescinds: 1.108	Issued: 12/07/20

1 Whenever a person is considered by the Superintendent of sSchools for initial employment in the
 2 system and that person is related to a member of the Board of Education, the Superintendent of
 3 sSchools, an administrator in the system, a city or county commissioner, or any appointed or elected
 4 city or county official, the relationship shall be made known to the Board prior to the employment of
 5 such person.¹

6 If a member of the Board has a relative who is an employee in the system, prior to voting on any
 7 matter of business that may have an effect upon the employment of the relative, the member shall
 8 declare such relationship. In making such a declaration, the member shall certify that their vote on the
 9 pending matter will be in the best interest of the school system.¹

10 No employee will be under the supervision of a member of their immediate family. Supervision is
 11 defined as having direct responsibility for evaluation.

12 This policy shall not apply to any person within such relationship or relationships who has been
 13 regularly employed by the Board prior to the inception of the relationship, the adoption of this policy,
 14 or a board member's election.

15 For purposes of this policy, the terms “related to” and "relative" include the following relationships:
 16 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother,
 17 sister, uncle, aunt, nephew, niece, or any person who resides in the same household. Step relationships
 18 shall be included in the definitions of “related to” and “relative”.²

Legal References

1. TCA 49-2-202(a)(3)
2. TCA 49-2-202(a)(3)(ii)

Cross References

Assignment/Transfer of Personnel 5.115

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Duties of Officers	Descriptor Code: 1.201	Issued Date: 01/05/24
		Rescinds: 1.201	Issued: 11/07/22

1 CHAIR

2 The eChair of the Board of Education shall have the following duties:

- 3 1. To assist the Superintendent of Schools in preparing meeting agendas;
- 4
- 5 2. To preside at all meeting of the Board;¹
- 6
- 7 3. To appoint committees authorized by the Board;¹
- 8
- 9 4. To function as chair of the executive committee;¹
- 10
- 11 5. To countersign all warrants authorized by the Board and issued by the Superintendent of
- 12 Schools for all expenditures of the school system;^{1,2}
- 13
- 14 6. To conduct Board hearings;³
- 15
- 16 7. To prepare the school budget with the Superintendent of Schools;⁴
- 17
- 18 8. To authorize the use of mechanical checkwriting equipment;²
- 19
- 20 9. To certify the value of surplus property valued less than \$250;⁵
- 21
- 22 10. To certify the official copy of approved minutes for each regular and special meetings of the
- 23 Board; and
- 24
- 25 11. To carry out other such duties as may be assigned by the Board.

26 VICE CHAIR

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

30 SECRETARY

31 The sSecretary shall conduct all correspondence of the Board, keep and preserve all of its records,
32 receive all reports acquired by the Board, and see that such reports are in proper form.⁶

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

3 **CHAIR PRO TEM**

4 At any meeting where neither the eChair nor the vVice eChair is present, a eChair pro tem shall be
5 elected to preside.

Legal References

1. TCA 49-2-205
2. TCA 49-2-113
3. TCA 49-5-512(c)
4. TCA 49-2-203(a)(9)(A)(i)
5. TCA 49-6-2007(d)(2)
6. TCA 49-2-301(b)(1)(C)

Cross References

Role of the Board of Education 1.101
Duties of Board Members 1.202
Board Committees 1.300
Executive Committee 1.301
Agendas 1.403
Minutes 1.406
Annual Operating Budget 2.200
Surplus Property Sales 2.403
Separation Practices for Tenured Teachers 5.200

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Duties of Board Members</h2>	Descriptor Code: 1.202	Issued Date: 11/07/22
		Rescinds: 1.202	Issued: 12/05/05

1 The duties of an individual ~~b~~**Board of Education** member shall be as follows:

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

Legal References

1. TCA 49-2-202(a)(6); TRR/MS 0520-01-02-.11

Cross References

- Duties and Powers of the Board 1.101
Ethics 1.106

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">New Member Orientation</h2>	Descriptor Code: <h3 style="text-align: center;">1.203</h3>	Issued Date: <h3 style="text-align: center;">01/05/24</h3>
		Rescinds: <h3 style="text-align: center;">1.203</h3>	Issued: <h3 style="text-align: center;">03/05/19</h3>

1 The Board of Education considers ~~the~~ Board member development to be an ongoing process for all Board
 2 members and a vital responsibility for effective Board membership.

3 Board members are responsible for becoming knowledgeable about the operations and functions of the
 4 school system. This should be achieved through attendance at board meetings, participation in
 5 orientation/training sessions conducted by the Tennessee School Boards Association (TSBA), and
 6 study of the Policy Manual of the Board of Education and applicable law and regulations.

7 It shall be the responsibility of the Superintendent of Schools to provide to each new Board member
 8 access to the Board’s Policy Manual and any other materials, which in the opinion of the
 9 Superintendent **of Schools**, will acquaint the new member with the operation of the school system and
 10 board service.

11
 12 An orientation for new Board members shall be conducted no later than thirty (30) days after new
 13 Board members take office. The chair of the board and the Superintendent of Schools shall arrange and
 14 plan for such an orientation which may include a mentoring program.

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Board Member Development Opportunities	Descriptor Code: 1.204	Issued Date: 11/07/22
		Rescinds: 1.204	Issued: 01/03/22

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

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

- 5 1. A calendar of ~~school~~ **board** conferences, conventions and workshops shall be maintained by
6 the **board** secretary and provided to each board member.¹ At least annually the Board will
7 identify which meetings should be attended and the benefits which would be derived from
8 participation in such meetings;
- 9
10 2. Funds for participation at such meetings shall be budgeted on an annual basis. The Board, as a
11 whole, shall retain the authority to approve or disapprove the participation of members in
12 planned activities;
- 13
14 3. Reimbursement to **board** members for their travel expenses shall be in accord with their
15 reasonable and actual expenses;
- 16
17 4. When a conference, convention or workshop is not attended by the full Board, those
18 participating will be requested to share information, recommendations and materials acquired at
19 the meeting; and
- 20
21 5. The public shall be kept informed about the Board's continuing in-service education and about
22 the programs anticipated for short- and long-range benefits to the schools.

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

- 25 1. Participation in school board conferences, workshops and conventions held by the state,
26 regional and national school boards associations;¹
- 27
28 2. Local and district-sponsored training sessions for **board** members; and
- 29
30 3. Subscriptions to publications addressing the concerns of **board** members.

Legal References

1. TCA 49-2-202(a)(6)

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Board-Superintendent Relations	Descriptor Code: 1.205	Issued Date: 11/07/22
		Rescinds: 1.205	Issued: 07/01/22

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

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Board Committees</h2>	Descriptor Code: 1.300	Issued Date: 01/05/24
		Rescinds: 1.300	Issued: 12/07/20

1 The Board of Education may operate without standing committees, except for the Executive
 2 Committee. The Chair of the Board and the Superintendent of Schools constitute the Executive
 3 Committee of the Board of Education. Special committees, such as the Policy, Finance, Facilities and
 4 Superintendent Compensation Committee, shall be composed of Board members as may be appointed
 5 by the chair at the direction of the Board and as the needs of the Board shall require.¹ Such
 6 committees shall be discharged when the work is finished or earlier by a majority vote of the entire
 7 Board. All reports by special committees shall be made directly to the Board.

- 8 1. A special committee serving in an advisory capacity shall ordinarily consist of less than a
 9 quorum of board members;
- 10 2. The committee will be advisory only;
- 11 3. Parameters of the work of the committee must be approved in advance by the entire Board;
- 12 4. A committee shall serve no longer than the annual organization meeting of the Board unless
 13 reappointed to finish a designated task; and
- 14 5. Committee meetings shall be held in accordance with the Open Meetings law.²

19 Anyone desiring to address a committee must notify the chair prior to the day of the meeting and
 20 indicate the topic to be addressed. Only topics on the agenda may be addressed at the meeting. Each
 21 topic addressed will be limited to five minutes except with the consent of the committee for an
 22 extension to the time. The ~~eChairman~~ may defer public participation to a future meeting in order to
 23 effect an efficient schedule as long as no recommendation on the topic of interest will be made before
 24 an opportunity to participate is provided.

Legal References

1. TCA 49-2-205
2. TCA 8-44-102, *et seq.*

Cross References

- Duties of Officers 1.201
 School Board Meetings 1.400
 Public Hearings 1.401

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Executive Committee</h2>	Descriptor Code: 1.301	Issued Date: 01/05/24
		Rescinds: 1.301	Issued: 07/01/00

1 The Chair of the Board **of Education** and the Superintendent of Schools shall constitute the executive
 2 committee of the Board, with the Chair of the Board serving as the ~~e~~**C**hairman of the ~~e~~**E**xecutive ~~e~~**C**ommittee.¹

3 The duties
 4 shall be:

- 5 1. To prepare an agenda for each meeting of the Board;
- 6 2. To prepare the annual budget on forms furnished by the Commissioner of Education, to be
 7 submitted to the Board for its approval;²
- 8 3. To meet at the office of the Superintendent of Schools as often as necessary to perform the
 9 duties required;¹
- 10 4. To advertise for bids and let contracts authorized by the Board;¹
- 11 5. To serve as the purchasing agent for the Board;
- 12 6. To examine all accounts authorized by the Board and ensure that the approved budget is not
 13 exceeded;
- 14 7. To submit for approval at each regular meeting of the Board a full report of all business
 15 transacted since the last regular meeting; and
- 16 8. To transact any other business assigned to the committee by the Board.¹

Legal References

1. TCA 49-2-206; TCA 49-2-205(3)
2. TCA 49-2-203(a)(9)(A)(i)

Cross References

- Duties of Officers 1.201
- Annual Operating Budget 2.200
- Purchasing 2.805
- Bids and Quotations 2.806
- Duties of the Superintendent of Schools 5.802

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School <u>Board</u> Attorney	Descriptor Code: 1.302	Issued Date: 07/01/00
		Rescinds:	Issued:

- 1 The Board **of Education** shall employ an attorney to represent the Board in legal matters which arise
2 concerning the school system.¹

Legal References

1. TCA 49-2-203(b)(5)

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Consultants	Descriptor Code: 1.303	Issued Date: 12/07/20
		Rescinds: 1.303	Issued: 10/03/01

1 When necessary, the Board **of Education** may contract for the services of qualified professional consultants.

2 Each contract for consulting services must contain the following detailed information:

- 3 1. The type of services the consultant will provide;
- 4 2. The cost of the services;
- 5 3. The specific objectives to be accomplished;
- 6 4. The specific tasks which will be performed;
- 7 5. The target dates for the completion of the objectives; and
- 8 6. The method to be used to report results to the Board.

9 The Superintendent of Schools is responsible for establishing the procedures under which consultants perform
10 their services and are supervised.

Cross References

Bids and Quotations 2.806

Purchase Orders and Contracts 2.808

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Ad Hoc Advisory Committees	Descriptor Code: 1.304	Issued Date: 12/07/20
		Rescinds: 1.304	Issued: 01/04/16

1 The Board **of Education** recognizes the value of ~~a~~**Ad h**~~Hoc e~~**C**ommittees to provide channels of
2 communication between the school community and the community at-large. In order to ensure
3 maximum benefits from the ad hoc committee, the purpose, composition, responsibilities, and
4 operating procedures are defined in this policy.

5 **BOARD AD HOC ADVISORY COMMITTEES**

6 Any Board Ad Hoc Advisory Committee may include representation from the community, an
7 employee organization, other educational institutions, parents, students, business and other affected or
8 interested parties.

9 The functions of a Board Ad Hoc Committee is to:

- 10 1. Represent the needs and interests of the entire community/school (not special interest groups);
- 11 2. Identify needs, problems, and concerns for more effective public educational services and
12 make recommendations to the Board ~~of Education~~;
- 13 3. Make recommendations to the Board ~~of Education~~ for budget priorities;
- 14 4. Review goals and objectives of the school system and make recommendations as to the same;
- 15 5. Assist with special projects and problems relative to information dissemination, community
16 relations, etc.;
- 17 6. Serve as communication liaison between the community and the Board ~~of Education~~;
- 18 7. Provide general advice to the Board, and promote the best interests of the school system;
- 19 8. Serve as resource person to the community, including the provision for speaker services;
- 20 9. Serve as a “sounding board” for Board questions and ideas.

21 **PROCEDURES**

- 22 1. The Board shall determine the need for an Ad Hoc Advisory Committee for a certain topic.
- 23 2. Frequency of the meetings shall be determined by the Ad Hoc Advisory Committee (and reports

- 1 of such meeting shall be given to the Board at the Board's next scheduled meeting).
- 2 3. One or more school ~~board~~ **B**oard members or designees may meet with the Board Ad Hoc Committee
3 as necessary and may be a member of that Committee.
- 4 4. Ad Hoc Committee members will be appointed on an as needed basis.
- 5 5. The Ad Hoc Advisory Committee shall select a president.
- 6 6. School administration shall serve in a resource capacity and not in a primary interface capacity.
- 7 7. Ad Hoc Advisory Committee members shall be expected to have regular attendance. This will
8 be emphasized in the invitation to the respective organizations to submit nominations.
- 9 8. The Ad Hoc Advisory Committee shall serve in an advisory role to the Board, not in a policy or
10 regulatory manner, and shall serve as a body of the whole at regular meetings only.

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School Board Meetings	Descriptor Code: 1.400	Issued Date: 01/05/24
		Rescinds: 1.400	Issued: 11/07/22

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

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

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

7 **REGULAR MEETINGS**

8
9 Regular meetings of the Board shall be held on the first Monday of the month at 6:00 p.m. in the Columbus
10 Powell Building (Central Office) or at another location as announced.

11

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

15

16 **SPECIAL MEETINGS**

17

18 The Board shall hold special meetings as necessary to transact the business of the Board. Such meetings shall
19 be called by the chair or Superintendent of Schools whenever the interests of the schools require it, or when
20 requested to do so by a majority of the Board.²

21

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

25

26 **ELECTRONIC ATTENDANCE⁵**

27 The following requirements apply to all electronic attendance, regardless of the reason for the member's
28 absence:

- 29
1. A quorum of the Board must be physically present at the meeting in order for any member to
30 attend electronically:
 2. Any Board member wishing to participate electronically must do so using technology which
31 allows the Chair to visually identify the member:
32

1 3. The responsibility for the connection lies with the member wishing to participate electronically.
2 No more than three (3) attempts to connect shall be made, unless the Board chooses to make
3 additional attempts.

4
5 Absent Board members may attend a regular or special meeting by electronic means for certain qualifying
6 reasons.

7 ***Work Related Absence***

8 A Board member may attend a meeting by electronic means if out of the county due to work; however,
9 they may only participate electronically two (2) times per year for this reason. The Board member shall
10 give the Chair and ~~Director~~ **Superintendent** of Schools at least five (5) days' notice prior to the
11 meeting of the Board member's intention to participate electronically.

12 ***Sickness or Period of Convalescence***

13 A Board member may attend a meeting by electronic means if sick or in a period of convalescence on
14 the advice of a healthcare professional; however, they may only participate electronically three (3)
15 times per year for this reason.

16 ***Inclement Weather or Natural Disaster***

17 A Board member may attend a meeting by electronic means due to inclement weather or natural
18 disaster if the schools in the school district are closed; however, they may only participate
19 electronically three (3) times per year for this reason.

20

21 ***Family Emergency***

22 A Board member may attend a meeting by electronic means if there is a family emergency that
23 prevents them from attending in person. The absence shall be due to the hospitalization of the Board
24 member or the death or hospitalization of the member's spouse, father, mother, son, daughter, brother,
25 sister, son-in-law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law,
26 or sister-in-law. The Board member may only participate electronically two (2) times per year for this
27 reason.

1 **Military Service**

2 A Board member may attend a meeting by electronic means if out of the county due to military
3 service. The Board member may participate electronically as often as they are able to do so.

Legal References

1. TCA 8-44-102; TCA 49-6-804(b)
2. TCA 49-2-202(c)(1)
3. 28 CFR § 36.201(a); 36.202
4. OP Tenn. Atty Gen 95-126
5. TCA 49-2-203(c); Public Acts of 2023, Chpt. No. 350

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Public Hearings	Descriptor Code: 1.401	Issued Date: 12/07/20
		Rescinds: 1.401	Issued: 01/04/16

1 The Board **of Education** will hold a public hearing in the following circumstances:

- 2 1. When requested, in writing, by any licensed employee who is dismissed during a contract
3 period. Any licensed employee who is dismissed must be advised of his right to a hearing
4 before the Board.¹
5
- 6 2. When requested by the parent who is dissatisfied with the school assignment of a student.²

7 The Board may, but is not obligated to, hold a public hearing in the following circumstances:

- 8 When requested by a student, principal, or teacher in regard to a student who, as a result of a
9 suspension of more than ten (10) days has had a hearing by the Discipline Hearing Authority.³
10 The notice of this type of hearing shall include a statement that, unless the student (or the
11 student's parent or guardian) requests an open hearing, the hearing will be closed to the public.⁴

12 The Board may also hold a public hearing when it deems it to be in the public interest.

13 Except as noted above, a request for a hearing before the Board must be in writing, stating the purpose
14 of the hearing, the action desired, and, in the case of contesting a school assignment, the specific
15 reasons why the child shall be assigned to a different school. All hearing requests must be received by
16 the Board or the Superintendent of Schools within the time limit prescribed by law for that type of
17 hearing.

Legal References

1. TCA 49-2-301(GG)(i); TCA 49-5-512
2. TCA 49-6-3201
3. TCA 49-6-3401
4. TCS 49-6-3401(c)(6)

Cross References

Appeals To and Appearances Before the Board 1.404
Suspension/Dismissal of Nontenured Teachers 5.200
Student Assignment 6.205
Student Disciplinary Hearing Authority 6.317

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Notification of Meetings	Descriptor Code: 1.402	Issued Date: 01/05/24
		Rescinds: 1.402	Issued: 12/07/20

1 Adequate notice of meetings¹ in the case of regular meetings shall consist of the approval of a schedule
 2 of all regular meetings for the Board **of Education** for a year and subsequent posting of this list in the
 3 Board/Superintendent of Schools' office, and on the school system's website. The schedule shall also
 4 be sent to the president of any local education association,² the president of the PTA Council and to the
 5 local news media for periodic announcement. No other notice of regular meetings shall be necessary
 6 beyond those stated and the holding of the particular regular meetings at the appointed times, if the
 7 date and time of the next regular meeting was announced at the last held board meeting.

8 In the case of special board meetings, notice shall be posted in the same locations with notice sent to
 9 the local news media and the president of the local education association, as in the case of regular
 10 meetings, at least two (2) days prior to the meeting.

11 The only exception permitted is in case of emergency, defined for this policy as “a sudden, generally
 12 unexpected occurrence or set of circumstances demanding immediate action.” In such exceptions,
 13 notice shall be given to all appropriate parties as is practical.

14 Notice of all meetings with actionable items on the agenda, with the exception of teacher disciplinary
 15 hearings, shall include information on how community members can participate in the public comment
 16 portion of the board meeting.³

17 Notice of intent to extend the contract of the Superintendent of Schools will be given at least fifteen
 18 (15) calendar days prior to the scheduled meeting at which action will be taken.⁴

19 All notices of special board meetings shall state the time, place and purpose of the meeting.

Legal References

1. TCA 8-44-103
2. TCA 49-2-202(c)(1)
3. Public Acts of 2023, Chapter No. 300
4. TCA 49-2-203(a)(13)(C)

Cross References

School Board Meetings 1.400

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Appearances Before the Board	Descriptor Code: 1.404	Issued Date: 01/05/24
		Rescinds: 1.404	Issued: 01/03/22

1 The Board of Education desires that all matters be settled at the lowest level of responsibility and will
2 not hear complaints or concerns which have not advanced through the proper administrative procedure
3 from the point of origin.

4 **APPEARING BEFORE THE BOARD**

5 Individuals desiring to have an item placed on the Board Agenda must submit a written request with
6 descriptive materials to the office of the Superintendent of Schools at least two (2) weeks before the
7 meeting for consideration by the Executive Committee. If the request is approved by the Executive
8 Committee, the item will be placed on the agenda. Individuals who have an item placed on the agenda
9 will be recognized at the beginning of the meeting and given time to speak when their topic of interest
10 is addressed on the agenda. All approved requests will be included in the board packet.

