Johnson City Board of Education Regular Meeting
April 6, 2026 6:00 PM
Central Office

1. **CALL TO ORDER AND OPENING**

1.A. Call to Order and Welcome
Mr. Rick Smith, Board Chair
1.B. Moment of Silence
Mr. Rick Smith, Board Chair
1.C. Pledge of allegiance to the flag
Students from Indian Trail
1.D. Opening
Students from Indian Trail
1.E. Art work on display
Students from Indian Trail
1.F. Update on Indian Trail
Dr. James Jacobs, Principal

2. **RECOGNITIONS**

3. **ADOPTION OF AGENDA**

4. **CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS**

5. **REPORTS FROM SUPERINTENDENT AND STAFF**

5.A. Building Projects Update
Mr. Brian Ross
5.B. TSBA SCOPE Conference Report 2026 Update, Chaperons: Dr. Christy Henegar and Mr. Ryan Goines

5.C. Financial Report for February 28, 2026
Ms. Leia Valley
5.D. Update on Sales Tax - PEP
Ms. Leia Valley
5.E. City of Johnson City Annual Comprehensive Financial Report (2024-2025 Audit Report)

5.F. JCS Update
Dr. Erin Slater

6. **UNFINISHED BUSINESS**

7. **CONSENT AGENDA**

7.A. Approval of Minutes

7.B. Proposed Fundraiser Activities

7.C. Overnight Field Trip Requests

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

7.E. Policies — Second Reading

7.F. Educare Fee list 26-27SY

7.G. Code of Conduct 26-27SY

7.H. Edited Calendar for 2026-27 SY

7.I. Consolidated Federal Application 26-27

7.J. Request to Transfer Funds

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

8.A. Proposed Calendar 27-28 SY

8.B. Recommendation for the 2026-2027 Tuition Rates

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

9. **NEW BUSINESS**

9.A. Legislative Update

9.B. Communications Update

10. **INFORMATION ITEMS**

10.A. BOE Calendar of Events

10.B. Personnel Items

10.C. Donations

10.D. Professional Development

11. **COMMITTEE REPORTS**

12. **BOARD UPDATES AND DISCUSSION**

13. **ADJOURNMENT**

JOHNSON CITY SCHOOLS
JOHNSON CITY, TENNESSEE

BELIEFS

To be successful, Johnson City Schools must…

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

MISSION

To enable all students to achieve excellence.

VISION

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

GOAL

Advance student achievement in all curricular and extra-curricular programs

GOAL

Pursue and efficiently manage internal and external school funding

GOAL

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

GOAL

Improve communication, collaboration, and involvement

GOAL

Champion innovation and the effective use of technology

JOHNSON CITY SCHOOLS

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

Recognitions for
JCBOE School Board Meeting
April 2026

- Science Hill had several students selected for All-state:
  All-State Band students:
  - Kaylyn Hodge
  - Benjamin Park
  - Anthony Damian
  - Kara Chapman
  - Jonathon Hansard
  - Henry Bolton
  - Callum Blackburn
  - Elliott Stout
  - Trey Shively

  All-State Orchestra students:
  - Peter Boone
  - Alex Maxson
  - Rafaela Tjamaloukas

- The following Science Hill students have served as delegates to the Student Congress on Policies in Education (SCOPE):
  - Hannah Ellington
  - Owen King
  - Addison Pumphrey
  - Akshay Vashist
- Russell Minatel, Assistant Showstoppers' Coach, received the National Speech and Debate Association's Assistant Coach of the Year Award for the state of Tennessee.
- Johnson City Schools is a Spring 2026 Bronze Level DE Partner with TCAT-Elizabethton. Johnson City Schools currently has 216 students dual enrolled, either on the TCAT campus or in embedded programs at Science Hill (Dr. Richard Church to present).