11 **PUBLIC COMMENT DURING MEETINGS**

12 The public shall be given an opportunity to address the Board at each regularly scheduled monthly
13 Board meeting about items on that month's agenda, with the exception of teacher disciplinary hearings.
14 Public comments will be only be allowed during the time designated on the agenda and will allocated a
15 total time of thirty (30) minutes.

16 Only those persons who are currently enrolled or have children currently enrolled in Johnson City
17 Schools, are currently employed by the school system, are residents of the City of Johnson City or are
18 bona fide property taxpayers to the City of Johnson City will be allowed to address the Board during
19 the public comments section of the agenda.

20 If an individual wishes to address the Board they must complete and submit the required form by the
21 end of the last business day before the day of the board meeting. Delegations must select only one
22 individual to speak on their behalf unless otherwise allowed by the Board.

23 The Chair may recognize individuals who wish to address the Board and who have not previously
24 signed the required form if they determine that such is in the public interest. A majority vote of
25 members present can overrule the decision of the Chair.

26 Individuals speaking to the Board shall address remarks to the Chair. Each person speaking shall state
27 their name, affiliation to the school system and subject of presentation. Remarks will be limited to
28 three (3) minutes unless time is altered by the Board. No speaker may yield their time to another
29 speaker.

30 The Chair shall have the authority to terminate the remarks of any individual who is disruptive,
31 violates state law or does not adhere to Board rules.¹ Unless a majority of members present vote to do

- 1 otherwise, the members of the Board will not engage in dialogue with those people addressing the
- 2 Board.

- 3 Individuals desiring additional information about any item on the agenda shall direct such inquiries to
- 4 the office of the Superintendent of Schools.

Legal References

1. TCA 39-17-306

Cross References

School Board Meetings 1.400
Agendas 1.403
Complaints About School Personnel 5.502

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School Board Records	Descriptor Code: 1.407	Issued Date: 01/05/24
		Rescinds: 1.407	Issued: 01/03/22

1 The Superintendent of Schools shall maintain all school system records required by law, regulation and
2 Board policy. Any citizen of Tennessee, state official or other authorized person shall be permitted, upon
3 written request, at a reasonable time, to inspect all records maintained by the school system unless
4 otherwise prohibited by law, regulation or board policy. A person who has the right to inspect a record
5 may request in writing and receive copies of the documents subject to the payment of reasonable
6 cost.^{1,2,3,4}

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

10 All requests to inspect or receive copies of records shall be submitted to the Human Resources
11 Department, the system's public records request coordinator and records custodian.⁶

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

16 **REQUESTS FOR INSPECTION²**

17 Citizens requesting to inspect public records shall submit their request and a government issued photo
18 identification card with the citizen's address to the system's public records request coordinator during
19 normal business hours. Requests may be made in person, in writing, or by electronic mail (email). The
20 coordinator shall submit the information to the appropriate records custodian. The records custodian will
21 contact the citizen and indicate when the records will be available to inspect.

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

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

26 **REQUESTS FOR COPIES²**

27 Citizens requesting copies of public records shall complete and submit the Records Request Form and a
28 government issued photo identification card with the citizen's address to the district's public records
29 request coordinator during normal business hours. The coordinator shall submit the Records Request
30 Form to the appropriate records custodian.

1 The records custodian shall provide an estimate of the reasonable costs to produce the requested records.
2 The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of Reasonable
3 Charges found at <https://www.comptroller.tn.gov/openrecords/forms.asp> shall be used to determine the
4 reasonable cost.

5 The records custodian will provide the citizen with an invoice detailing the charges. The citizen shall
6 pay the estimated reasonable costs by cash or check prior to the district producing the copies.

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

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

11 **FREQUENT AND MULTIPLE REQUESTS**

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

20 **DENYING REQUESTS FOR NONCOMPLIANCE⁷**

21 *Requests to Inspect a Public Record*

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

- 23 a. Made two (2) or more requests to view a public record within a six-month period; and
- 24
- 25 b. For each request failed to view the record within fifteen (15) business days of receiving
- 26 notification that the record was available.

27 Requests from this citizen shall be denied for up to six (6) months from the date of the second records
28 request. The district's public records request coordinator may waive this denial if they determine that
29 failure to view the record was for good cause.

30 *Requests for Copies of Public Records*

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

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

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

2 **RECORDS RETENTION**

3 The Superintendent of Schools and/or their designee(s) shall retain and dispose of school system
4 records in accordance with the following guidelines:^{2,4}

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

20 **DISTRICT PUBLIC RECORDS REQUEST COORDINATOR¹⁴**

21 Name: Amber Forbes

22 Title: Supervisor of Human Resources

23 Contact Information: 423-549-4274 **232-5384**; forbesa@jcschools.org **hr-info@jcschools.org**

Legal References

1. TCA 49-2-301(b)(1)(Z)
2. TCA 10-7-503
3. TCA 10-7-506(a)
4. TCA 49-2-104
5. TCA 10-7-504(p)
6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple Requests for Public Records*, Tennessee Comptroller of the Treasury, available at <https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; TCA 10-7-503(a)(1)(B),(C)
7. TCA 10-7-503(a)(7)(A)(vii)
8. TCA 10-7-401
9. TCA 10-7-406
10. TCA 10-7-404
11. TCA 10-7-413
12. TCA 10-7-414
13. TCA 39-16-504
14. TCA 10-7-503(g)(1)(D)

Cross References

Financial Reports and Records 2.701
Personnel Records 5.114
Student Records 6.600

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Policy Development and Adoption	Descriptor Code: 1.600	Issued Date: 11/07/22
		Rescinds: 1.600	Issued: 01/03/22

1 A proposed policy or policy change shall be submitted to the Board **of Education** as part of the
2 agenda. ~~Any interested party~~ **Those persons who are currently enrolled or have children currently**
3 **enrolled in Johnson City Schools, are currently employed by the School System, are residents of**
4 **the City of Johnson City or are bona fide property taxpayers to the City of Johnson City** shall be
5 given an opportunity to be heard on the proposal. The Board's approval of the proposal or return for
6 study and/or further revision shall constitute the first reading.

7 The proposed policy or policy amendment shall be considered at the next board meeting with the final
8 vote following the second reading. Adoption shall require an affirmative vote by a majority of the
9 members of the Board.

10 Policies and amendments adopted by the Board shall be made a part of the minutes and shall be placed
11 in the policy manual. Policies and amendments shall be effective immediately upon adoption unless a
12 specific effective date is provided and shall supersede any previous Board action on the subject.

13 **POLICY MAINTENANCE**

14 The Superintendent of Schools or their designee shall be responsible for drafting policy proposals,
15 maintaining the Board Policy Manual and serving as liaison between the Board and the Tennessee
16 School Boards Association. At least annually, the Board shall review its policy manual for the purpose
17 of passing, revising or deleting policies mandated by changing conditions.¹

18 Policies shall be accessible to all employees of the school system, members of the Board, and citizens
19 of the community.

20 **EMERGENCY PROCEDURE²**

21 On matters of unusual urgency, by an affirmative vote of a majority of the members of the Board, the
22 Board may waive the second reading limitation and take immediate action to adopt new or revised
23 policies.

24 **SUSPENSION OF POLICIES²**

25 Any board policy or part thereof may be suspended by an affirmative vote of a majority of the
26 members of the Board.

27 **ADMINISTRATION IN POLICY ABSENCE**

- 1 In cases where the Board has provided no guidelines for administrative action, the Superintendent of
- 2 Schools shall have the power to act, but report to the Board at its next meeting.

Legal References

1. TCA 49-2-207(a)
2. TCA 49-2-202(g)

Cross References

- Role of the Board of Education 1.101
Agendas 1.403
Administrative Procedures 1.601

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School Board Goals and Objectives	Descriptor Code: 1.700	Issued Date: 10/02/06
		Rescinds: 1.700	Issued: 12/05/05

- 1 The Board **of Education** is charged, on behalf of the public, with the responsibility for determining the
2 educational goals of the school system. In discharging that responsibility, the Board will adopt goals
3 and objectives.
- 4 The Board shall develop policies to implement the goals within each area and shall annually review
5 these goals and revise them as necessary so that each program will at all times support the stated goals.

Cross References:

Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Goals 4.100
Personnel Goals 5.100
Student Goals 6.100

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Charter Schools	Descriptor Code: 1.704	Issued Date: 08/26/19
		Rescinds: 1.704	Issued: 03/05/19

1 Pursuant to Tennessee Public Charter Schools Act of 2002, Johnson City Board of Education shall
2 have the authority to approve applications to establish public charter schools and renew public charter
3 school agreements.¹

4 A charter school shall be a public, nonsectarian, non-religious, non-homebase school which operates
5 within a public school district. It shall be subject to all state and federal laws and constitutional
6 provisions prohibiting discrimination on the basis of ~~disability, race, creed, color, sex, gender, national~~
7 ~~origin, religion, ancestry or need for special education services~~ **race, creed, color, sex, gender,**
8 **religion, age, national origin, disability, or veteran status.**

9 The Board of Education shall give preference to applications that demonstrate the capability to meet
10 the needs of the following groups of students:

- 11 1. Students who are assigned to, or were previously enrolled in, a school identified as a priority
12 school, as defined by the state's accountability system;
- 13 2. Students who, in the previous school year, failed to test proficient in the subjects of
14 reading/language arts or mathematics in grades three through eight (3-8) on the Tennessee
15 comprehensive assessment program examinations;
- 16 3. Students who, in the previous school year, failed to test proficient in the subjects of
17 reading/language arts or mathematics on the end of course assessments in grades nine through
18 twelve (9-12); or
19 4. Students who are eligible for free or reduced price lunch;
- 20
21
22

23 Charter schools may be formed to:

- 24 1. Provide alternatives for students in schools failing to make adequate yearly progress.
- 25 2. Address the unique needs of students eligible for special education services.
- 26 3. Provide local school systems the option to work in concert with the state's public higher
27 education teacher training institutions.
- 28
29

30 Any sponsor seeking to establish a public charter school shall file with the Board, on or before April 1st
31 of the calendar year preceding the calendar year in which the proposed charter school plans to begin
32 operation a written application with required supporting documents. Each application shall be

- 1 accompanied by a \$2,500 application fee. The Board may withhold 1% of the charter school's funds
- 2 (up to \$20,000) per year for the first four years of operation for payment of services provided by the
- 3 Board.²

Legal References

1. Tennessee Public Charter Schools Act of 2002
2. TCA 49-13-112(b)

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School-Based Decision Making	Descriptor Code: 1.705	Issued Date: 11/07/22
		Rescinds: 1.705	Issued: 10/05/09

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

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

- 5
- 6 1. policy;
- 7
- 8 2. budget and financial practices;
- 9
- 10 3. legal and regulatory provisions;
- 11
- 12 4. ethical practices;
- 13
- 14 5. legal requirements for personnel employment and evaluation; and
- 15
- 16 6. other areas as designated by the Superintendent of Schools.
- 17

18 The Board shall provide the necessary resources and training to institute school based decision making.
19 Further, ~~it directs the Superintendent of Schools to present annual reports to~~ **shall share information**
20 **with** the Board indicating the benefits attained through the implementation of school based decision
21 making principles and structures.

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Grievance Procedures for Qualified Individuals with Disabilities	Descriptor Code: 1.802	Issued Date: 01/03/22
		Rescinds: 1.802	Issued: 03/05/19

1 The Board **of Education** is committed to maintaining equitable employment/educational practices,
2 services, programs and activities that are accessible and usable by qualified individuals with
3 disabilities.

4 **DEFINITION**

5 Section 504 of the Rehabilitation Act of 1973 provides that: No otherwise qualified individual with
6 handicaps in the United States...solely by reason of ~~his/her~~ **their** handicap, be excluded from the
7 participation in, be denied the benefits of, or be subjected to discrimination under any program or
8 activity receiving federal financial assistance.¹

9 Title II of the Americans with Disabilities Act, 1990 and the ADA Amendments Act provide that: No
10 otherwise qualified individual with a disability shall be discriminated against in regard to job
11 application procedures, the hiring, advancement, or discharge of employees, employee compensation,
12 job training and other terms, conditions, and privileges of employment.²

13 **COORDINATOR**³

14 The Board shall designate at least one employee to coordinate its efforts to comply with and carry out
15 its responsibilities under the Americans with Disabilities Act (ADA), the ADA Amendments Act
16 (ADAAA) and Section 504, including any investigation of any complaint alleging non-compliance
17 with the Acts or alleging any actions that would be prohibited by the Acts.

18 **NOTICE**⁴

19 The name, office address and telephone number of the ADA/Section 504
20 coordinator is:

21 ~~Dr. Robbie Anderson~~
22 ~~Johnson City Schools~~
23 ~~P.O. Box 1517~~
24 ~~Johnson City, TN 37605-1517~~
25 ~~(423) 434-5200~~

26 **Students:**
27 **Title: Dr. Allecia Frizzell**
28 **Email: frizzella@jcschools.org**

Employees/ Public:
Title: Ms. Amber Forbes
Email: hr-info@jcschools.org

29
30 **Phone number: 423-434-5200**
31 **Mailing address: P.O. Box 1517, Johnson City, Tennessee 37605**

Notification of the public of the ADA/Section 504 Coordinator may be through the posting of notices, publication in newspapers and student and employee handbooks and distribution of memoranda or other written communications.

1 **COMPLAINT PROCEDURES⁵**

2 The coordinator will hear ADA/Section 504 complaints. Complaints may be submitted orally or in
3 writing to the coordinator who will endeavor to accomplish prompt and equitable resolution of
4 complaints alleging any action that would be prohibited by the ADA/Section 504. The coordinator
5 will respond to all complaints within twenty (20) days with a written response as well as information
6 on further grievance procedures that may be followed if the complaining party is not satisfied with the
7 coordinator's proposed resolution.

8 **DUE PROCESS HEARING PROCEDURES⁶**

9 Section 504 of the Rehabilitation Act of 1973 provides the right to an impartial due process hearing if a
10 parent wishes to contest any action of the school system with regard to a child's identification,
11 evaluation, and placement under Section 504.6 If a parent/guardian requests a Section 504 hearing, the
12 parent/guardian has the right to personally participate and to be represented at the hearing by an
13 attorney or advocate at the parent's expense. Contested actions or omissions that are appropriate for a
14 Section 504 hearing should involve identification, evaluation, or placement issues involving a child
15 who has or is believed to have a disability.

16 ***Written Request for Hearing***

17 A parent/guardian who wishes to challenge an action or omission with regard to the identification,
18 evaluation, or placement of a student who has or is believed to have a disability as defined by Section
19 504, shall make a written request for a due process hearing to the Section 504 coordinator. The written
20 request must be made on a form provided through the Central Office.

21 ***Impartial Hearing Officer***

22 The Superintendent of Schools or their designee shall appoint an impartial hearing officer to preside
23 over the hearing and issue a decision. Such appointment will be made within fifteen (15) days of the
24 date of receipt of a request for a due process hearing. The hearing officer will be hired as an
25 independent contractor at no expense to the parent. The hearing officer that is appointed shall not be a
26 current employee of the school system and shall not be related to any member of the Board of
27 Education. The hearing officer need not be an attorney but shall be familiar with the requirements of
28 Section 504 and the hearing procedures under Section 504. The choice of an impartial hearing officer
29 is final and may not be presented as an issue at the due process hearing since such an issue would not
30 relate to the identification, evaluation, or placement of a disabled child under Section 504. If a
31 parent/guardian disputes the impartiality of the appointed hearing officer, he/she may raise such issue
32 in a review of the hearing officer's opinion by a court of competent jurisdiction or in a complaint to the
33 Office for Civil Rights.

34 Office for Civil Rights
35 U.S. Department of Education
36 61 Forsyth St. S.W., Suite 19T10

1 Atlanta, GA 30303-8927
2 Telephone: 404-974-9406; TDD: 877-521-2172
3 Email: OCR.Atlanta@ed.gov

4 ***Scheduling of Hearing***

5 The appointed hearing officer shall set a date for the hearing within fifteen (15) days of their
6 appointment and provide this information in writing to the parent/guardian and the Section 504
7 coordinator. The hearing shall take place at a mutually agreeable time and place.

8 ***Continuances***

9 Upon a showing of good cause, the hearing officer, at their discretion may grant a continuance of the
10 hearing date and set a new hearing date.

11 ***Legal Representation at Hearing***

12 If a parent/guardian is represented by a licensed attorney at the due process hearing, they must inform
13 the Section 504 coordinator and the appointed hearing officer of that fact, in writing, at least seven (7)
14 calendar days prior to the hearing date, or the hearing can be continued upon the coordinator's request.
15 The school system shall not have legal representation at the hearing unless the parent provides notice
16 that they will have legal representation.

17 ***Pre-Hearing Conference***

18 The hearing officer may order a Pre-Hearing Conference during which the parent/guardian or their
19 representative will state and clarify the issues to be addressed at the hearing. The Pre-Hearing
20 Conference will also serve to resolve preliminary matters, clarify jurisdictional issues, and answer the
21 parties' questions regarding the hearing process. The Pre-Hearing Conference can be held via
22 telephone or in person depending on the hearing officer's decision based on the convenience to both
23 parties.

24 ***Dismissals***

25 If, after the Pre-Hearing Conference, the hearing officer finds that the parent, as a matter of law,
26 alleges and/or raises no factual claims or legal issues that come within their jurisdiction as a Section
27 504 hearing officer, they may dismiss the hearing and issue an order to that effect explaining the basis
28 for such finding.

29 ***Hearing***

30 The hearing shall be conducted in an informal, non-adversarial manner. The hearing shall be closed to
31 the public unless the parent/guardian requests an open hearing. The hearing officer may reasonably
32 limit testimony and introduction of exhibits for reasons or relevance.

33 ***Recording***

1 Instead of a formal written transcript produced by a court reporter, the entire due process hearing will
2 be video recorded. The school system shall provide a copy of the recording to the parent/guardian upon
3 request. In order for an accurate recording to be made, the parties and witnesses shall introduce
4 themselves at the beginning of their presentations. If a parent/guardian appeals the decision of the
5 hearing officer to a court of competent jurisdiction, the school system shall prepare a written transcript
6 of the hearing to be offered to the court as an exhibit.

7 ***Witnesses***

8 Witnesses will present their information in narrative form, without the traditional question and answer
9 format of legal proceedings. Cross-examination of witnesses will not be allowed, but a party may
10 request that the hearing officer, at their discretion, ask a witness a certain question.

11 ***Format of Presentation***

12 Each side will have an equal amount of time to present their positions as determined by the hearing
13 officer. The parent/guardian will present their case first by making an opening statement outlining the
14 issues, calling witnesses, and making a closing argument. The school system will present its side next.
15 At the end of the school system's presentation, the parent/guardian may offer a short response. Each
16 side may present personally or through their representatives.

17 ***Submission of Exhibits***

18 As part of their presentations and at the discretion of the hearing officer, the parties may submit any
19 reports, evaluations, correspondence, notes, or any other documents that may support their positions.
20 Exhibits submitted to the hearing officer by either party must be marked. The hearing officer may, in
21 the exercise of their discretion, reasonably limit the number of documents to be submitted for their
22 review, as well as the number of witnesses and the length and/or scope of their presentations or
23 statements.

24 ***Closing Arguments***

25 The hearing officer may allow or request written closing arguments summarizing and characterizing
26 the information presented at the hearing.

27 ***Decision***

28 The hearing officer may make an oral ruling at the conclusion of the hearing or take the case under
29 advisement and issue a written opinion. Such decision shall address all of the issues raised by the
30 parent/guardian as well as any corrective actions, if any, the school system must take. Any issue or
31 claim raised by the parent/guardian that is left unaddressed by the hearing officer in their decision will
32 be deemed to have been denied. The decision must be issued within forty-five (45) days after the date
33 the Request for a Due Process Hearing is received by the district. The hearing officer may not award
34 attorneys' fees as a part of the relief granted to a parent/guardian or the district.

35 ***Review Procedure/Appeal***

- 1 If the parent/guardian is not satisfied by the decision of the hearing officer, they may seek review of
- 2 the decision in a court of competent jurisdiction.