BOARD OF EDUCATION

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

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

JOHNSON CITY SCHOOLS **Brian Ross, COJC Building Services Director**

Building Projects Update **March 23, 2026**

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

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

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

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

Secure Vestibule Improvements – *Market Street School*

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

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

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

SCHOOL BOARD AGENDA ITEM
APRIL 6, 2026 MEETING

ACTION ITEM

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Respectfully Submitted: *Leia Valley*

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

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

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

BOE POLICY 2.100 RESERVE FUNDS

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

BOE Policy 2.100 as revised at the 5 o'clock 2-3-2014 BOE Meeting
First reading April 2014
Second reading May 2014

Current Standing on Target Fund Balance		
***Target Unrestricted Fund Balance (as recommended at 2-3-2014 BOE Policy Meeting) 2 Months Operating Expenditures**	**$**	**17,124,078**
Current Fund Balance:		
3% Fund Balance	$	3,049,135
Undesignated Fund Balance	$	9,273,715
Current Revenues vs Expenditures	$	4,837,739
Other Reserves	$	6,254,567
Total Fund Balance	**$**	**23,415,157**
Target Under as of 2/28/26	**$**	**6,291,078**

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

JOHNSON CITY SCHOOLS

Statement of Revenues, Expenditures, and Changes in Fund Balance

For the Period Ended February 28, 2026

66.67%

		Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
	Revenues				
40110	Current Property Tax - Washington Co.	$ 12,390,307	8,072,634	$ 4,317,673	65.15%
40110	Current Property Tax - Sullivan Co.	$ 240,892	117,740	$ 123,152	48.88%
40110	Current Property Tax - Carter Co.	$ 106,941	97,812	$ 9,129	91.46%
40120	Trustee's Collections - Prior Year	$ 280,555	195,491	$ 85,064	69.68%
40130	Circuit Clk./Clk. & Master Coll. - Prior Yr	$ 100,000	55,270	$ 44,730	55.27%
40140	Interest & Penalty	$ 135,000	33,567	$ 101,433	24.86%
40150	Pick-Up Taxes	$ 5,500	235	$ 5,265	4.28%
40162	Payments in Lieu of Taxes - Local Utilities	$ 215,000	195,239	$ 19,761	90.81%
40163	Payments in Lieu of Taxes - Other	$ 18,000	12,018	$ 5,982	66.77%
40210	Local Option Sales Tax - Washington Co.	$ 20,380,064	14,372,060	$ 6,008,004	70.52%
40210	Local Option Sales Tax - Sullivan Co.	$ 180,181	164,088	$ 16,093	91.07%
40210	Local Option Sales Tax - Carter Co.	$ 192,054	156,951	$ 35,103	81.72%
40270	Business Tax	$ 517,000	181,037	$ 335,963	35.02%
40275	Mixed Drink Tax	$ 3,500	94	$ 3,406	2.69%
40320	Bank Excise Tax	$ 95,000	-	$ 95,000	0.00%
	Total County Taxes	**$ 34,859,994**	**$ 23,654,236**	**$ 11,205,758**	**67.85%**
41110	Marriage Licenses	$ 1,700	1,115	$ 585	65.56%
	Total Licenses and Permits	**$ 1,700**	**$ 1,115**	**$ 585**	**65.56%**
43511	Tuition - Regular Day Students	$ 250,000	258,791	$ (8,791)	103.52%
43517	Tuition - Online Learning	$ 30,000	400	$ 29,600	1.33%
43581	Tuition - EDUCARE	$ 1,449,900	940572.51	$ 509,327	64.87%
43581	Tuition - ECLC	$ 247,000	252,270	$ (5,270)	102.13%
43990	Other Charges for Services - Fingerprints	$ 21,000	9,948	$ 11,053	47.37%
43990	Print Shop Enterprise Account	$ 60,000	31,993	$ 28,007	53.32%
	Total Charges for Current Services	**$ 2,057,900**	**$ 1,493,974**	**$ 563,926**	**72.60%**
44120	Leases/Rentals	$ -	355	$ (355)	#DIV/0!
44160	Retirees' Insurance Payments	$ 23,000	16,566	$ 6,434	72.03%
44170	Miscellaneous Refunds	$ -	11,063	$ (11,063)	#DIV/0!
44570	Contributions	$ -	14,432	$ (14,432)	#DIV/0!
44570	Contributions - Shoe Fund	$ 10,000	6,982	$ 3,018	69.82%
44570	Contributions - Homeless Fund	$ -	5,797	$ (5,797)	#DIV/0!
44570	Contributions - Niswonger	$ -	27,777	$ (27,777)	#DIV/0!
44570	Contributions - Battelle	$ -	10,000	$ (10,000)	#DIV/0!
44990	Other Local Revenue (STEAM 536)	$ 1,000	-	$ 1,000	0.00%
44990	Other Local Revenue (Misc)	$ -	250	$ (250)	#DIV/0!
	Total Other Local Revenues	**$ 34,000**	**$ 93,223**	**$ (59,223)**	**274.18%**
46510	Tennessee Investment in Student Achievement (TISA)	$ 49,124,738	34,387,317	$ 14,737,421	70.00%
46510	TISA Outcomes	$ 527,849	941,785	$ (413,936)	178.42%
46513	TISA On-Behalf Payments	$ 52,761	-	$ 52,761	0.00%
46550	Driver Education	$ 11,000	-	$ 11,000	0.00%
46590	Other State Educational Funds - Teacher Bonus	$ 1,390,518	1,341,032	$ 49,486	96.44%
46590	High Performing LEA Bonus	$ -	1,214,286	$ (1,214,286)	#DIV/0!
46610	Career Ladder	$ 63,500	31,587	$ 31,913	49.74%
46596	Paid Parental Leave	$ -	-	$ -	#DIV/0!
	Total State Education Funds	**$ 51,170,366**	**$ 37,916,006**	**$ 13,254,360**	**74.10%**
47143	Education of the Handicapped Act - IDEA	$ -	56,943	$ (56,943)	#DIV/0!
					#DIV/0!
	Total Federal Through State	**$ -**	**$ 56,943**	**$ -**	#DIV/0!