Legal References

1. 34 CFR § 104.4(a)
2. 42 USCA §12112(a)
3. 28 CFR § 35.107
4. 28 CFR § 35.106; 34 CFR § 104.8
5. 28 CFR § 35.170, 35.172
6. 34 CFR §104.36; 34 CFR § 104.7

Cross References

School Board Meetings 1.400
Visitors to the Schools 1.501
Reporting Student Progress 4.601
Graduation Activities 4.606
Equal Opportunity Employment 5.104
Personnel Health Examinations/Communicable Diseases 5.400
Acquired Immune Deficiency Syndrome 5.401
Complaints and Grievances 5.501
Student Discrimination, Harassment, Bullying, Cyber-bullying,
and Intimidation 6.304
Acquired Immune Deficiency Syndrome 6.404

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Use of Electronic Correspondence	Descriptor Code: 1.805	Issued Date: 11/07/22
		Rescinds: 1.805	Issued: 01/03/22

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

- 5 1. Because all computer hardware and software belong to the Board **of Education**, all data
6 including e-mail communications stored or transmitted on school system computers shall be
7 monitored. Employees/~~Board~~ members have no right to privacy with regard to such data.
8 Confidentiality of electronic correspondence cannot be assured. Electronic correspondence may
9 be a public record under the public records law and may be subject to public inspection.¹
10
- 11 2. Electronic correspondence shall pertain to legitimate Board/ **school** system business.
12
- 13 3. ~~Staff~~ **Employees/Board** members will be asked to sign an application for terms and conditions
14 for Use of the Internet. ~~Staff~~/board members shall not reveal their passwords to others in the
15 network or to anyone outside of it. If anyone has reason to believe that a password has been lost
16 or stolen or that the electronic correspondence has been accessed by someone without
17 authorization, they shall contact the technology coordinator immediately.
18
- 19 4. It is the responsibility of the sender not to violate copyright laws.
20
- 21 5. Messages shall not be sent that contain material that may be defined by a reasonable person as
22 obscene or that are racist, sexist, or promote illegal or unethical activity.
23
- 24 6. All employees/ **Board members** will adhere to the System's Responsible Use Agreement.

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

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

Legal References

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

Cross References

Use of the Internet 4.406

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Use of School Name	Descriptor Code: 1.807	Issued Date: 11/07/22
		Rescinds: 1.807	Issued: 07/01/00

1 No school or community organization, employee, **volunteer**, student or other person may use the name
2 of any school or the school sytem in any promotional manner or for personal benefit without prior
3 approval of the Board **of Education**/designee.
4

Cross References

Board-Community Relations 1.500

Johnson City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Authorizing Principles	Descriptor Code: 1.900	Issued Date: 01/05/24
		Rescinds:	Issued:

1 The Board of Education shall ensure that only high-quality charter schools are authorized to operate
2 within the district and adhere to the State Board of Education’s quality charter authorizing standards.
3 To accomplish this, the Board shall adopt the following authorizing principles that require charter
4 schools to maintain high standards, while upholding school autonomy and protecting student and
5 public interests.¹

6 **MAINTAINING HIGH STANDARDS**

7 Charter schools shall be held accountable for meeting the performance standards and targets set forth
8 in their charter agreement. The Board shall maintain high standards for the charter school(s) it oversees
9 and close any charter school that fails to meet the standards and targets established in the charter
10 agreement or set by state law.²

11 **UPHOLDING SCHOOL AUTONOMY**

12 Charter school governing boards shall be independent of the Board and have the authority to make
13 instructional programming, financial, personnel, school culture, and scheduling decisions. The Board
14 shall assume responsibility not for the success or failure of individual schools but for holding schools
15 accountable for their performance.

16 The Board shall only impose requirements on charter schools in its portfolio when there is a legal basis
17 or compelling reason to do so.

18 **PROTECTING STUDENT AND PUBLIC INTERESTS**

19 The Board shall ensure clarity, consistency, and public transparency in authorizing policies, practices,
20 and decisions regarding any charter school. The Board shall hold charter school governing boards
21 accountable for being fiscally responsible and transparent.

22 Charter schools are part of the public education program and shall adhere to non-selective,
23 nondiscriminatory practices and ensure the fair treatment of all students. They shall provide
24 appropriate services to all enrolled students in accordance with state and federal laws.³ Charter school
25 governing boards shall ensure fiscal responsibility and transparency.

Legal References

1. TCA 49-13-108(f); State Board of Education Policy 6.111; TRR/MS 0520-14-01-.01
2. TCA 49-13-111, TCA 49-13-120, TCA 49-13-122
3. TCA 49-13-111

Cross References

- Charter Schools 1.704**
Charter School Application 1.901
Charter School Oversight 1.903
Charter School Renewal 1.905
Charter School Revocation 1.906

Johnson City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: 11/07/22
		Rescinds: 1.901	Issued: 12/09/19

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

5 **APPLICATION PROCESS²**

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

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

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

20 **REVIEW TEAM¹**

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

31 The Board shall require the Superintendent of Schools to develop a procedure for receiving, reviewing,
32 and ruling on applications for the establishment of charter schools by the review team. The procedure

1 shall include a timeline for the application and review process. A copy of the procedure, including the
2 review criteria, shall be available to any interested party upon request.

3 The review team shall:

- 4 1. Evaluate all charter school applications based on the review criteria adopted by the Board;
- 5
- 6 2. Recommend one of the following options to the Board for each application: approve, reject, or
7 reject with stipulations for reconsideration; and
- 8
- 9 3. Make recommendations for revocation, renewal, or non-renewal of charter school contracts.

10 **APPROVAL/DENIAL OF APPLICATION⁴**

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

15 *Approval*

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

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

21 Charter schools approved by the Board are expected to implement the application as submitted and
22 approved. Material variations in operations from the approved application require amendment pursuant
23 to statute and the charter school agreement.⁶

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

28 New charter school agreements are approved for a ten (10) year period.⁷ The Board may revoke or
29 deny renewal of a charter school agreement for any of the reasons enumerated in state law.⁸

30 *Denial*

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

34 Within ten (10) days of final denial, an appeal may be filed with the State Board of Education.⁹

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01
3. TCA 49-13-110
4. TCA 49-13-108; TRR/MSS 0520-14-01
5. TCA 49-13-128
6. TRR/MS 0520-14-01-.06; TCA 49-13-110
7. TCA 49-13-110(c)
8. TCA 49-13-122
9. TCA 49-13-108(b)(5)

Cross References

Charter Schools 1.704
Charter School Application 1.901
Charter School Oversight 1.903
Charter School Renewal 1.905
Charter School Revocation 1.906

Johnson City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Oversight	Descriptor Code: 1.903	Issued Date: 12/09/19
		Rescinds:	Issued:

1 The Board **of Education** shall oversee and annually evaluate charter schools to ensure they meet the
2 performance standards and targets set forth in the charter school agreement.¹ The Board shall create a
3 comprehensive performance, accountability, and compliance monitoring system based on the charter
4 school agreement and communicate the results to each charter school. At a minimum, the monitoring
5 system shall address academic, financial, and organizational performance standards as outlined in the
6 charter school agreement and required by the State Board of Education.¹ The Board shall utilize the
7 results when making renewal, revocation, and intervention decisions.

8

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

12

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

15 **SITE VISITS**

16 A site visit to each charter school shall be conducted annually. The purpose shall be to collect data and
17 other qualitative information that cannot be obtained otherwise. The Superintendent of Schools shall
18 develop a site visit procedure that outlines the expectations of charter schools prior to, during, and after
19 the site visit, including review of the documents and data, classroom observations, and interviews.
20 These visits shall minimize operational interference.

21 The Board shall provide the charter school with a report that summarizes the charter school's
22 performance. The report shall provide an analysis of relevant data and include general
23 recommendations, if applicable.²

24 **CHARTER SCHOOL REPORTING**

25 Charter schools shall provide the information required by the charter school agreement and state law to
26 the Board. The Superintendent of Schools shall develop a reporting calendar that defines and
27 communicates the process, methods, and timing of gathering and reporting data to the Board.²

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

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

11 This reporting requirement shall begin in the year after the year in which the charter school begins
12 operation.

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

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

18 **AUTHORIZER REPORTING AND REVIEW**

19 By December 1st, the Board shall report to the Department of Education detailing the authorizer fees
20 collected in the previous school year and the authorizing obligations fulfilled using the fee.⁶ By
21 January 1st, the Board shall submit an annual authorizer report to the Department of Education and the
22 State Board of Education.⁷ The Superintendent of Schools shall prepare the reports and provide the
23 information to the Board prior to submission.

Legal References

1. TCA 49-13-111(d); State Board of Education Policy 6.111
2. State Board of Education Policy 6.500
3. TCA 49-13-120(a), (b)
4. TCA 49-13-112(a), Public Acts of 2019, Chapter No. 219
5. TCA 49-13-127
6. TCA 49-13-128(c)
7. TCA 49-13-120(d)

Cross References

- [Charter Schools 1.704](#)
- [Charter School Application 1.901](#)
- [Charter School Oversight 1.903](#)
- [Charter School Renewal 1.905](#)
- [Charter School Revocation 1.906](#)

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Charter School Renewal	Descriptor Code: 1.905	Issued Date: 12/09/19
		Rescinds:	Issued:

1 CUMULATIVE PERFORMANCE REPORT

2 Three (3) months prior to the date on which a charter school is required to submit a renewal
3 application, the Superintendent of Schools/designee shall submit a performance report to the charter
4 school.¹

5 APPLICATION AND EVALUATION

6 No later than April 1st of the year prior to the year in which the charter school agreement expires, the
7 governing body of a charter school shall submit a renewal application to the Board **of Education**.¹

8 The Superintendent of Schools/designee shall conduct a renewal evaluation site visit to each charter
9 school that submits a charter school renewal application.¹

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

12 RENEWAL CRITERIA

13 The Board shall make its renewal decision based on the renewal application, annual progress reports,
14 and renewal performance report.

Legal References

1. TCA 49-13-120; State Board of Education Policy 6.111; TCA 49-13-121; Public Acts of 2019, Chapter No. 219

Cross References

Charter Schools 1.704
Charter School Application 1.901
Charter School Oversight 1.903
Charter School Renewal 1.905
Charter School Revocation 1.906

Johnson City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Revocation	Descriptor Code: 1.906	Issued Date: 12/09/19
		Rescinds:	Issued:

- 1 The Board **of Education** shall revoke a charter school agreement if the charter school:¹
- 2 1. Failed to meet the minimum performance requirements set forth in the charter school
3 agreement;
 - 4
 - 5 2. Committed a material violation of any of the conditions, standards, or procedures set forth in
6 the charter school agreement;
 - 7
 - 8 3. Failed to meet generally accepted standards of fiscal management; or
 - 9
 - 10 4. Performed any of the acts that are conditions for non-approval of charter schools under state
11 law.

12 NOTICE

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

15 Within ten (10) days of the Board voting to renew, not renew, or revoke a charter school agreement,
16 the Superintendent of Schools/designee shall report the Board's decision to the Department of
17 Education. The Superintendent of Schools/designee shall also provide a copy of the Board's resolution
18 setting forth the decision and the reasons for the decisions.³

19 REVOCATION DUE TO PRIORITY STATUS

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

The Board shall revoke a charter school agreement if the charter school is identified as a priority school for two consecutive cycles (beginning in 2017). Revocation shall occur immediately after the close of the school year in which the charter school is identified as a priority school for the second consecutive cycle.

23 PROCEDURES FOR CLOSURE

24 The Superintendent of Schools shall develop administrative procedures regarding charter school
25 closures prior to the Board denying renewal or revoking a charter school agreement.

Legal References

1. TCA 49-13-122(b); State Board of Education Policy 6.111
2. TCA 49-13-122(c)
3. TCA 49-13-122(e)
4. TCA 49-13-122(a); Public Acts of 2019, Chapter No. 205; State Board of Education Policy 6.110
5. TCA 49-13-130

Cross References

- Charter Schools 1.704**
Charter School Application 1.901
Charter School Oversight 1.903
Charter School Renewal 1.905
Charter School Revocation 1.906

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: <h2 style="text-align: center;">Business Management Goals and Objectives</h2>	Descriptor Code: <h3 style="text-align: center;">3.100</h3>	Issued Date: <h3 style="text-align: center;">03/05/19</h3>
		Rescinds: <h3 style="text-align: center;">3.100</h3>	Issued: <h3 style="text-align: center;">01/05/15</h3>

1 The Board **of Education** establishes these general goals for the conduct of its management program:

- 2 1. To develop a proactive plan for the management of buildings and grounds which provides a
- 3 safe, secure, comfortable, and clean environment for instruction and administration;
- 4
- 5 2. To provide a building maintenance program which protects the taxpayer’s investment in
- 6 facilities and ensures their continued use;
- 7
- 8 3. To provide sufficient supplies and equipment for effective teaching and learning;
- 9
- 10 4. To provide for a student transportation system which meets state requirements;
- 11
- 12 5. To design and implement a program of food services which emphasizes nutritional needs of
- 13 children as the basis of growth and development of bodies and minds and which meets all local,
- 14 state, and federal standards;
- 15
- 16 6. To collect and maintain data pertinent to educational planning; and
- 17
- 18 7. To provide an insurance plan for the system.

Cross References

School District **Board** Goals **and Objectives** 1.700

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Crisis Management	Descriptor Code: 3.203	Issued Date: 01/09/23
		Rescinds: 3.203	Issued: 01/03/22

- 1 The principal shall develop a Crisis Management ~~p~~Plan for use in times of crisis.¹ The ~~P~~Plan shall include
- 2 a provision for a Crisis Team, members of which shall be appointed by the principal, and which shall
- 3 deal with specific situations and decisions in response to a crisis. Members of the ~~T~~Team shall consist
- 4 of the principal and/or designee, ~~guidance~~ school counselor, and at least two other staff members.

- 5 The Crisis Management Plan shall be reviewed annually and revised as needed.

- 6 The principal shall be responsible for the development of emergency procedures which shall be
- 7 distributed to building employees and members of the Crisis Team. Training for all school employees
- 8 in the crisis management procedures shall be conducted annually prior to the beginning of school.

- 9 In the event of a crisis, the principal/ designee shall notify the Crisis Team members and the
- 10 Superintendent of Schools. ~~If they determine it to be necessary, the principal~~ and shall contact the
- 11 appropriate emergency services (police, fire, ambulance, etc.).

- 12 In the event of a crisis all public and media contacts shall be directed to the Superintendent of Schools'
- 13 office which will release information when deemed appropriate and safe.

Legal References

1. TCA 49-6-804(a); TCA 49-6-805(1)

Cross References

News Releases, News Conferences, and Interviews 1.503

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Threat Assessment Team</h2>	Descriptor Code: <h3 style="text-align: center;">3.204</h3>	Issued Date: <h3 style="text-align: center;">01/05/24</h3>
		Rescinds:	Issued:

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

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

7 **TEAM MEETINGS**

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

9 **RECORDKEEPING³**

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

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

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

Legal References

1. TCA 49-6-2701 *et seq.*; Public Chapter 2023, Chapter No. 367
2. TCA 49-6-2701(f)
3. TCA 49-6-2702

Cross References

- School District Records 1.407
- Safety 3.201
- Security 3.205
- Student Records 6.600

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Community Use of School Facilities	Descriptor Code: 3.206	Issued Date: 01/03/22
		Rescinds: 3.206	Issued: 12/07/20

1 When not in use for school purposes, school buildings and grounds or portions thereof may be used for
2 public, governmental, charitable, civic, recreational, cultural, and other purposes as approved by the
3 Board **of Education**.¹

- 4 1. Requests for the use of school facilities shall be made at the office of the principal prior to the
5 date of use;
- 6
- 7 2. All non-school affiliated organizations must enter into a facilities use agreement prior to usage;
- 8
- 9 3. Student clubs and activities, parent-teacher associations, and other organizations affiliated with
10 the schools shall be permitted use of school facilities without charge;
- 11
- 12 4. School facilities may only be used by non-profit entities except that unused facilities may be
13 leased for private day-care centers which provide educational and childcare services to the
14 community;²
- 15
- 16 5. All activities must be under adult supervision at all times and must have the prior approval of
17 the building principal. In all cases, an assigned school employee or an approved city employee
18 will be present during use. The group using the facilities will be responsible for any damage to
19 the building or equipment;
- 20
- 21 6. Groups receiving permission for building use are restricted to the dates and hours and the
22 building area and facilities specified in the facilities use agreement, unless requested changes
23 are approved in advance by the principal;
- 24
- 25 7. Groups receiving permission for building use are responsible for the observance of all security,
26 fire and safety regulations at all times;
- 27
- 28 8. The use of alcoholic beverages, illegal drugs, tobacco products, e-cigs/vaporizers, vulgar
29 language, or gambling in any form is not permitted in school buildings or on school grounds;
- 30
- 31 9. The Board will cooperate with recognized agencies, such as the Red Cross, National Guard and
32 Civil Defense, and will make suitable facilities available without charge during community
33 emergencies;
- 34
- 35 10. When school kitchens are used, at least one member of the Food Service staff approved by the
36 principal must be present to supervise the use of the equipment;
- 37

- 1 11. School facilities shall not be used for any non-school affiliated organization on a permanent
2 basis; and
- 3 12. The Board will approve and periodically review a fee schedule for the use of school facilities
4 by any non-school affiliated organization.
- 5 The Board reserves the right to deny rental of school facilities to any or all organizations where such
6 use may be detrimental or disruptive.

Legal References

1. TCA 49-50-201; TCA 49-2-203(b)(4); TCA 49-2-405
2. TCA 49-2-203(b)(4)(B)

Cross References

Board-Community Relations 1.500
Tobacco-Free Schools 1.803
Emergency Preparedness Plan 3.202
Tutoring for Pay 5.608
Care of School Property 6.311

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Facilities Planning: Involvement of Architects	Descriptor Code: 3.212	Issued Date: 01/03/22
		Rescinds: 3.212	Issued: 02/07/17

1 Believing that several separate architects or architectural firms will produce a wider range of
2 experience and talent which should result in development of better or more efficient plans, the Board
3 **of Education**, in consensus with the City Commission, shall recommend one or more qualified
4 architects or firms to be assigned to buildings projects

5 When it becomes necessary to secure the services of an architect or firm, the Board shall request
6 submission of proposal(s) including qualifications and services from interested architectural firms.
7 Public announcements of the proposed projects shall be made.

8 After review of the proposal(s) submitted and interviews with selected firms under consideration, the
9 Board shall select an architect to recommend for the project. The Board may also name an architect(s)
10 as a consultant for any special project.

11 In recommending architects the following criteria will be considered:

12

13 1. Training and experience; especially with school construction, past performance, location,
14 ability to be bonded;

15

16 2. Planning ability;

17

18 3. Promptness;

19

20 4. Volume of work previously awarded by the school system with the objective of effecting an
21 equitable distribution of contracts among qualified firms; and

22

23 5. Experience with government agencies.

24 The Board may also select any other building/construction consultant as needed.

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Project Planning Specifications	Descriptor Code: 3.213	Issued Date: 01/05/15
		Rescinds: 3.213	Issued: 01/06/14

1 The Board **of Education** shall require the Superintendent of Schools to develop a set of comprehensive
2 educational specifications for the architect.¹ These specifications, which shall then be discussed in
3 conferences with the architect, shall include but not be limited to:

- 4 1. Information concerning the plan of school organization and estimated enrollment in the
5 proposed building;
- 6
- 7 2. A description of the proposed curriculum and teaching methods and techniques to be
8 employed;
- 9
- 10 3. A schedule of space requirements, including an indication of relative locations of various
11 spaces;
- 12
- 13 4. A desired layout of special areas and the equipment needed for such areas;
- 14
- 15 5. An outline of mechanical features and special finishes desired;
- 16
- 17 6. A description of standard codes and regulations (school district, city, county, and state)
18 affecting such planning;
- 19
- 20 7. Site appropriateness and accessibility;
- 21
- 22 8. An estimated budget which includes land, construction and other ancillary costs; and
- 23
- 24 9. A plan for providing energy efficient buildings.