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Grand Asset Totals	47,510,972.70
Grand Liability Totals	-24,095,815.89
Grand Equity Totals	-23,415,156.81
Grand Totals	0.00

Number of Accounts: 457

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

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

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

Number of Accounts: 189

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

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

Number of Accounts: 6904

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

SCHOOL BOARD AGENDA ITEM
April 4, 2026 Meeting

TOPIC: PEP – SALES TAX "Educational Facilities Trust Fund"

BACKGROUND INFORMATION:

PEP – Sales Tax Acct:

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

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

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

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

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

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

RESPECTFULLY SUBMITTED: *Leia Valley*

PEP Sales Tax Account (Educational Facilities Trust)

February 28, 2026

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

School Capital Projects as of February 28, 2026

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

JOHNSON CITY SCHOOLS

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

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

2024-2025 City of Johnson City Audit

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

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

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

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

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

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

(Continued)

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

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

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

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

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

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

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

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

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

(Continued)

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

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

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

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

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

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

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

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

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

(Continued)

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

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

(Continued)

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

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

(Continued)

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

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

(Continued)

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

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

(Continued)

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

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

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

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

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

See Independent Auditors' Report.

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

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

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

See Independent Auditors' Report.

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

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

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

See Independent Auditors' Report.

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

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

Notes to Schedule:

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

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

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

See Independent Auditors' Report.

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

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

Notes to Schedule:

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

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

(Continued)

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

See Independent Auditors' Report.

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

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

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

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

Report on Internal Control Over Financial Reporting

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

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

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

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

Report on Compliance and Other Matters

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

City of Johnson City, Tennessee's Response to Findings

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

Purpose of This Report

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

Blackburn, Childers + Steagall, PLC

BLACKBURN, CHILDERS & STEAGALL, PLC
Johnson City, Tennessee

December 31, 2025

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

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

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

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

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

Basis for Opinion on Each Major Federal Program

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

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

Responsibilities of Management for Compliance

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

Auditors' Responsibilities for the Audit of Compliance

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the City's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.

- Obtain an understanding of the City's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control over compliance. Accordingly, no such opinion is expressed.

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

Report on Internal Control Over Compliance

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

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

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

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

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

Blackburn, Childers + Steagall, PLC

BLACKBURN, CHILDERS & STEAGALL, PLC
Johnson City, Tennessee

December 31, 2025

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

SECTION I - SUMMARY OF AUDITORS' RESULTS

1. The auditors' report expresses an unmodified opinion on the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of the City of Johnson City, Tennessee (the "City").

2. No material weaknesses are reported. There is one significant deficiency reported relating to the audit of the financial statements.