25 SCHOOL GROUNDS SIZE

It is recommended that each new site be at least five acres in size plus one acre for each 100 students of anticipated enrollment for the building, unorganized play, hard surface play area, drives, walks, and employee and visitor parking. Additional acreage would be required for specialized activities and parking which exceeds 300 automobiles as warranted by the activity or parking desired; for example, tennis court(s), softball field, baseball field, football field or stadium, soccer field, driver education range, marching band practice area, etc. This policy is not intended to preclude the Board from increasing or decreasing the school grounds size if the situation is warranted

26 SITE ACQUISITION

- 1 The Board shall recommend school sites in accordance with the long-range facilities plan. Educational
2 needs shall be established well in advance so that proper locations may be acquired on a schedule that
3 will allow time for completion of topography studies and other preliminary work prior to construction.
4 Locations of such sites shall be based upon location of student population and anticipated growth patterns
5 of such population, safety of students, transportation routes, traffic patterns, accessibility of utilities and
6 potentiality for development and maintenance of a productive educational environment. Land on the
7 selected site shall be at least eighty percent (80%) usable. An ad hoc site selection committee may be
8 established to evaluate possible sites for the new school construction and to make recommendations to
9 the Board. If committee recommendations are received, the Board will review the recommendations.
10 The Board will make recommendations to the City Commission. Every effort will be made to purchase
11 the sites through negotiations with the willing seller at a fair and reasonable price. Condemnation
12 procedures will be requested only in the event other procedures fail. In such cases, local and state laws
13 and proper legal procedures will be observed.
- 14 The Board may permit the Superintendent of Schools to approve property acquisitions in accordance
15 with the plan for expansion provided the property is sold at fair market value and the Superintendent of
16 Schools secures official Board approval at the next regularly scheduled Board meeting.

Legal References

1. TRR/MS 0520-01-4-.01(4)

Cross References

Facility Planning 3.211

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Inspection and Acceptance of New Facilities	Descriptor Code: 3.215	Issued Date: 01/09/23
		Rescinds: 3.215	Issued: 02/07/17

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

3 **PROJECT ADMINISTRATION**

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

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

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Waste Reduction and Recycling	Descriptor Code: 3.303	Issued Date: 01/09/23
		Rescinds: 3.303	Issued: 01/03/22

1 The Board **of Education** will integrate the concept of resource conservation, including waste reduction
2 and recycling, into the environmental education curriculum at all levels of the school system.

3 The principal of each school shall develop and establish a recycling plan, ~~subject to approval by the~~
4 ~~Board.~~

5 The amount of consumable materials used will be decreased by:

- 6 1. Limited use of disposable materials;
- 7
- 8 2. Limited use of nonbiodegradable materials; and
- 9
- 10 3. Making full use of all materials prior to disposal.

11 The Board will purchase environmentally friendly products when financially practical.

Cross References

Energy Conservation 3.2001

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Student Transportation Management	Descriptor Code: 3.400	Issued Date: 01/05/24
		Rescinds: 3.400	Issued: 01/09/23

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

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

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

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

10 **RESPONSIBILITIES OF BUS OWNERS**

11 In the event the City of Johnson City Transit Authority hires an outside bus company to provide
12 transportation, the following will apply:

- 13 1. Each school bus and all related equipment shall be maintained in condition to operate safely at
14 all times during the school year and shall conform to specifications as set forth by the State
15 Board of Education¹ and National Highway Traffic Safety Administration.
- 16 2. Each bus driver shall obey all applicable state rules and regulations.
- 17 3. A school bus owner shall give four weeks written notice to the board when they wish to
18 terminate their bus operation contract.
- 19 4. A school bus owner shall secure the approval of the Superintendent of Schools before they may
20 sell a bus during the period of their contract. The sale of a bus does not obligate the
21 Superintendent of schools to enter into contract with the new owner.
- 22 5. Each school bus owner shall have on file in the Superintendent of Schools' office a current
23 statement of liability and property damage insurance coverage carried on the bus.
- 24 6. Each school bus owner must specify for the Superintendent of Schools' approval the name of
25 the designated driver and at least one substitute driver of their bus.
- 26
- 27
- 28
- 29
- 30
- 31

- 1 7. Each school bus driver shall submit to the Superintendent of Schools the results of their latest
2 physical examination.
3
- 4 8. **Each school bus driver shall** ~~By the end of the first month of each school year, each bus~~
5 ~~owner shall~~ file with the Superintendent of Schools, on forms approved by the board, a report
6 giving an accurate record of the names of all students transported on their bus and the school to
7 which each student is transported **by the end of the first month of each school year.**
8
- 9 9. **Each school bus driver shall** ~~P~~participate fully in the complaint process as outlined below.
10
- 11 10. **Each school bus driver shall** ~~C~~comply with recordkeeping requirements as outlined below.
12 This includes the responsibility to furnish the transportation supervisor with all necessary
13 records on a regular basis.

14 **TRANSPORTATION SUPERVISOR³**

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

17 The Transportation Supervisor shall complete a student transportation management training program
18 upon appointment. The Transportation Supervisor shall complete a minimum of four (4) hours of training
19 annually.

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

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

23 Title: Dr. Greg Wallace

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

25 Phone number: 423-434-5200

26 Email: wallaceg@jcschools.org

27 **COMPLAINT PROCESS⁴**

28 The following procedure will govern how students, teachers, staff, and community members shall submit
29 bus safety complaints:

- 30 1. All complaints shall be submitted to the Transportation Supervisor; and
31
32 2. Complaints may be submitted in person, via phone call, mail, or email.

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

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

- 1 1. The time and date the complaint was received;
- 2
- 3 2. The name of the bus driver;
- 4
- 5 3. A copy or summary of the complaint; and
- 6
- 7 4. Any prior complaints or disciplinary actions taken against the driver.

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

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

13 **RECORDKEEPING⁵**

14 The ~~Transportation Supervisor~~ **City of Johnson City Transit Authority** shall be responsible for the
 15 collection and maintenance of the following records:

- 16 1. Bus maintenance and inspections forms;
- 17
- 18 2. Bus driver credentials, including required background checks, health records, and performance
 19 reviews;
- 20
- 21 3. Driver training records; and
- 22
- 23 4. Complaints received and any records related to the investigation and complaints.

Legal References

1. TCA 49-6-2109; TRR/MS 0520-01-05
2. TCA 49-6-2116(d)(3)
3. TCA 49-6-2116(a)-(c)
4. TCA 49-6-2116(d)(1)-(2)
5. TCA 49-6-2116(d)(5)

Cross References

Business Management Goals and Objectives 3.100

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Special Use of Vehicles	Descriptor Code: 3.402	Issued Date: 02/07/17
		Rescinds: 3.402	Issued: 01/05/15

- 1 All standard rules of student and driver conduct shall apply to all extracurricular trips.
- 2 System-owned buses may be used by athletic teams and other school groups, provided such trips are
- 3 recommended by the principal and approved by the Superintendent.
- 4 The principal will attempt to make transportation arrangements for extracurricular and other similar
- 5 types of trips on city owned buses with the Director of the Johnson City Transit Authority. If city
- 6 owned buses are not available, other transportation arrangements may be made, but those arrangements
- 7 must be in conformity with all applicable laws, rules and procedures, including requirements set forth
- 8 by the City of Johnson City.
- 9 The **City of** Johnson City Transit Authority shall be reimbursed by the individual school for the use of
- 10 buses for extracurricular activities, and may establish special rates for extended trips or in special
- 11 cases. Forms for reporting extra use of buses will be furnished to each school principal.
- 12 Only qualified drivers may drive school vehicles for extracurricular activity trips.
- 13 Buses owned by the school system may be used only for the transportation of students or school
- 14 personnel on authorized school business.
- 15 **BOARD-ASSIGNED VEHICLES**
- 16 The Board **of Education** shall provide to the Superintendent of Schools and on-call maintenance
- 17 personnel a vehicle or car allowance.
- 18 Unless covered by special contract, school owned vehicles shall not be used for personal use with the
- 19 exception of incidental stops in route to and from work.

Cross References

Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips and Excursions 4.302

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Private Vehicles	Descriptor Code: 3.404	Issued Date: 01/05/24
		Rescinds: 3.404	Issued: 10/03/22

EMPLOYEE DRIVERS

The Board of Education recognizes that certain employees may need to use their private vehicles for school purposes. With the use of private vehicles, the following policy shall be observed:

- 1) To use a private vehicle for school purposes, the employee must have the permission of the Superintendent of Schools or their designee (which permission may be in the form of an approved leave request, a job description or pursuant to a specific directive). The employee's personal insurance will be in effect while using their personal vehicle for school related purposes. The school system shall assume no responsibility for liability in case of accident, unless the employee has the proper authorization. The following documents must be submitted before use:
 - a) A valid driver's license;
 - b) Proof of vehicle liability insurance coverage in the form of an insurance certificate issued to the insured indicating liability limits of at least \$25,000/50,000/15,000;¹
 - c) Specific permit for each trip involving students, including field trips; and
 - d) A completed Employee Use of Private Vehicle Authorization Form, which shall be kept by the employee's supervisor, shall serve as a standing permit for employees who use their own vehicles for school purposes. Additionally, it shall serve as a permit to be used on a one-time or as-needed basis. This document shall state the particular purpose of the trip.
- 2) Privately-owned school buses and drivers of such shall meet all requirements of state law and state Board Rules, Regulations, and Minimum Standards.²
- 3) No student shall be sent on errands during the school day by school personnel, whether personal or school-related, in a vehicle owned by the student, an employee, or the school system.
- 4) No employee may ask for or give permission to students to transport other students to and from any school or school-related activity without written parental permission and proof of student insurance.

EMPLOYEE DRIVERS OF STUDENTS

1 The Board recognizes that certain employees may at times need to use their private vehicles to
2 transport students to a school-related event. With the use of private vehicles, the following policy shall
3 be observed:

4
5 1) To use a private vehicle for transportation of students for school purposes, the employee must have
6 written permission from the Superintendent of Schools/designee. Employee's personal insurance
7 will be in effect for using their personal vehicle for transporting students for a school-related event.
8 However, as noted below, a higher level of liability coverage is required. The following documents
9 will be necessary:

10
11 a) Valid driver's license.

12
13 b) Proof of vehicle liability insurance coverage in the form of an insurance certificate issued to the
14 insured indicating liability limits of at least \$100,000/300,000/50,000.

15
16 c) The Employee Use of Private Vehicle Authorization Form shall serve as a permit for
17 employees transporting students and shall state the purpose of the trip.

18
19 2) The school system shall assume no responsibility for legal liability in case of accident.

20
21 3) The Board specifically forbids any employee to transport students for school purposes without
22 prior authorization by the Superintendent of Schools/designee.

23
24 4) A completed parental Student Field Trip Permission Form must be on file.

25
26 Authorization granted by a school to drive for school purposes shall be effective for the academic year,
27 partial year or sports season for which it was granted unless revoked at the sole discretion of the
28 school. Verification forms shall be retained by the school for the effective time period.

29
30 Authorized employee drivers are under a continuing obligation to notify the school of any change in
31 status regarding their driver's license or vehicle liability insurance.

32 33 Additional Guidelines for Employees

34
35 1) Privately owned buses and drivers of such shall meet all requirements of State law and State Board
36 Rules, Regulations and Minimum Standards.1 Charter bus companies must be approved in advance
37 by the Supervisor of Transportation. A passenger van designed to carry more than 10 persons shall
38 not be used to transport students.

39
40 2) No student shall be sent on errands, personal or school-related, in a vehicle owned by the student,
41 an employee, or the school system.

42
43 3) No employee may ask for or give permission to students to transport other students to and from any
44 school or school-related activity without written parental permission and proof of student
45 insurance.

VOLUNTEER PARENT DRIVERS

The Board recognizes that volunteer parent drivers are ~~often~~ **at times** needed to use their private vehicles for school purposes or to transport students for a school-related event. In order to use their private vehicle to drive for school purposes, a parent shall be authorized by the school. Such authorization will be approved by the principal of the school only when the parent driver submits the following forms which will be kept on file in the school office:

(a) Valid driver's license

(b) Proof of vehicle liability insurance coverage in the form of an insurance certificate issued to the insured indicating liability limits of at least \$100,000/300,000/50,000 will be necessary.²

(c) Volunteer Personal Automobile Use Form.

All volunteer parent drivers must submit to a TBI/FBI background check.

The school system shall assume no responsibility for legal liability in case of accident. Authorization granted by a school to drive for school purposes shall be effective for the academic year, partial year or sports season for which it was granted unless revoked at the sole discretion of the school. Verification forms shall be retained by the school for the effective time period. Authorized volunteer parent drivers are under a continuing obligation to notify the school of any change in status regarding their driver's license or vehicle liability insurance.

A completed parental Student Field Trip Permission Form (3.404) must be on file for each student transported by a parent volunteer. Each event will require a separate parental Student Field Trip Permission form.

STUDENT DRIVERS

Credit-Bearing Courses

The Board also recognizes that students may need to drive themselves for school-related, credit-bearing courses in their own private vehicles. The student drivers must provide the following:

a) Proof of a valid driver's license;

b) Proof of vehicle liability insurance coverage in the form of an insurance certificate issued to the insured or their parent/guardian indicating limits of at least \$25,000/\$50,000/\$15,000;

c) The Student Use of Private Vehicle Authorization Form.

All Other Occasions

1 The Board also recognizes that students may need to drive themselves for school-related events in their
2 own private vehicles. The student drivers must provide the following:

3
4 a) Proof of a valid driver's license;

5
6 b) Proof of vehicle liability insurance coverage in the form of an insurance certificate issued to
7 the insured or their parent/guardian indicating limits of at least \$100,000/\$300,000/\$50,000;

8
9 c) The Student Use of Private Vehicle Authorization form.

10
11 The school system shall assume no responsibility for legal liability in case of accident.

12
13 Student drivers are not approved to drive other students to such events, except when the other student
14 is a member of the driver's immediate family.

15
16 Authorization granted by a school to drive for school purposes shall be effective for the academic year,
17 partial year or sports season for which it was granted unless revoked at the sole discretion of the
18 school. Verification forms shall be retained by the school for the effective time period.

19
20 Authorized student drivers are under a continuing obligation to notify the school of any change in
21 status regarding their driver's license or vehicle liability insurance.

Legal References

1. TRR/MS 0520-01-05-.02(1)
2. TCA 29-20-403(b)(3); TCA 49-55-102; Tenn. Att'y Gen. Op. No. 04-136 (August 24, 2004)

Cross References

Field Trips 4.302

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Insurance Management	Descriptor Code: 3.600	Issued Date: 01/07/13
		Rescinds: 3.600	Issued: 01/03/12

1 The insurance program shall provide coverages in a minimum of the following broad categories:

- 2 1. Property: Buildings contents against fire, extended coverage, vandalism and malicious
3 mischief, boiler and machinery explosion, and vehicles;
- 4 2. Liability: Board members, Superintendent of Schools, and employees resulting from
5 discharging their duties
- 6 3. Workers' compensation; and
- 7 4. Fidelity: Blanket bond and fiscal agent's bond as required by statute.

8 The Superintendent of Schools/~~D~~esignee will periodically review the insurance program to ensure
9 that adequate protection is being provided at a reasonable price.

10 **GROUP HEALTH**

11 The Board **of Education** shall make group health insurance available for purchase by all full-time
12 employees, ~~and~~ part-time employees who work a minimum of thirty (30) hours per week, **and Board**
13 **members**.¹The Board shall select the carrier of any insurance for which the Board makes payment.

14 **LIFE**

15 The Board will provide life insurance, free of charge, to certified employees and to non-certified
16 administrative and supervisory personnel. The amounts shall be one (1) times the regular salary for
17 those employed less than two (2) years and two (2) times the regular salary for those employed two (2)
18 years or more.

19 **RETIREES²**

21 Payment of individual health insurance coverage shall be available for any retiring employee until the
22 employee reaches age 65, provided that:

- 23 1. The employee is eligible for full retirement benefits under the eligibility standards as set by
24 Tennessee Retirement System;
- 25 2. The employee was enrolled in the Board-sponsored insurance plan for five (5) consecutive
26 years prior to retirement; and
27
28

- 1 3. The employee has worked at least ten (10) years in the Johnson City School System.
- 2 Retired employees will be permitted to pay the difference in an individual plan and a family plan on a
- 3 quarterly basis and continue coverage if they so desire.

Legal References

1. TCA 49-2-209
2. TCA 49-2-906

Cross References

- Resignation 2.802
Retirement 4.211

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Goals and Philosophy	Descriptor Code: 4.100	Issued Date: 06/04/24
		Rescinds: 4.100	Issued: 01/09/23

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

- 2 • Advance student achievement, participation, and support in all curricular and extra-curricular
- 3 programs
- 4 • Strengthen stakeholder communication and community connections
- 5 • Recruit, support, and retain a high-quality workforce.
- 6 • Create and enhance safe, effective learning environments.
- 7 • Promote physical, social, and mental wellness.

8 The current Five -Year Strategic Plan can be viewed on the [district school](#)
9 [system](#) website.

10 **VISION STATEMENT**

11

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

16

17 **MISSION STATEMENT**

18

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

21 **BELIEFS**

22 To be successful, Johnson City Schools must:

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

28

Cross Reference:

School District Goals & Objectives 1.700

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Standards	Descriptor Code: 4.101	Issued Date: 01/09/23
		Rescinds: 4.101	Issued: 12/07/20

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

4 **STATE STANDARDS²**

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

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

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

12 **CURRICULUM AND INSTRUCTIONAL PROGRAMMING**

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

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

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

Legal References

1. TCA 49-6-2202; TCA 49-6-1304; TCA 49-6-2206; TCA 49-6-1019
2. TCA 49-1-302(a)(8); TCA 49-1-314; Public Acts of 2022, Chapter No. 1085
3. TRR/MS 0520-12-04

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Curriculum Development	Descriptor Code: 4.200	Issued Date: 01/03/22
		Rescinds: 4.200	Issued: 03/05/19

1 Under the leadership and direction of the Superintendent of Schools and instructional supervisors, a
2 unified curriculum shall be developed within the framework of the state's standards for the school
3 system in each subject area, grades K-12.¹

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

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

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

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

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

21 **IMPLEMENTATION**

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

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

Legal References

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

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: <h2 style="text-align: center;">Basic Program</h2>	Descriptor Code: <h3 style="text-align: center;">4.201</h3>	Issued Date: <h3 style="text-align: center;">06/04/24</h3>
		Rescinds: <h3 style="text-align: center;">4.201</h3>	Issued: <h3 style="text-align: center;">01/09/23</h3>

1 The Board of Education shall not discriminate nor shall it condone discrimination on the basis of ~~race,~~
 2 ~~color, religion, sex, gender, disabilities, national origin, or age~~ **race, creed, color, sex, gender,**
 3 **religion, national origin, or disability.** in its educational programs or activities.

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

10 The course of study in the schools shall include those subjects required by the Legislature and
 11 Tennessee State Board of Education.²

12 The Board reserves the right to add additional courses and to amend the content of prescribed courses
 13 as experience and the process of curriculum development indicate the desirability of such change.

Legal References

1. [42 USCA § 2000d et seq.](#)
2. [TCA 49-6-1001, et seq.](#); [TCA 49-6-1201](#); [TCA 49-6-1301, 1302](#)

Cross References

- Student Goals and Objectives 6.100
 Complaints and Grievances 6.305
 Controversial Materials 4.801

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Special Education	Descriptor Code: 4.202	Issued Date: 01/03/22
		Rescinds: 4.202	Issued: 04/05/21

1 The Board **of Education** shall provide access to a free appropriate public education to all IDEA
2 (Individuals with Disabilities Education Act) Eligible children ages 3-21, inclusive, residing within the
3 jurisdiction of the school system. The plan for implementation of appropriate instruction and special
4 education services shall be in accordance with the current Rules, Regulations, and Minimum Standards
5 of the State Board of Education,¹ and state² and federal³ law.