3. There were no instances of noncompliance material to the financial statements of the City, which are required to be reported in accordance with *Government Auditing Standards*, and disclosed during the audit.

4. No material weaknesses in internal control over major federal award programs are disclosed during the audit of the City.

5. The auditors' report on compliance for the major federal award programs for the City expresses an unmodified opinion on all major federal programs.

6. There are no audit findings relative to the major federal award programs that are required to be disclosed in accordance with Title 2 U.S. CFR section 200.516(a) of the Uniform Guidance.

7. The programs tested as major programs were as follows:

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

8. The threshold for distinguishing Types A and B programs was $750,000.

9. The City was determined to not be a low-risk auditee.

SECTION II - FINANCIAL STATEMENT FINDINGS

Current Fiscal Year Findings

2025-001: Significant Deficiency – Water and Sewer Inventory

- ***Criteria:*** All inventory items should be properly reported in both quantity and value in the general ledger and reconciled to the detail inventory ledger at year end. Inventory amounts should be properly supported.

- ***Condition:*** During the audit, it was noted that the detail inventory report for the Water and Sewer Fund could not be reconciled to the balances reported in the general ledger.

- ***Cause***: Changes within the inventory tracking software calculates the items cost incorrectly, which is valuing the items based on historical average cost rather than current cost.

- ***Effect:*** The supporting inventory detail report was significantly less than the amounts reported in the general ledger.

- ***Recommendation:*** We recommend that the finance department implement a process to ensure that accurate information is input and exported from the inventory system and the general ledger regarding inventory tracking.

- ***City of Johnson City, Tennessee Management's Response***: Management acknowledges the auditor's finding related to the inventory maintained by the water and sewer fund. Management concurs that accurate costing within the City's inventory management system is necessary to ensure proper financial reporting. City staff is currently working with external consultants to reconfigure the ERP inventory module so that inventory item costs are calculated using current cost rather than historical average.

SECTION III - FEDERAL AWARD FINDINGS AND QUESTIONED COSTS

None Reported.

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

Financial Statement Findings

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

Federal Award Findings and Questioned Costs

None Reported.

JOHNSON CITY
TENNESSEE

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

December 31, 2025

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

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

Name of Contact Person
Stephanie Laos, Finance Director Signature: Stephanie L Laos

2025-001: Water and Sewer Inventory

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

Anticipated Completion Date
February 28, 2026

Johnson City Board of Education Regular Meeting

March 2, 2026

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

Attendance Taken at 6:09 PM.

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

Present: 7.

1. **CALL TO ORDER AND OPENING**
   - A. Call to Order and Welcome
   - B. Moment of Silence
   - C. Pledge of allegiance to the flag
   - D. Opening
   - E. Artwork on display
   - F. Update on Cherokee
   - Cherokee Elementary's after-school Boomwhacker Choir, led by music teacher Thomas Richardson, performed "Stand By Me" and a surprise final piece.
   - Dr. Yecenia "Jesse" Cigarroa noted that Cherokee was named a Reward School.
2. **RECOGNITIONS**
   - Asiyah Yett, a eighth-grade student at Indian Trail won the JCCPTA Presidents Award for the artwork "I Belong," to be hung in the boardroom.
   - Nora King, a second-grade student at South Side won "Future Scientist" in the Wonder Kids contest, selected from 900 students; the prize included WonderWorks passes, nominated by STEM teacher Heather Atkins.
   - Teacher, Ryan Glenn at Lake Ridge was selected for the TVA EnergyRight School program cohort; a $10,000 award planned to support the environmental program and AV team for educational content.
   - Four Science Hill students were named National Merit Finalists: Clara Hagemeier, Saxon Mattison (also a TSSAA wrestling state medalist, placed in 5th), Zoe Norman and Sawyer Ward.

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

3. **ADOPTION OF AGENDA**

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

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

YES: 7, NO: 0

4. **CORRESPONDENCE, DELEGATIONS AND COMMUNICATIONS**
5. **REPORTS FROM SUPERINTENDENT AND STAFF**

A. Building Projects Update

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

B. Financial Report Ending January 31, 2026

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

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

YES: 7, NO: 0

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

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

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

1. Strategic Plan Update
   - Dr. Allecia Frizzell gave an overview of the planning process of the current plan that was developed and adopted by the Board in 2022 to 2027. Each year that plan is reviewed by Board Members and Supervisors then updated.
2. Medical Billing Reimbursement (Medicaid)
   - Dr. Erin Slater noted that the SHAC (School Health Advisory Committee) met on February 19. After additional review, the recommendation is to proceed with Stellar Therapy Services to capture additional Medicaid reimbursements in health services and special education.