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

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

21 The plan shall address the following objectives:

- 22 1. To carry out a comprehensive screening and assessment plan emphasizing the early
23 identification and evaluation of disabled students;
24
- 25 2. To provide each disabled child with an Individualized Educational Program (IEP) specifically
26 designed to meet his unique needs;
27
- 28 3. To use the Individualized Education Program (IEP) for reviewing assessment, formulating
29 programming, and determining placement for every disabled student, including review of
30 proposed suspensions when appropriate, in accordance with the State Board of Education
31 Rules, Regulations, and Minimum Standards;
32
- 33 4. To ensure that placements are made which educate disabled children with non-disabled age
34 appropriate peers in the schools these children would normally attend if not disabled and to the

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

 Legal References

1. TRR/MS 0520-01-09
2. TCA 49-10-101 *et seq.*
3. 20 USCA §§ 1400-1485; 29 USCA § 794; 34 CFR § 300.504

 Cross References

Compulsory Attendance Ages 6.201
 Alternative Education 6.319
 Student Communicable Diseases 6.403
 Acquired Immune Deficiency Syndrome 6.404
 Special Education Students 6.500

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Summer School	Descriptor Code: 4.204	Issued Date: 01/05/24
		Rescinds: 4.204	Issued: 01/09/23

1 The following programs will be made available to students:^{1,2}

- 2 1. ~~Traditional summer school~~ **Learning Loss Bridge Camp**;
- 3
- 4 2. ~~Learning loss bridge camps~~ **Summer Learning Camp**;
- 5
- 6 3. ~~After-school learning mini-camps~~ **STREAM Camp**; and
- 7
- 8 4. ~~Summer learning camps~~ **Summer/STREAM Hybrid Camp**.

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

13 **SUMMER PROGRAMMING²**

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

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

31 **ATTENDANCE REQUIREMENTS²**

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

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

5 **THIRD GRADE PROMOTION/RETENTION LAW & MAKE UP DAYS⁴**

6 Students who are required to attend summer programming in order to be promoted to fourth grade shall
7 attend with a ninety percent (90%) attendance rate. ~~Students shall attend eighteen (18) days out of the~~
8 ~~twenty (20) days required for summer school attendance.~~

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

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

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

Legal References

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

Cross References

- Promotion and Retention 4.603
Extended Contracts 5.112

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Enrollment in College Level Courses	Descriptor Code: 4.205	Issued Date: 01/03/22
		Rescinds: 4.205	Issued: 12/07/20

- 1 Qualified high school students who are in good standing may earn high school credit by enrolling in
- 2 college level courses.¹ Written approval by the parent, principal, and institution of higher learning shall
- 3 be required before enrollment.

- 4 Grades earned in such college level courses may be used to determine grade point average.

- 5 The Board **of Education** shall not be responsible for transportation to and from the college or for
- 6 payment of tuition or related fees.

Legal References

1. Public Acts of 2021, Chapter No. 170; State Board of Education Policy 3.301

Cross References

Accelerated College Admission 4.203

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Alternative Credit Options	Descriptor Code: 4.209	Issued Date: 06/04/24
		Rescinds: 4.209	Issued: 01/03/22

1 **ONLINE COURSES**

2 High school students may earn credit to be applied toward graduation requirements by completing online
3 courses. Credit from online courses offered through institutions other than the Johnson City School
4 system that are approved by the Board of Education may be earned only in the following circumstances:

- 5 1. The course is not offered at the high school, or although the course is offered at the high school,
6 the student has an unavoidable scheduling conflict;
- 7 2. The course will serve as a supplement to homebound instruction;
- 8 3. The student has been expelled from a regular school setting, but educational services are to be
9 continued; or
- 10 4. The principal, with agreement from the student's teachers and parent(s)/guardian(s), determines
11 the student requires a differentiated or accelerated learning environment.

12 The express approval of the principal/designee shall be obtained before a student enrolls in an online
13 course. The school shall receive an official record of the final grade before credit toward graduation will
14 be recognized.

15 Through a supervision plan, the school shall be responsible for providing appropriate supervision and
16 monitoring of students taking online courses.

17 **COURSE ACCESS PROGRAM**

18 Students in grades ~~seven~~ **six** through twelve (6-12) may participate in the statewide course access
19 program. To become eligible to participate, students shall:

- 20 1. Meet all prerequisite requirements for the course access course; and
- 21 2. Be unable to enroll in a comparable course at the student's school because:
 - 22 a. A comparable course is not offered; or
 - 23 b. A legitimate situation exists that prevents the student from enrolling in a comparable
24 course.¹

26 The Superintendent of Schools shall develop administrative procedures to ensure that students and
27 parent(s)/guardian(s) are given written notice of their right to appeal any denial of a course access
28 course enrollment in a timely manner.² All appeals shall be submitted in writing to the Board within
29 ten (10) days of a denial.

30 After a timely appeal is made, the Board will provide written notification to the student and
31 parent(s)/guardian(s) of the time, place, and date of the hearing. The hearing shall be held no later than

- 1 ten (10) days after the appeal is submitted. At the hearing, the Board shall determine whether there was
- 2 an error in denying the student the ability to participate in the course access program.³

Legal References

1. [TRR/MS 0520-01-14-.03\(1\)](#)
2. [TRR/MS 0520-01-14-.03\(7\)](#)
3. [TRR/MS 0520-01-14-.03\(6\)](#)

Cross References

Homebound Instruction 4.206
Grading System 4.600
Graduation Requirements 4.605

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Credit Recovery	Descriptor Code: 4.211	Issued Date: 01/09/23
		Rescinds: 4.211	Issued: 01/03/22

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

4 **ADMISSION AND REMOVAL²**

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

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

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

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

19 **INSTRUCTION AND CONTENT²**

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

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

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

29 Students in credit recovery programs shall:

- 1 1. Complete a course skill-specific diagnostic to determine skill-specific goals;
- 2
- 3 2. Meet individual skill-specific goals in a flexible time frame as established by identified student
- 4 need; and
- 5
- 6 3. Master all individualized skill-specific goals as established by the diagnostic process in order to
- 7 earn credit.

8 **GRADES²**

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

Legal References

1. State Board of Education Policy 2.103; TRR/MS 0520-01-03-.03(13)
2. State Board of Education Policy 2.103
3. State Board of Education Policy 3.301

Cross References

Virtual Education Program 4.2121
Grading System 4.600
Promotion and Retention 4.603

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Work-Based Learning Program	Descriptor Code: 4.212	Issued Date: 01/05/24
		Rescinds: 4.212	Issued: 01/04/18

1 Students shall have access to a system of structured work-based learning (WBL) experiences that allow
2 them to apply classroom theories to practical problems as well as explore career options.¹

3 **General**

4 Students that participate in a work-based learning program may be authorized to perform support
5 service within the school as an intern or apprentice. These support services must be supervised by a
6 teacher, administrator or other approved school employee. Services performed by the student must
7 follow the work-based learning policies of the Tennessee Department of Education.

8 **Scope**

9 Students may be asked to perform duties which are normally performed by school system staff, but
10 those duties must be related to their internship or apprenticeship, and the student must be under the
11 supervision of a designated system employee when performing the duties. The supervising employee
12 is responsible for ensuring all work performed follows the work based policies of the Tennessee
13 Department of Education and of the Johnson City Board of Education.

14 **Safety**

15 Students are not authorized to use their personal ~~devises~~ **devices**, email addresses or other social media
16 accounts to address the public in regard to their work-based learning duties. Before work-based
17 learning students release any information to the public, the release must be approved by authorized
18 school system staff. This includes, but is not limited to, emails, flyers and social media postings.

19 Work-based learning students may be allowed to have keys to school buildings as necessary for
20 performing their internship or apprenticeship. Students will be required to sign for keys to school
21 buildings on a daily basis. Students may not be in possession of keys overnight.

22 Work-based learning students are not allowed to have electronic access to school buildings.

Legal References

1. State Board of Education Policy 2.103; TCA 49-7-1205

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of Artificial Intelligence Programs	Descriptor Code: 4.214	Issued Date: 08/06/24
		Rescinds:	Issued:

1 Artificial Intelligence (AI) programs as defined by state law may be used by staff and students in the
2 district.¹

3 Only approved AI programs may be utilized in student instruction or in completing student work. The
4 district will utilize the same procedure for approving AI platforms as used with other digital
5 applications.

6 Curriculum and Technology will oversee the implementation of AI programs. These staff members
7 will review artificial intelligence programs to ensure compliance with district policies and state and
8 federal student data privacy laws. Any approved programs shall be accessible to all students based on
9 age-appropriateness.

10 Employees shall not place staff or student personally identifiable information (PII), financial
11 information, intellectual property, or other confidential information into any AI system.

12 Professional development will be established for training staff and students in the appropriate use of AI
13 applications. This training shall focus on the responsible use of AI and best practices for use in school
14 settings and include instruction regarding personally identifiable information and the need to comply
15 with state and federal data privacy laws. Emphasis shall be placed on the importance of securing and
16 properly storing any data collected by the district in compliance with state and federal law.

17 **STAFF USE**

18 Staff may use AI in the completion of their own work. This may include, but not be limited to, drafting
19 communications, notes, images, and the development of content for instructional or administrative
20 purposes, as well as analyzing data and information. The following requirements shall be adhered to
21 when using AI in the completion of work:

- 22 1. Employees shall disclose their use of a generative AI tool if failure to do so would:
 - 23 a. Violate the terms of the use of the AI tool;
 - 24 b. Would mislead a supervisor or others as to the nature of the work; or
 - 25 c. Would be inconsistent with the teacher code of ethic;²
- 26
- 27 2. Employees shall take all reasonable precautions to ensure the security of private student data
28 when utilizing AI programs and collect only data necessary for the intended educational
29 purpose;
- 30

- 1 3. Outputs from AI programs shall be verified by reliable sources and reviewed prior to use to
2 reduce the risk of errors and inaccuracies;
- 3
- 4 4. Outputs shall not be incorporated into proprietary content or works; and
- 5
- 6 5. Adhere to legal standards such as FERPA (Family Educational Rights and Privacy Act) and
7 COPPA (Children’s Online Privacy Protection Act).

8 **STUDENT USE**

9 Teachers may allow students to use approved AI programs for instructional purposes. Any such use
10 shall align with approved instructional standards and curriculum. Prior to using AI, teachers shall
11 ensure students are provided with appropriate instruction on the responsible use of AI.

12 **ACADEMIC INTEGRITY**

13 Students shall be instructed on responsible use standards including but not limited to the following:

- 14 1. Effective use of generative AI;
- 15
- 16 2. When it is appropriate to use AI in assignments;
- 17
- 18 3. How to determine whether AI responses are accurate;
- 19
- 20 4. Users assume responsibility for incorporating AI content responsibly; and
- 21
- 22 5. The difference between cheating and seeking support.

23 **NOTICE TO PARENTS**

24 The ~~District~~ **school system** shall provide notice to parent(s)/guardian(s) about the use of AI programs
25 in the ~~district~~ **school system** by listing approved AI applications on the ~~district~~ **school system** website
26 with other approved digital applications.

27 **ENFORCEMENT AND REPORTING**

28 Enforcement policies used with other digital applications and platforms will be utilized to enforce the
29 appropriate use of AI applications and platforms. The Superintendent of Schools shall submit a report
30 to the Board of Education each June on how this policy will be enforced in the upcoming school year.
31 The Board shall approve the report and the Superintendent of Schools shall submit it to the Department
32 of Education by July 1st.

Legal References

1. [Public Acts of 2024, Chapter No. 550](#)
2. [TCA 49-5-1001](#)

Cross References

Use of the Internet 4.406

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Extracurricular Activities	Descriptor Code: 4.300	Issued Date 08/06/24
		Rescinds: 4.300	Issued: 06/04/24

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

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

34 **STUDENT CLUBS & ORGANIZATIONS³**

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

Legal References

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

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Field Trips	Descriptor Code: 4.302	Issued Date: 06/04/24
		Rescinds: 4.302	Issued: 10/03/22

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

3 The ~~Board of Education~~ **Principal** may grant conditional approval of field trips contingent upon
4 financial provisions being made for all students. The funds necessary to accommodate all students
5 must be available by a certain date approved by the ~~Superintendent of Schools/designee~~ **Principal** or
6 the conditional approval will be revoked.

7 Procedures and forms for all school related trips will be developed and distributed by the
8 Superintendent of Schools/Designee.

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

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

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

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

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

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

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

NON-SANCTIONED TRIPS

- 1 Non-sanctioned trips organized by employees acting as independent contractors/agents involving
- 2 students on a volunteer, self-supporting basis are not approved by the Board and are not considered a
- 3 part of the curriculum. Total responsibility for privately planned trips or tours rests with the
- 4 individual(s) and agencies sponsoring them. The Board assumes no legal or financial responsibilities
- 5 for non-sanctioned trips.

- 6 If an employee organizing a non-sanctioned trip wishes to recruit students through the school(s), the
- 7 request for recruitment shall be made in the same manner as a request from a private citizen.
- 8 Recruitment efforts shall not occur during class time or the employee's work day.

Cross References

Special Use of School Vehicles 3.402
Extracurricular Activities 4.300
Attendance 6.200

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Textbooks Selection, Distribution and Care	Descriptor Code: 4.401	Issued Date: 01/03/22
		Rescinds: 4.401	Issued: 01/07/13

1 SELECTION¹

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

8 DISTRIBUTION

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

12 CARE OF TEXTBOOKS⁴

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

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

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

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

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

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

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

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

Legal References

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

Cross Reference

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Selection of Instructional Materials (Other than Textbooks)	Descriptor Code: 4.402	Issued Date: 01/09/23
		Rescinds: 4.402	Issued: 01/03/23

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

4 **OBJECTIVES OF SELECTION**

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

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

Legal References:

1.TTR/MS 0520-1-3-.07(2)

Cross References

Controversial Materials 4.801

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Reconsideration of Instructional Materials and Textbooks	Descriptor Code: 4.403	Issued Date: 01/09/23
		Rescinds: 4.403	Issued: 12/07/20

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

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

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

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982)
2. TCA 49-1-302(a)(8); TCA 49-1-314; TCA 49-6-2206; Public Acts of 2022, Chapter No. 1085

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Reconsideration of Instructional Materials and Textbooks	Descriptor Code: 4.403	Issued Date: 01/09/23
		Rescinds: 4.403	Issued: 12/07/20

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

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Cross References

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School and System Websites 4.407
Controversial Materials 4.801

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 01/09/23
		Rescinds: 4.406	Issued: 12/07/20

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

4 **Employees**

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

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

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

30 **Students**

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

1 Procedures shall address the following:

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

18 INTERNET SAFETY MEASURES²

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

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

30 The Superintendent of Schools/designee shall establish a process to ensure the ~~district~~ **school system's**

31 ~~education technology is~~ **technological resources are** not used for purposes prohibited by law or for

32 accessing sexually explicit materials. The process shall include, but not be limited to:

- 33 • Utilizing technology that blocks or filters Internet access (for both students and adults) to
- 34 material that is obscene, pornographic³, or harmful to students⁴
- 35 • Maintaining and securing a usage log
- 36 • Monitoring on-line activities of students²

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

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

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

15 E-MAIL

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

16 INTERNET SAFETY INSTRUCTION⁶

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

22 SOCIAL NETWORKING

- 23 1. School system staff who have a presence on social networking websites are prohibited from
24 posting data, documents, photographs or inappropriate information that is likely to create a
25 material and substantial disruption of classroom activity or which violates the privacy of other
26 staff or students or which violates FERPA.
- 27
28 2. School system staff are prohibited from accessing personal social networking sites on school
29 ~~computers~~ **system devices** during school hours except for legitimate instructional purposes.
- 30

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

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

6 VIOLATIONS

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

9 VENDOR CONTRACTS³

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

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

Legal References

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

Cross References

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

Johnson City Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Parent/Family Engagement	Descriptor Code: 4.502	Issued Date: 01/03/22
		Rescinds: 4.502	Issued: 12/07/20

1 GENERAL EXPECTATIONS FOR ALL SCHOOLS

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

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

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

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

3 **SCHOOL LEVEL POLICY**

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

9 **SUPPORT FOR PROGRAM**

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

14 **FAMILY-SCHOOL PARTNERSHIPS¹**

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

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

Legal References

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

Cross References

English Learners 4.207
Homeless Students 6.503

Johnson City Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Promotion and Retention	Descriptor Code: 4.603	Issued Date: 04/03/23
		Rescinds: 4.603	Issued: 01/09/23

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

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

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

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

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

29 **VOLUNTARY RETENTION**

30 **A parent/guardian of a student enrolled in kindergarten through second grade may choose to**
31 **retain his/her student in the current grade level if:**

- 32 1. **The student has a documented academic or behavioral delay; and**

- 1
2 2. **The parent/guardian believes that retention may benefit the student.**⁵

3 **PROMOTION PLANS**⁵⁶

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

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

17 A student who demonstrates sufficient academic progress according to his/her promotion plan shall be
18 promoted to the next grade level unless retention is required per additional requirements for students in
19 third and fourth grade.⁶⁷

20 If a student has not demonstrated sufficient academic progress according to their promotion plan by the
21 end of the school year, the student shall be eligible to enroll in a summer reading or learning program,
22 if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar
23 days prior to the start of the next school year if the student was enrolled in a summer program.
24 However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be
25 notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school
26 year.⁷⁸

27 **RETENTION**⁶⁷

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

30 *Decision of Retention – General*⁸⁹

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

- 35 1. Adjustment to the current instructional strategies or materials;
36
37 2. Additional instructional time;
38

- 1 3. Individual tutoring;
- 2
- 3 4. Modification to the student's classroom assignment to ensure the student receives
- 4 instruction from a teacher with a level of overall effectiveness of above expectations (level
- 5 4) or significantly above expectations (level 5); or
- 6
- 7 5. Attendance or truancy interventions.

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

12 *Decision of Retention – Third Grade⁹¹⁰*

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

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

- 17 1. A student in third grade receiving a performance level rating of “approaching” on the ELA
18 portion of the student's most recent TCAP test may be promoted if:
 - 19 a. The student is an English language learner and has received less than two (2) full years
20 of ELA instruction;
 - 21 b. The student was previously retained in grades K-3;
 - 22 c. The student is retested before the next school year and scores proficient in ELA;
 - 23 d. The student attends a learning loss bridge camp before the next school year, maintains a
24 ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-
25 test at the end of the camp; or
 - 26 e. The student receives tutoring for the entirety of the next school year in accordance with
27 state law.
 - 28 f. **The student demonstrates proficiency in ELA standards by scoring at or above the**
29 **fiftieth (50th) percentile on the most recently administered state-provided**
30 **benchmark assessment and the district provides tutoring services to the student**
31 **during the entire fourth grade school year and notifies the student's**
32 **parent/guardian, in writing, of the benefits of enrolling the student in summer**
33 **programming.**
 - 34 g. **Parent/guardian or authorized school personnel appeals retention decision,**
35 **documenting a score at or above the fortieth (40th) percentile on the TN-URS or**
36 **approved URS (ECBM) and an academic remediation plan and unanimous**
37 **recommendation for promotion from the ELA teacher and principal, and receives**
38 **tutoring services during the entire fourth grade school year.**
 - 39
 - 40

- 1 2. A student in third grade receiving a performance level rating of “below” on the ELA portion of
2 the student’s most recent TCAP test may be promoted if:
3
4 a. The student is an English language learner and has received less than two (2) full years
5 of ELA instruction;
6 b. The student was previously retained in grades K-3;
7 c. The student is retested before the next school year and scores proficient in ELA; or
8 d. The student attends a learning loss bridge camp before the next school year, maintains a
9 ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next
10 school year in accordance with state law.
11

12 Students who fall into the criteria for required attendance in summer programming in order to be
13 promoted to the fourth grade must attend with a 90% rate. Of the 20 days required for summer school
14 attendance, students must attend 18 days. These days will be documented and options for make-up
15 days will be provided by the summer programming committee.

16 *Decision of Retention – Fourth Grade*⁹¹⁰

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

- 19 1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the
20 next school year in accordance with state law or because of attending a learning loss bridge
21 camp must maintain a ninety percent (90%) attendance rate; and
22
23 2. A student receiving tutoring for the entirety of the next school year in accordance with state law
24 shall be required to show adequate growth on the fourth grade ELA portion of TCAP before the
25 student may be promoted to fifth grade.
26
27 3. **If a student does not show adequate growth, as determined by the department, on the**
28 **fourth grade ELA portion of the TCAP test, then the student’s LEA or public charter**
29 **school shall convene a conference that must be attended by the following categories for**
30 **participants: the student’s parent(s)/guardian(s), the student’s ELA teacher, and the**
31 **student’s principal. The recommendation made by the majority of the categories of**
32 **participants in the conference determines whether the student must be:**
33
34 a. **Promoted to the fifth grade and assigned a tutor to provide tutoring services to the**
35 **student for the entirety of the student’s fifth grade year based on tutoring**
36 **requirements established by the department; or**
37 b. **Retained in the fourth grade.**

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

39 *Decision of Retention – Students with Disabilities*¹⁰¹¹

40 Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the
41 student’s IEP and/or 504 team to determine whether the student’s performance on the ELA portion of

1 TCAP was due to the student's disability. The school district shall not retain a student with a disability
2 or a suspected disability that impacts their ability to read.

3 **APPEALS^{7,11,12}**

4 When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision
5 to retain the student and provided with information on the right to appeal the decision. Appeals shall be
6 made to a committee appointed by the principal within ten (10) school days. The student and their
7 parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given
8 the opportunity to address the committee. The committee shall conduct a hearing within ten (10) school
9 days to determine if the student will be promoted and issue such decision within five (5) calendar days.
10 Upon notification of the committee decision, the principal shall send written notification to the Director
11 of Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of
12 their right to appeal such action within ten (10) calendar days to the ~~Director~~ **Superintendent** of
13 Schools/designee.

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

16 Within five (5) business days of the ~~Director~~ **Superintendent** of Schools/designee rendering a decision,
17 the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the
18 record. Following the review, the Board may affirm or overturn the decision of the ~~Director~~
19 **Superintendent** of Schools/designee. The action of the Board shall be final.

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

Legal References

1. 20 USCA § 1400 *et seq.*; 29 U.S.C. § 794 (Section 504); TRR/MS 0520-01-03-.16; TCA 49-6-3115
2. TRR/MS 0520-01-03-.16(5)
3. TCA 49-1-905(e)
4. TRR/MS 0520-01-03-.16(4)
5. **Public Acts of 2024, Chapter No. 829**
6. TRR/MS 0520-01-03-.16(6)
7. TRR/MS 0520-01-03-.16(6)(f)
8. TRR/MS 0520-01-03-.16(6)(e)
9. TRR/MS 0520-01-03-.16(6)(g)
10. TRR/MS 0520-01-03-.16(7)
11. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq.*; TRR/MS 0520-01-03-.16(7)(e)
12. TRR/MS 0520-01-03-.16(3); TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)
13. TRR/MS 0520-01-03-.16(7)(f)

Cross References

- Credit Recovery 4.210
- Grading System 4.600
- Reporting Student Progress 4.601
- Attendance 6.200
- Student Assignments 6.205
- Homeless Students 6.503
- Student Records 6.600

Johnson City Board of Education

Monitoring: Review: Annually, in December	Descriptor Term: Accelerated and Advanced Credit	Descriptor Code: 4.604	Issued Date: 01/03/22
		Rescinds: 4.604	Issued: 12/09/19

1 **ELEMENTARY/~~INTERMEDIATE~~/MIDDLE SCHOOLS STUDENTS¹**

2 Students may be allowed to take advanced levels of selected courses to count as prerequisites to higher
3 level courses offered in grades 9-12. No credit earned in elementary school may be used toward high
4 school graduation. Credits earned in middle school may be used as elective high school credits.

5 **HIGH SCHOOLS STUDENTS**

6 All high school students shall be eligible to enroll in Advanced, Honors, and/or Advanced Placement
7 (AP) classes in accordance with the recommendations and requirements set forth in the Program of
8 Studies.

9 **DUAL ENROLLMENT/DUAL CREDIT**

10 Students in grades 11-12 may be allowed to participate in a dual enrollment program with local
11 colleges/universities/technical schools according to guidelines established by the Superintendent of
12 Schools.

13 **EARLY GRADUATION**

14 No student shall be allowed to graduate with a Science Hill diploma more than one session early
15 without the approval of the principal and the Superintendent of Schools.

Legal References

1. TCA 49-6-1202; State Board of Education Policy 2.102

Cross References

- Accelerated College Admission 4.203
- Enrollment in College Level Courses 4.205
- Alternative Credit Options 4.209

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Testing Programs	Descriptor Code: 4.700	Issued Date: 12/09/19
		Rescinds: 4.700	Issued: 08/26/19

1 The Board **of Education** shall provide for a systemwide testing program which shall be periodically
2 reviewed and evaluated.

3 The purposes of the program shall be to:

- 4 1. Assist in promoting accountability;
- 5
- 6 2. Determine the progress of students;
- 7
- 8 3. Assess the effectiveness of the instructional program and student learning;
- 9
- 10 4. Aid in counseling and guiding students in planning future education and other endeavors;
- 11
- 12 5. Analyze the improvements needed in a given instructional area;
- 13
- 14 6. Assist in the screening of students with learning difficulties;¹
- 15
- 16 7. Assist in placing students in remedial programs;
- 17
- 18 8. Provide information for college entrance and placement; and
- 19
- 20 9. Assist in educational research by providing data.²

21 The Superintendent of Schools shall be responsible for planning and implementing the program, which
22 includes:

- 23 1. Determining specific purposes for each test;
- 24
- 25 2. Selecting the appropriate test to be given;
- 26
- 27 3. Establishing procedures for administering the tests;
- 28
- 29 4. Making provision for interpreting and disseminating the results;
- 30
- 31 5. Maintaining testing information in a consistent and confidential manner; and
- 32
- 33 6. Ensuring that results are obtained as quickly as possible, especially when placement in a special
34 learning program might be necessary.

1 State-mandated student testing programs shall be undertaken in accordance with procedures published
2 by the State Department of Education.³

3 **WEIGHTING TCAP SCORES**

4 ~~TNReady~~ **TCAP**⁴ and EOC⁵ scores will be included in students' final grades as 15% of the student's
5 final average. The system uses the state approved cube root methodology to determine scores.

6 The Superintendent of Schools may exclude these scores from students' final grades if results are not
7 received by the district at least five (5) instructional days before the end of the course.^{4,5}

8 **INTEREST INVENTORIES AND CAREER ASSESSMENTS⁶**

9 Interest inventories shall be made available to middle school students. These will include assessments
10 such as the Kuder assessment, Myers-Briggs Type Indicator, the ASVAB, or the College Board Career
11 Finder.

12 Career aptitude assessments shall be administered to 8th graders in order to inform the student's high
13 school plan of study.

14 **TESTING INFORMATION AND PARENTAL CONSENT**

15 Any test directly concerned with measuring student ability or achievement through individual or group
16 psychological or socio-metric tests shall not be administered by or with the knowledge of any
17 employee of the system without first obtaining written consent of the ~~parents or guardians~~
18 **parent(s)/guardian(s)**.²

19 Results of all group tests shall be recorded on the students' permanent records and shall be made
20 available to appropriate personnel in accordance with established procedures.⁷

21 No later than July 31st of each year, the board shall publish on its website information related to state
22 and board mandated tests that will be administered during the school year. The information shall
23 include:⁸

- 24 1. The name of the test;
- 25
- 26 2. The purpose and use of the test;
- 27
- 28 3. The grade or class in which the test will be administered;
- 29
- 30 4. The tentative date or dates that the test will be administered;
- 31
- 32 5. The time and manner in which parents and students will be notified of the results of the test;
- 33
- 34 6. How parents can access the questions and answers on their student's state-required tests; and
- 35

- 1 7. If a board mandated test, how the test complements and enhances student instruction and
2 learning and how it serves a purpose distinct from state-required tests.
- 3 Testing information shall also be placed in student handbooks or other school publications that are
4 provided to parents on an annual basis.

Legal References

1. TCA 49-10-108
2. 20 USCA § 1232(g)
3. TRR/MS 0520-01-03-.03(7); TRR/MS 0520-01-03-.06(1)(b)
4. TCA 49-1-617; State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.06(1)(b); State Board of Education Policy 2.103; TCA 49-1-617
6. Public Acts of 2019, Chapter No. 108
7. TCA 10-7-504
8. TCA 49-6-6007; State Board of Education Policy 2.102; State Board of Education Policy 2.103

Cross References

- Student Surveys, Analyses, and Evaluations 6.4001
Student Records 6.600

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Code of Ethics	Descriptor Code: 1.1061	Issued Date: 01/05/24
		Rescinds: 1.1061	Issued: 11/07/22

CODE OF ETHICS¹

JOHNSON CITY SCHOOL DISTRICT SYSTEM

Section 1. Definitions:

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

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

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

Section 4. Acceptance of gifts and other things of value. An official or employee, or an official’s or employee’s spouse or child living in the same household, may not accept, directly or indirectly, any

1 gift, money, gratuity, or other consideration or favor of any kind from anyone other than the school
2 ~~district~~ **system** that a reasonable person would understand was intended to influence the vote, official
3 action or judgment of the official or employee in executing decision-making authority affecting the
4 school ~~district~~ **system**.

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

10 **Section 5. Ethics Complaints.** The school ~~district~~ **system** may create a School ~~District~~ **System**
11 Ethics Committee (the “Ethics Committee”) consisting of three members who will be appointed to
12 one-year terms by the Chair of the Board of Education with confirmation by the Board. At least two
13 members of the committee shall be members of the Board. The Ethics Committee shall convene as
14 soon as practicable after its appointment and elect a chair and a secretary. The records of the Ethics
15 Committee shall be maintained by the secretary and shall be filed in the office of the Superintendent of
16 Schools, where they shall be open to public inspection.

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

21 The School ~~District~~ **System** Ethics Committee may investigate any credible complaint against an
22 official or employee charging any violation of this Code of Ethics, or may undertake an investigation
23 on its own initiative when it acquires information indicating a possible violation, and make
24 recommendations for action to end or seek retribution for any activity that, in the Committee’s
25 judgment, constitutes a violation of this Code of Ethics. If a member of the Committee is the subject of
26 a complaint, such member shall recuse themselves from all proceedings involving such complaint.

27 The Committee may:

- 28 (1) Refer the matter to the Board Attorney for a legal opinion and/or recommendation for
29 action;
- 30 (2) In the case of an official, refer the matter to the school board body for possible public
31 censure if the board body finds such an action warranted;
- 32 (3) In the case of an employee, refer the matter to the official responsible for supervision of the
33 employee for possible disciplinary action if the official finds discipline warranted; or
- 34 (4) In a case involving possible violation of state statutes, refer the matter to the ~~district~~ **system**
35 attorney for possible ouster or criminal prosecution.

36
37 The interpretation that a reasonable person in the circumstances would apply shall be used in
38 interpreting this Code of Ethics. When a violation of this Code of Ethics also constitutes a violation of

1 a personnel policy or a civil service policy, the violation shall be dealt with as a violation of the
2 personnel or civil service provisions rather than as a violation of this Code of Ethics.

3 **POINT OF CONTACT²**

4 The Board Chair shall serve as the point of contact for the Tennessee Ethics Commission. The
5 Superintendent of Schools shall provide the contact information to the Commission and ensure that any
6 changes are submitted within thirty (30) calendar days.

7

Legal References

1. [TCA 8-17-103](#)
2. [TCA 8-17-104](#)

Cross References

Board Member Conflict of Interest 1.107
Duties of Board Members 1.202

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Emergency Closings</h2>	Descriptor Code: 1.8011	Issued Date: 01/05/24
		Rescinds: 1.8011	Issued: 11/07/22

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

5 As soon as the decision to close schools is made, the Superintendent of Schools will notify the public
 6 media and request that an announcement be made. Closings and schedule adjustments will also be
 7 posted on the system’s website, **through the school messaging system**, and on social media and other
 8 available communication lines.
 9

10 If school is not in session or is dismissed early due to snow or inclement weather, most scheduled
 11 activities in which students are involved will be postponed or cancelled. Athletic events may or may
 12 not be postponed, depending on weather near the event start time.

Legal References

1. TCA 49-6-3004(e)(1); TRR/MS 0520-01-03-.02(1)(b)

Cross References

Emergency Preparedness Plan 3.202

Johnson City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: <h2 style="text-align: center;">Access to School Property</h2>	Descriptor Code: 1.806	Issued Date: 06/05/24
		Rescinds: 1.806	Issued: 01/05/24

1 No outside commercial entities may access school property for the purpose of providing products or
 2 services to students without the approval of the Superintendent of Schools. All outside vendors shall
 3 submit their information to the visitor management system upon entering school property.

4 **ADVERTISING AND DISTRIBUTION OF MATERIALS IN SCHOOL**

5 No part of the school system, including the facilities, the name, the staff, and the students, shall be
 6 used for advertising or promoting the interests of any commercial, political, religious or other non-
 7 school agency or organization except that:

- 8 1. The school may cooperate in furthering the work of any non-profit, community-wide social
 9 service agency, provided that such cooperation does not restrict or impair the educational
 10 programs of the schools;
- 11
- 12 2. The school may participate in radio or television programs under acceptable commercial
 13 sponsorship when such programs are educationally beneficial;
- 14
- 15 3. Community, educational, charitable, recreational and other similar not for profit civic groups
 16 may advertise events pertinent to students' interests or involvement. Such advertisement,
 17 including the distribution of materials, shall be subject to any procedures related to time, place
 18 and manner established by the principal;
- 19
- 20 4. All materials shall be screened prior to distribution to ensure their appropriateness. The system
 21 may prohibit materials that:
 - 22 a. would likely cause substantial disruption of the operation of the school;
 - 23 b. violate the rights of others;
 - 24 c. are obscene, lewd or sexually explicit; or
 - 25 d. students would reasonably believe to be sponsored or endorsed by the school.
- 26
- 27 5. The school may, upon approval of the Superintendent of Schools, cooperate with any
 28 governmental agency in promoting activities which advance the education or other best
 29 interests of the students;
- 30
- 31 6. Political literature shall not be distributed through the school to students, nor sent home to
 32 parents, nor placed in teachers' mail boxes, lounges, or on school premises;
- 33

- 1 7. Political signs for people who are running for public office ~~shall not be allowed on school~~
2 ~~property except on election day.~~ **shall only be allowed on school grounds after 6pm the**
3 **night before election day and must be removed by 7am the day after the election.**; and
4
- 5 8. School publications may accept and publish paid advertising under procedures established by
6 the Superintendent of Schools.
- 7 This policy shall not be construed as preventing a teacher from using instructional or informational
8 materials even though the materials might include reference to a brand, product or a service.

Cross References

Board-Community Relations 1.500
Vendor Relations 2.809
Staff Gifts and Solicitations 5.605
Staff-Community Relations 5.606
Student Publications 6.704

Johnson City Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Service Animals in School System Facilities	Descriptor Code: 3.218	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 In accordance with the provisions of the Americans with Disabilities Act, service dogs and trained
2 miniature horses¹ are permitted for use by individuals with disabilities on district property and in district
3 facilities provided the individuals and their animals meet the requirements and responsibilities per
4 federal law.

5
6 When an individual with a disability seeks to bring a service animal into a district facility, the district is
7 entitled to ask the individual if the animal is required because of a disability and what work or task the
8 animal has been trained to perform.² The district is not entitled to ask for documentation that the animal
9 has been properly trained, but the individual bringing the animal into a district facility will be held
10 accountable for the animal's behavior.

11
12 The crime deterrent effects of an animal's presence and the provision of emotional support, well-being,
13 comfort, or companionship do not constitute work or tasks for the purposes of this policy.

14
15 Individuals with disabilities shall be permitted to be accompanied by their service animal in all areas of
16 a public entity's facilities where members of the public, participants in services, programs, or activities,
17 or invitees, as relevant, are allowed to go.

18
19 The district shall not ask or require an individual with a disability to pay a surcharge, even if people
20 accompanied by pets are required to pay fees, or to comply with other requirements generally not
21 applicable to people without pets.

22 23 **WORK OR TASKS PROVIDED BY SERVICE ANIMAL**

24
25 Any service animal brought into a district facility by an individual with a disability shall have been
26 trained to do work or perform tasks for the individual. The work or tasks performed by the service animal
27 shall be directly related to the individual's disability. Examples of work or tasks include, but are not
28 limited to:

- 29
30 1. Assisting individuals who are blind or have low vision with navigation and other tasks;
- 31
32 2. Alerting individuals who are deaf or hard of hearing to the presence of people or sounds;
- 33
34 3. Providing non-violent protection;
- 35
36 4. Pulling a wheelchair;
- 37

- 1 5. assisting an individual during a seizure;
- 2
- 3 6. Alerting individuals to the presence of allergens;
- 4
- 5 7. Retrieving items such as medicine;
- 6
- 7 8. Providing physical support and assistance with balance and stability to individuals with mobility
- 8 disabilities; and
- 9
- 10 9. Helping persons with psychiatric and neurological disabilities by preventing or interrupting
- 11 impulsive or destructive behaviors.
- 12

13 A service animal shall be under the control of its handler. A service animal shall have a harness, leash, or other tether unless either the handler is unable because of a disability to use a harness, leash, or other tether or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks. If this is the case, the service animal shall be under the handler's control by means of voice control, signals, or other effective means.

18 **REMOVAL OF SERVICE ANIMAL**

19
20
21 District staff may ask an individual with a disability to remove a service animal from the premises if:

- 22
- 23 1. The animal is out of control and the animal's handler does not take effective action to control it;
- 24
- 25 2. The animal is not housebroken; or
- 26
- 27 3. The animal's presence would fundamentally alter the nature of the service, program, or activity.³
- 28

29 If the district excludes a service animal due to the reasons listed above, the district shall give the individual with a disability the opportunity to participate in the service, program, or activity without having the service animal on the premises.

Legal References

1. [28 CFR § 35.104](#); [28 CFR § 35.136\(i\)](#)
2. [28 CFR § 35.136](#)
3. [28 CFR § 35.130\(b\)\(7\)\(i\)](#)

Johnson City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 01/09/23
		Rescinds: 4.301	Issued: 12/07/20

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

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

Student athletes shall only be allowed to participate in athletic activities or events that align with the student's sex indicated on their original birth certificate.² The Superintendent of Schools/designee shall require the parent/guardian to provide the student's original birth certificate prior to participation in any interscholastic athletics. If the original birth certificate is not available or does not indicate the student's sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

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

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

Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control of secondary athletics.²³ **The Superintendent of Schools shall develop a code of conduct for all coaches to follow in order to ensure the health and safety of athletes.⁴**

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

INSURANCE & PHYSICAL EXAMINATIONS

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

~~There shall be a complete annual physical examination of every student prior to their participation in interscholastic athletics.³~~ **Prior to participation in interscholastic athletics, every student shall**

1 **complete an annual physical examination.⁶ The parent(s)/guardian(s) of each student shall be**
2 **responsible for covering the cost of the examination, and the signed parent/guardian permission**
3 **form and medical release form shall be kept on file at the school.**

4 ~~A record of the examination shall be on file at the school.~~

5 **SCHEDULING CONFLICTS**

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

11 Students shall not be required to attend a school athletic event, or event related to participation on a
12 school athletic team, if the event is on an official school holiday, observed day of worship, or religious
13 holiday. The student's parent or legal guardian shall notify the coach in writing three (3) full school
14 days prior to the event if there is a conflict.⁵⁸

15
16 **Any changes in the venue for home competitions must have prior approval of the Board. In case**
17 **of an emergency situation, the Superintendent of Schools may approve a venue change.**

18 19 **SEVERE WEATHER⁴**

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

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

27 **PROHIBITION AGAINST HAZING**

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

30 **HOME SCHOOL STUDENT PARTICIPATION¹⁰**

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

1

Legal References

1. ~~34 CFR § 106.41; 20 USCA § 1681 et seq.~~
2. ~~—~~
3. ~~TRR/MS 0520-01-02-.08(1)~~
4. ~~TRR/MS 0520-01-03-.08(2)(b)~~
5. ~~TCA 49-6-1002(a)~~
6. ~~TCA 49-6-1002(e)~~
7. ~~TCA 49-2-120~~
8. ~~TCA 49-2-120~~

Cross References

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

Legal References

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

Cross References

- [Special Use of School Vehicles 3.402](#)
[Student Insurance Program 3.601](#)
[Extracurricular Activities 4.300](#)
[Attendance 6.200](#)
[Discrimination/Harassment 6.304](#)
[Disruption of School and Student Activities 6.306](#)



TSBA
TENNESSEE SCHOOL BOARDS ASSOCIATION

TENNESSEE SCHOOL BOARDS ASSOCIATION
**NATIONAL SUPERINTENDENT
SEARCH SERVICE**

525 Brick Church Park Drive • Nashville, TN 37207 • 615.815.3900

www.tsba.net

The National Superintendent Search Service offers maximum flexibility to the Board and assures the Board has total control of the decision-making process. The search consultant performs the legwork associated with the search, allowing the Board to concentrate on the most critical steps in the search--setting the criteria, interviewing the most qualified candidates and selecting the next Superintendent.

School districts need highly skilled chief executives with a passion to lead! Finding a Superintendent often requires an executive search, which can be a time-consuming challenging, and complex endeavor. TSBA, through its membership in the National Affiliation of Superintendent Searchers (NASS), offers Tennessee school districts the most experienced network of search professionals in the country.

Unlike any other search firm, NASS members have extensive knowledge of effective governance, understand best practices in school district leadership and use proven strategies to develop productive board/superintendent relations.

NASS connects more than 100 consultants in 39 states who serve as superintendent searchers in state school boards associations. These searchers have proven track records of placements that bring sustained and quality leadership to school districts.

NASS provides an opportunity to collaborate nationally on the search process including nationwide job postings, the ability to recruit highly qualified candidates and to share vital background and reference information on candidates in other states.

The search process must be planned step-by-step to meet the needs and expectations of the Board of Education. Generally, the Search Service consists of the following elements:

1. GENERAL CONSULTATION

A TSBA consultant makes an initial trip to the district, at no charge or obligation, to discuss options with the Board and to explain the Search Service in detail. Specific items to be covered at that time include planning a tentative timeline; defining the scope of the search; and discussing qualifications, contractual details, community/staff involvement, media relations and confidentiality.

2. ADOPTION OF TIMELINE AND PROCEDURES

When the Board decides to utilize the National Superintendent Search Service, they must adopt a timeline. Normally, a full search from announcement to employment takes three to five months. The search consultant will propose a tentative timeline. The timeline is planned so the search can be thorough yet progress steadily. Every item on the timeline that is listed under “Board Decision” requires public notice.

The Board should determine the most ideal time for the new Superintendent to begin employment, and direct its efforts toward that date. Most important, the Board must be willing to commit time to the interview and selection process. At the onset of the search, the Board should adopt the procedures that will guide it throughout the process. The consultant will present recommended procedures for the Board’s consideration.

Throughout the search process, the consultant will update the Board regularly about the search and meet at scheduled intervals with the Board to assist it with its responsibilities.

3. COMMUNITY MEETINGS

In the timeline, the Board approves a date(s) to conduct community meetings. The purpose of these meetings is to allow the consultant to gather information from the community on what it believes to be the strengths of the system, the challenges a new Superintendent will face coming into that system and the qualifications and characteristics the community expects in a new Superintendent. After the consultant gathers this information, he/she presents it to the Board for its review.

The search consultant will set meetings with students, teachers, principals, central office staff, parents, teacher assistants, secretaries, business officials, community leaders, city council or county commission, mayor and aldermen, bus drivers, cafeteria workers, maintenance workers and other groups identified by the Board. In addition, the consultant may schedule an evening community forum to accommodate those individuals who cannot attend one of the day meetings. During these meetings, the consultant will ask attendees to complete a survey form regarding the most essential characteristics and qualifications of a Superintendent. The survey may be completed at the meeting or online. Participants will have the opportunity to suggest names of persons to be invited to submit credentials for consideration. The consultant does not conduct community meetings in the Plan 1 and 2 search services, but the consultant will advise the Board on how to conduct the meetings if it wishes to do so.

4. INTERIM REPORT AND ADOPTION OF CRITERIA

After the community meetings, TSBA will tabulate the survey results and develop a set of proposed criteria to present to the board. The final report of the proposed criteria will include comments made at each of the group meetings, and the Board may modify the proposed criteria. Once the Board adopts the criteria, TSBA will advertise the position and recruit candidates.

5. VACANCY NOTIFICATIONS

TSBA will distribute vacancy notifications to the following agencies:

For All Plans

- All Tennessee Superintendent
- TN Organization of School Superintendents
- TN Commissioner of Education
- Association of Independent and Municipal Schools
- TN Supervisors Association
- TN Association for Supervision and Curriculum Development
- TN Principals Association
- TN Association of Secondary School Principals
- Tennessee Colleges/Universities
- Southern Region state school boards associations
- National Affiliation of Superintendent Searchers (NASS)
- American Association of School Administrators (AASA)

TSBA also will post the vacancy on its website.

TSBA will develop and a brochure, with the Board-adopted criteria, to advertise the position and to outline the search procedures. TSBA will send copies of the brochure to all or some of the aforementioned organizations, to all persons requesting information about the job, to persons recommended for the position, to board members and to the Central Office. The brochure will be available in hard or electronic copy.

Individuals interested in the position should submit the following information through our online application portal:

- A letter of interest
- An up-to-date resume, including accomplishments by position
- A copy of any relevant licenses or certifications
- University transcripts
- Names, addresses and telephone numbers of five professional references

To insure that his or her credentials will be reviewed by the Board, an individual must submit the information by a specified deadline. The consultant may recruit other individuals who have not responded to the vacancy notice and request submission of credentials from those individuals even after the established deadline. TSBA will ask candidates who submit credentials to complete the online application.

6. CREDENTIALS PROCESSING

When interested persons inquire, TSBA will direct them to a brochure outlining system specifics and search procedures. TSBA checks all individuals' submissions, and creates candidate files. Any candidate who does not submit all required information is notified of deficiencies and asked to supply the needed details.

7. SELECTING CANDIDATES

The screening process has been developed carefully to assure effectiveness, fairness and confidentiality. Referring to the Board-adopted criteria, TSBA will assess how well the candidates' credentials match the Board's expectations.

8. FINAL REPORT AND RECOMMENDATION

The search consultant will present the Board with a written report that includes the comments from the community, criteria, interviewing procedures, applicant files, and supporting materials. The search consultant will provide a list of candidates that best meet the qualifications and criteria adopted by the board and recommend the board interview these individuals before other applicants. The Board reserves the right to interview any or all of the recommended candidates.

Applicant files and documentation provided to the board are subject to Tennessee's "Open Records Act."

At the board's request, the search consultant will assist in scheduling interviews for the candidates in accordance with the actions and timeline established by the Board.

9. INTERVIEWING CANDIDATES

Consultants do not participate in the interview process. The search consultant will present interviewing and reference-checking techniques to the Board, as well as a list of sample questions to be asked of candidates. Throughout the interviewing period, the search consultant is available to research and respond to questions about salary and fringe benefits, contract details, legal concerns, etc.

The consultant also may upon request conduct post-interview debriefings to determine if candidates are still interested, hear their concerns and refer this information back to the Board before it makes subsequent decisions.

10. REFERENCE CHECKING

After the Board has conducted initial interviews, it may want one or more of the candidates to return for a second interview. If the Board is interested in pursuing a candidate further, it should conduct independent reference checks of current and former employers, colleagues, staff, community residents, etc. Up to this point, screening has primarily involved references solicited by the consultant, not necessarily the references submitted by the candidate. It is the responsibility of the Board to take an active role in this process.

11. SELECTING THE CANDIDATE

One of the most important duties of the Board is the selection of the Superintendent. This duty cannot be delegated. The search consultant's role is to advise the Board as to how to proceed with the offer as well as to explain features of an employment contract.

12. ANNOUNCING THE SELECTION

The Board should consider a news conference or at least prepare a press release about the new Superintendent once it announces its selection. A public reception for the new Superintendent, hosted by the Board, provides the community an opportunity to meet the individual. Once the Board has made its selection, it will send a letter to each candidate interviewed but not selected as Superintendent.

Costs

The cost of a national superintendent search varies according to the level of service desired by the Board.

PLAN 1 \$3,000

- Publish a descriptive brochure based upon criteria approved by the Board
- Distribute brochure to the following:
 - All Tennessee Superintendents
 - TN Organization of School Superintendents
 - TN Commissioner of Education
 - Association of Independent and Municipal Schools
 - TN Supervisors Association
 - TN Association for Supervision and Curriculum Development
 - TN Principals Association
 - TN Association of Secondary School Principals
 - Tennessee Colleges/Universities
 - Southern Region state school boards associations
 - National Affiliation of Superintendent Searchers (NASS)
 - American Association of School Administrators (AASA)
- Advertise the vacancy via website
- Receive credentials from candidates
- Provide all applicant materials to the Board

PLAN 2 \$7,500

- Provide all services listed in Plan 1
- Provide an online survey and report results to the Board
- Recruit candidates who meet the Board's criteria
- Respond to inquires regarding the vacancy
- Conduct checks of credentials and references
- Provide candidate recommendations for the Board to interview
- Schedule interview dates with candidates selected by the board
- Notify candidates of search firm recommendations
- Provide interview guide
- Assist the Board with the development of an employment contract

PLAN 3 \$15,000

- Provide all services listed in Plans 1 and 2
- Conduct in person employee and community meetings
- Consult with each board member on search criteria and process
- Report results of in person meetings and online survey to the Board
- Recommend criteria to be adopted by the Board

GUARANTEE

If a vacancy occurs during the two-year period following the employment of the candidate recommended, the search consultant will advertise, recruit, screen and refer to the Board additional candidates who meet the established criteria. This service will be provided without charge.

Additional Costs

SUPERINTENDENT EVALUATION \$1,500

The search consultant will assist the Board in conducting the new Superintendent' first year performance evaluation, including the development of a performance agreement with measurable objectives. The consultant will guide the Board through the entire evaluation process with the new Superintendent during his/her first year of service with the Board. This service is \$2,000 when not included as a part of a Superintendent search.

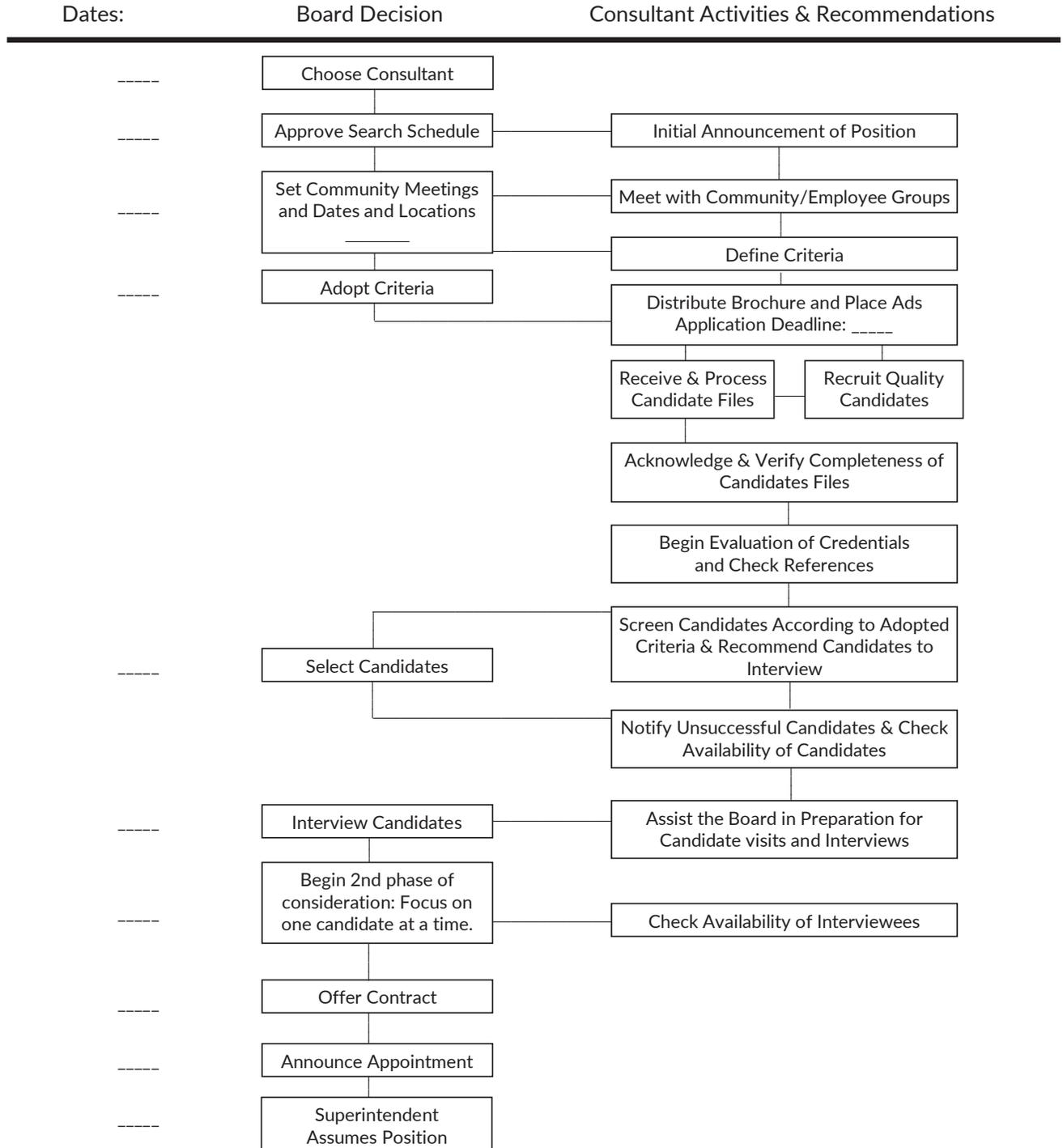
Sample Timetable For Searches

While searches often seem to take on a life of their own, an appropriate timetable, such as the one outlined below, will provide an operational guideline.

Depending on the time of the year, and taking into account vacation and other schedules, plans 2 or 3 will “normally” take from three to four months.

ACTIVITY	WEEK OF SEARCH
Conduct community meetings to assist Board in the development of criteria for new Superintendent	1
Present proposed criteria to the Board for adoption	2-3
Preparation of descriptive materials, brochures and announcements	4
Advertising and solicitation of nominations and recommendations; Processing and screening of candidate’s credentials	5-8
Screening of candidates	9
Investigation and evaluation of candidates	10
Presentation of recommendations to the School Board	11
School Board interviews candidates	12-13
School Board focuses on one candidate at a time, conducts in- depth reference check	14-15
School Board appoints Superintendent	16

Sample Timeline and Critical Decision Sequence



Sample Community Meeting Schedule

Noon	Mayor, County Commission, City Council, Community and Business Leaders and School Board
2:00 p.m.	Classified Employees
3:00 p.m.	Central Office Staff, Supervisors and Principals
4:00 p.m.	Teachers
6:00 p.m.	Community Forum

List of Recent Superintendent Searches Conducted By TSBA

SYSTEM	YEAR	CONTACT
Houston County	2024	Jeffrey Mathis, Chairman jamathis68@yahoo.com
Dickson County	2023	Sonya Brogdon, Chairman sh.brogdon@yahoo.com
Collierville	2023	Wright Cox, Chairman wcox@colliervilleschools.org
Franklin County	2023	CleiJo Walker, Chairman walker5578@bellsouth.net
Kingsport City Schools	2023	Melissa Woods, Chairman mwoods@k12k.com
Sumner County	2023	Tim Brewer, Chairman tim.brewer@sumnerschools.org
Union County	2022	Marty Gibbs marty.gibbs@ucps.org
Haywood County	2022	Allen Currie allen.currie@Nutrien.com
Sullivan County	2022	Randall Jones 423-677-2133
Blount County	2022	Robbie Kirkland, Chairman robbie.kirkland@blountk12.org
Rutherford County	2022	Tiffany R. Johnson, Chairman johnsonti@rcschools.net
Clarksville-Montgomery County	2022	Herbert Nelson, Chairman herbert.nelson@cmcss.net
Knox County	2022	Kristi Kristy, Chairman kristi.kristy@knoxschools.org
Humboldt City Schools	2021	Valeria Smith-Wedley, Chairman vswedley@icloud.com
Washington County	2021	Jason Day, Chairman jasondayconstruction@gmail.com

List Of Recent Superintendent Searches Conducted By TSBA, cont.

Fentress County	2021	Gary Peters, Chairman garypeters@twlakes.net
Bedford County	2021	Diane Neeley, Chairman diane.neeley@gmail.com
Murfreesboro City Schools	2020	Butch Campbell, Chairman bcampbe3@bellsouth.net
Bledsoe County	2020	Vincent Boring, Chairman vincentboring@bledsoecountyschools.org
Maury County	2020	Bettye Kinser, Chairman bkinser@mauryk12.org
Arlington Community Schools	2020	Scott Benjamin scott.benjamin@acsk-12.org 901-305-4654
Tullahoma	2020	Pat Welsh, Chairman pat.welsh@tcsedu.net
Jackson-Madison County	2020	James Johnson, Chairman james.johnson@corecivic.com 731-693-3191
Metro-Nashville Public Schools	2020	Anna Shepherd, Chairman anna.shepherd@mnps.org 615-210-3768

BOARD OF EDUCATION CALENDAR OF EVENTS

DECEMBER 2024

December 2, 2024	Regular Board Meeting, 6 p.m., Board Room
December 20, 2024	(1/2 day for students)
December 23-25, 2024	Holidays for all 12-month employees
December 23–Jan.6, 2025	Vacation for students
December 31, 2024	Holiday for all 12-month employees
TBD	BOE Retreat for January or February

JANUARY 2025

January 1, 2025	Holidays for all 12-month employees
January 1, 2025	Holiday for all schools
January 6, 2025	Administrative Day
January 6, 2025	Regular Board Meeting, 6 p.m., Board Room
January 20, 2025	Holiday for All Schools and All 12-month employees

FEBRUARY 2025

February 3, 2025	Special Session to Review Policy, 5 p.m., Maple Room
February 3, 2025	Regular Board Meeting, 6 p.m., Board Room
February 12-13, 2025	TSBA Legislative and Legal Institute
February 17, 2025	Built In Snow Day

MARCH 2025

March 3, 2025	Regular Board Meeting, 6 p.m., Board Room
March 17-21, 2025	Spring Break
March 20-23, 2025	COSSBA, Atlanta GA
March 24, 2025 (TBD)	SHHS Awards Program (hosted by BOE), 6 p.m., SH Auditorium

April 2025

April 4, 2025	Built-in Snow Day
April 7, 2025	Regular Board Meeting, 6 p.m., Board Room

May 2025

May 5, 2025	Regular Board Meeting, 6 p.m., Board Room
May 23, 2025	Last Day of School for 2024-2025 SY – ½ day for students
May 24, 2025	Administrative Day
May 24, 2025	SHHS Graduation, 10 a.m. Freedom Hall
May 26, 2025	Holiday for All Schools and All 12-month employees

June 2025

June 2, 2025	Regular Board Meeting, 6 p.m., Board Room
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July 2025

July 4, 2025	Independence Day Holiday for all 12-month employees
July 7, 2025 (TBD)	Regular Board Meeting, 6 p.m., Board Room (Subject to change)

CERTIFIED LEAVE

Collins, Jordan	7 th ELA Teacher Indian Trail Middle 1/06-03/14/2025
Charles, Noah	7 th Grade Math Indian Trail Middle 11/24-02/25/2025
Charles, Gabrielle	1 st Grade Teacher North Side Elementary 11/25- ESY
Mushayamunda, Christina	8 th ELA Teacher Indian Trail Middle 11/24- ESY
Waldron, Larry	MID Grades Teacher Hawks Academy/ Indian Trail 10/24-12/20/2024

CERTIFIED RETIREES

Stevens, Kim	Behavior Specialist Mountain View Elementary 12/20/2024
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CERTIFIED HIRES

Cannon, Sarah	Interim 1 st Grade Teacher North Side Elementary Replace: Gabrielle Charles
Moody, Pamela	Interim 1 st Grade Teacher Fairmont Elementary Replace: Rebecca Manookian
Gordon, Mona	Interim 7 th Grade Math Inian Trail Middle Replace: Noah Charles

CLASSIFIED LEAVE

Cardwell, Ashleigh
Administrative Secretary
Full Time
North Side Elementary
12/24/2024- 01/24/2025

Dagnan, Benjamin
Custodian
Full Time
Science Hill High
10/7-10/30/2024

Brooks, Collin
Communications Coordinator
Full Time
Central Office
11/6- 12/01/2024

Estep, Cynthia
Special Education Assistant
Full Time
Towne Acres Elementary
10/21-11/08/2024

Cooper, Jeffery
Technology Assistant
Full Time
Fairmont Elementary
10/21- 12/01/2024

CLASSIFIED RESIGNATIONS

Harmon, Chris
Attendance Interventionist
Full Time
Science Hill High
11/01/2024

Patton, Maria
SPED Assistant
Full Time
Mountain View Elementary
10/28/2024

Tetrick, Erica
Educational Assistant
Part Time
Fairmont Elementary
10/17/2024

Mehl, Rachel
Topper Tots Caregiver
Part Time
Woodland Elementary
10/29/2024

CLASSIFIED HIRES

Byrd, Joshua
Café Manager
Full Time
Science Hill High
Replace: Mechille Phillips

Potter, Kayla
Café Worker
Part Time
Woodland Elementary
Replace: Hannah Paul

Puga, Adrian
Café Worker
Part Time
Science Hill High
Replace: Peggy Wishon

Bridges, Alexis
Café Worker
Part Time
North Side Elementary
Replace: New Position

Baughman, Nonnie
Café Worker
Part Time
Science Hill High
Replace: New Position

Heard, Hannah
EduCare Assistant
Part Time
Woodland Elementary
New Position

Showman, Leigh	SPED Assistant Full Time Woodland Elementary Replace: Jennifer Woodby
Olson, Madison	Bookkeeper Full Time North Side Elementary Replace: Kimberly Bowers
Wester, Forest	Campus Monitor Full Time Science Hill High Replace: Michael Fox
Nickles, Martina	SPED Assistant Full Time North Side Elementary Replace: Sherry Lewis
Humston, Cari	Pre-K 3 Assistant Full Time Lake Ridge Elementary Replace: Madison Ashley
McCurry, Justin	Maintenance 1 Full Time Maintenance Replace: Justin Moore
Palmatier, Matthew	Head Boys Soccer Coach Seasonal Liberty Bell middle Replace: Tanner Leach



Donation Submittal to BOE Form

School/Program: Cherokee Elementary

From: Bookkeeper - Danielle Bowling

Date: 11/13/24

Amount: \$400.00

Donor: Rhonda Adams

Donation Stipulation/Restriction:

Money towards pizzas for Literacy Night



Donation Submittal to BOE Form

School/Program: Mountain View Elementary School

From: Dr. Chelsea Lee *CL* Date: 11/11/24

Amount: \$ 300.00 Donor: Rustic Ridge Landscaping

Donation Stipulation/Restriction:

Donation - From Rustic Ridge Landscaping to be used for
Christmas items for students.

Donation was placed in Donation #2



Donation Submittal to BOE Form

School/Program: Mountain View Elementary School

From: Dr. Chelsea Lee  Date: 11/11/24

Amount: \$ 500.00 Donor: Christy Vann

Donation Stipulation/Restriction:

Donation - From Christy Vann to pay partial for 70 students for
5th grade Camp Explore field trip
Donation was placed in field trip - general



Donation Submittal to BOE Form

School/Program: Mountain View Elementary School

From: Dr. Chelsea Lee *CL* Date: 11/11/24

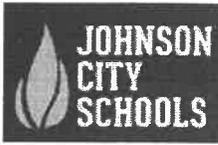
Amount: \$ 120.00

Donor: Amy Duncan/Nancy Miles

Donation Stipulation/Restriction:

Donation - From Amy Duncan & Nancy Miles for 5th
grade Camp Explore field trip for 2 students.

Donation was placed in field trip - general



Donation Submittal to BOE Form

School/Program: North Side Elementary School

From: Langston Center

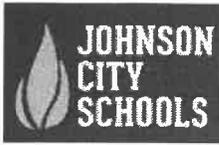
Date: 11-13-24

Amount: 500.00

Donor: Langston Center

Donation Stipulation/Restriction:

This is an unrestricted donation and is to be used
at the principals discretion.



Donation Submittal to BOE Form

School/Program: North Side Elementary School

From: JCS Foundation

Date: 11-13-24

Amount: 3,350.00

Donor: JCS Foundation

Donation Stipulation/Restriction:

Grant from JCS Foundation. Needs to be used for 3 teachers approved for the grant. \$1,015.00 Cases for Guitar Aces. \$2000 for enhancing Inclusive Prek Spaces. \$335.00 for pages for progress.



Donation Submittal to BOE Form

School/Program: Towne Acres

From: Josh Simmons / Hunter Tester

Date: 11/14/2024

Check Amount: \$710.00

Vendor: Johnson City Public Schools Foundation

Reason / Purpose:

Donation from JCPSF to fund teacher's grant request for Magic School Bus Cells.



Donation Submittal to BOE Form

School/Program: Towne Acres

From: Josh Simmons / Hunter Tester

Date: 11/6/2024

Amount: \$276.39

Donor: Publix

Donation Stipulation / Restriction:

General Donation from Publix's Partner Program.



Donation Submittal to BOE Form

School/Program: Indian Trail Middle

From: Alice A. Goodman

Date: 11/14/24

Amount: \$ 3,096.71

Donor: JC Public Schools Foundation

Donation Stipulation/Restriction:

This donation of these grants will be used by the following teachers to purchase items for their classrooms.

Carleton Lyon - \$1,794.55, Taleah Rogers - \$610.71, Brandie Sanchez - \$692.00



Donation Submittal to BOE Form

School/Program: Indian Trail Middle School

From: Alice A. Goodman

Date: 11/14/24

Amount: \$ 134.95

Donor: Indian Trail Boosters

Donation Stipulation/Restriction:

This donation will be used for purchases for the girls basketball team.



Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School

From: Kelsey Walker/Heather Lonon

Date: 11/15/24

A handwritten signature in blue ink, appearing to be "KBW", is written over the "From:" field. The signature is enclosed in a circular scribble.

Amount: \$ 3,550.00

Donor: JCPSF

Donation Stipulation/Restriction:

This donation is to be used to fulfil the attached teacher requests.

1. **Kelli Pratt: Immersive Experience-\$1,420**
2. **Anna Armstrong: Flying South for the Winter - \$710**
3. **Joe Crabtree: Time Travel in the Classroom - \$1,420**

All of these, I believe, were for the existing Skylab to purchase either new canisters or replacement canisters for those that had broke.



Donation Submittal to BOE form

School/Program: SHHS Deposit code: R31300

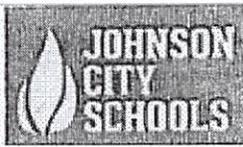
From: Sandy McInturff  Date: 11-12-24

Amount: 1,085.65 Donor: Instruction Company
address: Parchment

Donation Stipulation/Restriction:

<u>Rebate ck. - General Funds</u>	\$0.00
	\$0.00
	\$0.00
	\$0.00

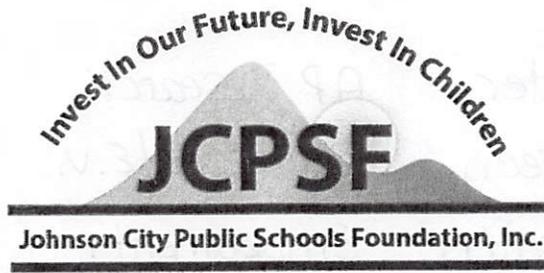
E-MAILED



Donation Submittal to BOE form

School/Program:	SHHS	Deposit code:	91002
From:	Sandy McInturff	Date:	11/13/24
Amount :	\$12,956.96	Donor:	JCPSF
		address:	
Donation Stipulation/Restriction:			
SEE ATTACHEMENT FOR STIPULATIONS			\$12,956.96
			\$0.00
			\$0.00
			\$0.00

E-MAILED



L91002

To: *Science Hill High School*
 From: JCPFS Foundation Grant Committee
 Re: Your teachers' grant requests

Thank you for encouraging your teachers to apply for a grant through the Johnson City Public Schools Foundation. It is my pleasure to inform you that some of your teacher's grant requests have been funded!

School	Teacher	Grant Title	Amount Funded
SHHS	Rebecca Mazoff	Man. Mat / 3D-Molecular	1951.00
SHHS	Melissa Phillips	Exploring Gases & Solutions	1550.96
SHHS	Russell M. Matel	AP Research	1993.00
SHHS	Jeff Price	AP Research	2000.00

The grant committee felt that these grant requests represented a real need in the classrooms and school. A check for \$ 12,956.96 is enclosed. Teachers have been instructed to make their purchases through your school bookkeeper using normal school purchasing procedures. All purchases should be completed before May 1, 2025. We ask that the teachers submit to the Foundation by January 31, 2025, proof of purchase for their grant (copy of the purchase order or other documentation) along with the evaluation that will be emailed to them by the Foundation. Failure to submit this evaluation and proof of purchase will result in the teacher being ineligible for future grants.

→ over

These grant purchases become the property of Johnson City Schools and should be entered in your school's inventory. If a teacher transfers from your school, grant purchases are to remain at the original school site. Please assist us in helping them understand this.



Donation Submittal to BOE Form

School Program STEM

Account # _____

From: BRAD GENTRY

Date: 11/13/24

Amount: \$ 526.50

Donor: SHHS PTSA

Donation Stipulation/Restriction:

TO USE IN STEM CLASS FOR TOOL BOX



Donation Submittal to BOE Form

School/Program: SHHS ARMY JROTC

From: Mestran
Science Hill High
School PTSA

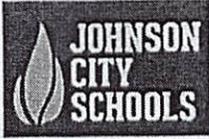
Date: 13 NOV 2024

Amount: \$ 568.39

Donor: SHHS PTSA

Donation Stipulation/Restriction:

FALL 2024 PTSA Grant award for Annual JROTC classroom /
program purchases.



Donation Submittal to BOE Form

School/Program: Science Hill High School Showstoppers L 70107

RM
From: Rick Marshall
Jose' and Shannon Castillo

Date: 10/23/24

[Signature]

Amount: \$500.00

Donor: Jose' and Shannon Castillo

Donation Stipulation/Restriction:

Donation is to be used to defray costs for trophies for the Showstopper Invitational
Tournament

E-MAILED
NOV 08 2024



Donation Submittal to BOE form

School/Program: SHHS Golf Deposit code: 95006

From: Sandy McInturff Date: 11/8/24
Kevin VanJoy

Amount: 3500.00 Donor: SHHS Golf Booster
address:

Donation Stipulation/Restriction:

<u>NONE</u>	\$0.00
	\$0.00
	\$0.00
	\$0.00

E-MAILED
NOV 08 2024

PDP Awarded Professional Learning Events November 1 - December 31, 2024 as of November 21, 2024

Event Title	Event Status	Event Categories	Event Start Date	Instructor	Location	Confirmed	Cancelled	Attended	Evaluations Completed
Special Education Content Meeting	Active	All Classes SpEd	11/12/2024	Dr. Allecia Frizzell; Tina Lunsford	Liberty Bell Middle School	51	0	51	38
'Warning Signs: Identifying School Shooters Before They Strike' Book Study	Active	All Classes Book Studies	11/13/2024	Stacey Philbrick	Science Hill High School	20	0	0	12
Getting Started with MRA (K-1)	Active	All Classes EdTech Mathematics	11/14/2024	Tina Faust	Virtual Session	12	0	11	7
504 Content Meeting	Active	All Classes SpEd	11/14/2024	Dr. Allecia Frizzell; Tina Lunsford	Board Room	18	0	16	9
HAND-TYPED PDP CERTS 2425 Care Counselor Training (Classified)	Active	All Classes	11/14/2024	Dr. Greg Wallace	Topper Academy	15			
ITMS/LBMS Nov. District Content Meeting	Active	All Classes	11/20/2024	Dr. Chris Feathers	Multiple (see registration details)	30	1	23	11
SHHS Introduction to Class Companion	Active	All Classes	11/21/2024	Angela Taylor; Jared Forbes	Science Hill High School	1	0	0	0
Getting Started with Data & Reporting (K-1)	Active	All Classes Mathematics	11/21/2024	Tina Faust	Virtual Session	5	0	0	0
SHHS - Mastering AI: Effective LLM Prompting for Teachers	Active	All Classes EdTech	12/3/2024	Chad Salyer; Hunter Graybeal	Science Hill High School	2	0	0	0
Canvas: Organization and Design Ideas	Active	All Classes EdTech	12/5/2024	Kami Preston	Lake Ridge Elementary School	11	0	0	0
ITMS Dec. SpEd Content Meeting	Active	All Classes	12/11/2024	Dr. Chris Feathers	Indian Trail Middle School	1	0	0	0
SHHS-IXL Assessment and Enrichment	Active	All Classes EdTech	12/12/2024	Russ Minatel	Science Hill High School	0	0	0	0
Combatting AI Plagiarism	Active	All Classes EdTech	12/12/2024	Angela Taylor; Hunter Graybeal	Science Hill High School	3	0	0	0
ITMS/LBMS Dec. District Content Meeting	Active	All Classes	12/18/2024	Dr. Chris Feathers	Multiple (see registration details)	1	0	0	0
						170	1	101	77

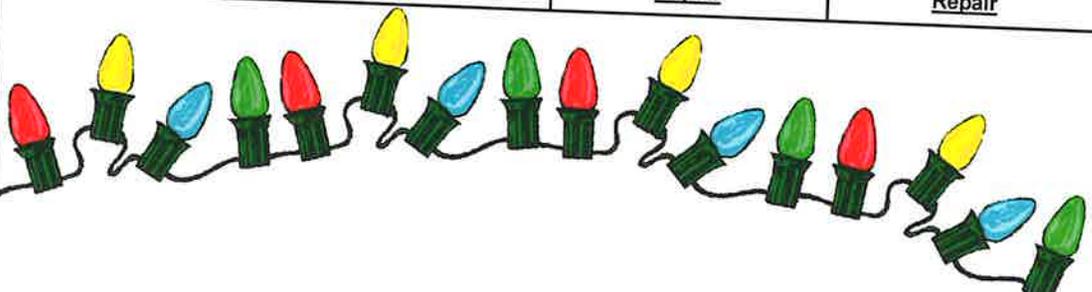
2024 Board Committee Reports

1. **Athletic Committee** – Herb Greenlee, Jonathan Kinnick and Paula Treece
2. **Communications Committee** – Beth Simpson and Paula Treece
3. **Collaborative Learning Council (CLC):**
(Usually, the 4th Tuesday of every month from 3:30-5:30 pm)
 - January 28, 2025 – Beth Simpson – (Location: Mountain View)
 - February 25, 2025 – Dr. Ginger Carter – (Location: Woodland)
 - March 25, 2025 – Herb Greenlee – (Location: Science Hill CTE)
 - April 22, 2025 – Kathy Hall
 - May 20, 2025 – Paula Treece
 - August 27, 2024 – Jonathan Kinnick – (Location: Board Room)
 - September 24, 2024 – Tom Hager – (Location: North Side)
 - October 22, 2024 – Beth Simpson – (Location: Liberty Bell)
 - November 19, 2024 – Kathy Hall – (Location: Science Hill)
4. **Facilities/Capital Improvements/Site Selection Committee** – Dr. Ginger Carter, Herb Greenlee, Kathy Hall and Jonathan Kinnick
5. **Finance Committee** – Tom Hager, Kathy Hall, Jonathan Kinnick, and Paula Treece
6. **Foundation Board** – Kathy Hall and Beth Simpson
7. **Policy Committee** – Kathy Hall, plus one other Board Member:

<u>Section</u>	<u>Committee Meets</u>	<u>Board Review</u>	<u>5:00 p.m.</u>	<u>Board Member</u>
Five – Personnel	January	February		Herb Greenlee
One – School Board Operations	August	November		Dr. Ginger Carter
Three – Support Services	September	November		Tom Hager
Four – Instructional Services	October	November		Paula Treece
Two – Fiscal Management	November	February		Jonathan Kinnick
Six – Students	December	February		Beth Simpson

8. **School Zone Assignment Advisory Committee** – Tom Hager and Paula Treece
9. **Sick Leave Bank Trustee** (Second year of a three-year term) – Tom Hager
10. **Superintendent’s Compensation Committee** – Paula Treece (Chair) and Kathy Hall
11. **Tennessee Legislative Network (TLN)** – Beth Simpson
12. **Safety Security Committee** - Dr. Ginger Carter, Herb Greenlee, Kathy Hall and Jonathan Kinnick
13. **Student Activities Committee** - Kathy Hall, Beth Simpson and Paula Treece
14. **Ad Hoc Foyers Committee** - Kathy Hall, Beth Simpson and Paula Treece
15. **JC Council of PTAs Committee** - Beth Simpson, Kathy Hall, Paula Treece and Tom Hager
16. **Hall of Fame Committee** – Paula Treece

December 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1 <u>Toys for Tots</u> Parking Lot B <u>JC Volleyball / Aux Gym</u> Noon - 8:00 pm	2 <u>TriCities SS / Aux Gym</u> 5:30 - 9:30 pm	3 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	4 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	5 <u>Fly Fishing / Dining Room</u> 6:00 - 8:00 pm <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	6 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	7 <u>JC Volleyball / Aux Gym</u> Noon - 8:00 pm
8 <u>JC Volleyball / Aux Gym</u> Noon - 8:00 pm	9 <u>TriCities SS / Aux Gym</u> 5:30 - 9:30 pm	10 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	11 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	12 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	13 <u>JC Volleyball / Aux Gym</u> 5:30 - 9:30 pm	14 <u>JC Volleyball / Aux Gym</u> Noon - 8:00 pm
15 <u>JC Volleyball / Aux Gym</u> Noon - 8:00 pm	16 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	17 ETSU BASKETBALL PRACTICE <u>Aux Gym Closed - Floor</u> <u>Repair</u>	18 ETSU VS ELON 7:00 PM <u>Aux Gym Closed - Floor</u> <u>Repair</u>	19 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	20 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	21 <u>Aux Gym Closed - Floor</u> <u>Repair</u>
22 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	23 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	24 <u>Aux Gym Closed - Floor</u> <u>Repair</u> Christmas Eve	25  City Offices Closed <u>Aux Gym Closed - Floor</u> <u>Repair</u> Christmas Day	26 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	27 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	28 <u>Aux Gym Closed - Floor</u> <u>Repair</u>
29 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	30 <u>Aux Gym Closed - Floor</u> <u>Repair</u>	31 ETSU BASKETBALL PRACTICE <u>Aux Gym Closed - Floor</u> <u>Repair</u> New Year's Eve				

January 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
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			ETSU VS VMI NEW YEAR'S DAY City Offices Closed		ETSU BASKETBALL PRACTICE	ETSU VS WOFFORD 4:00 PM
					ETSU BASKETBALL PRACTICE	ETSU VS CITADEL 4:00PM
					WINTER CLASSIC	WINTER CLASSIC
	Martin Luther King Day City Offices Closed	ETSU BASKETBALL PRACTICE	ETSU VS WESTERN CAROLINA 7:00 PM		ETSU BASKETBALL PRACTICE	ETSU VS CHATTANOOGA 4:00 PM
HOLD Concert					ETSU BASKETBALL PRACTICE	

***JOHNSON CITY
BOARD OF EDUCATION
UPCOMING MEETINGS***

- **December 2, 2024, Regular Board Meeting, 6 p.m., Board Room**
- **January 6, 2025, Regular Board Meeting, 6 p.m., Board Room**
- **February 3, 2025, Special Session to Review Policy, 5 p.m., Maple Room**
February 3, 2025, Regular Board Meeting, 6 p.m., Board Room
- **March 3, 2025, Regular Board Meeting, 6 p.m., Board Room**
- **April 7, 2025, Regular Board Meeting, 6 p.m., Board Room**
- **May 5, 2025, Regular Board Meeting, 6 p.m., Board Room**
- **June 2, 2025, Regular Board Meeting, 6 p.m., Board Room**
- **July 7, 2025 (TBD) Regular Board Meeting, 6 p.m., Board Room**
(Subject to change)