6. **UNFINISHED BUSINESS**

7. **CONSENT AGENDA**

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

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

YES: 7, NO: 0

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

A. Approval of Minutes
B. Proposed Fundraising Activities
C. Request to write checks over $5,000
D. Overnight Fieldtrip Requests
E. Request to Transfer Funds
F. Available Spaces for In-Zone Transfers for the 2026-2027 School Year
G. Fee Lists 2026-27SY
H. Closure due to Inclement Weather

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

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

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

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

YES: 7, NO: 0

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

B. Policies for First Reading

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

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

YES: 7, NO: 0

C. School-Based Telehealth

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

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

YES: 7, NO: 0

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

9. **NEW BUSINESS**

A. Legislative Update

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

- Senate Bill 0016, House Bill 0025, was signed into law by Governor Lee last week as enacted it generally provides that a middle school student or a high school student who transfers from one member school to another is immediately eligible to participate in interscholastic athletics at the member school to which the student transfers if certain criteria is met there'll be more out on this law and it'll be discussed at the TSSAA April legislative council meeting,

- Senate Bill 2434, House Bill 2147, as a mandate would create criminal offense for capturing images or videos over school grounds if done with the intention of conducting surveillance. This is on the TSBA legislative agenda. That's being heard on Wednesday in the House Criminal Justice Subcommittee.

- H.J.R. 146, is a constitutional amendment which will allow local boards of education to approve lotteries conducted by non-profit school support organizations. So, this is the “cakewalk law”. Because it's a constitutional amendment, this will need to be passed in this year's General Assembly, then passed again in the next General Assembly, which runs for two years, 2027, and then in 2028. Then, if passed in both of those General Assemblies, it will be voted on by the people of Tennessee, in the next gubernatorial election after that, which will be November of 2030. Currently, to have any kind of lottery, it must be approved by the state General Assembly. So, we must wait until 2030 before we can approve “cakewalks” for our SSOs. That's being held on Wednesday in House Finance Ways and Means Subcommittee.

- (The next couple of bills are opposed by the TSBA.) Tomorrow in the House K-12 Education Subcommittee, they're listening to State Bill 0328 and House Bill 0349. As amended, it will require boards of education to allow enrollment of out-of-district students, subject to available space, as well as prohibiting the charge of tuition for these students.

- Senate Bill 2310 and House Bill 2393 is in the House Education Administration Subcommittee tomorrow as introduced, it prohibits LEAs and public charter schools that serve students in any of grades kindergarten through five from allowing students to access digital device at school, allowing employees to use digital devices to provide instruction, and from administering assessments to students in electronic format, except in certain circumstances.

- Senate Bill 2445, House Bill 2226. is going to education administration subcommittee tomorrow. As introduced, it prohibits professional employees and local boards of education from collaborative conferencing. Prohibits a local board of education from allowing a professional employee's organization to use or access facilities when such use or access, is otherwise prohibited by local board policies.

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

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

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

B. Current Meeting Communication Follow Up
   - Recognitions
   - Draft of the 5 yr Strategic Plan

10. **INFORMATION ITEMS**
    A. BOE Calendar of Events
    B. Personnel Items
    C. Donations
    D. Professional Development
11. **COMMITTEE REPORTS**
12. **BOARD UPDATES AND DISCUSSION**
13. **ADJOURNMENT**
    6:53 PM

_____ _____

Chairman Board Secretary

JOHNSON CITY SCHOOLS

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

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

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

Proposed Fundraising Activity: Powder Puff Football

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

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

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

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

Method By Which School Will Receive Profit: Gate donations

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

Approved By: _____ Date: 3-23-26
Principal

Approved By: _____ Date: _____
Superintendent*

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

(RECEIVED ON 3/24/2026 - MB)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

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

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

Team Member Schools

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

JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

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

Proposed Fundraising Activity: Improv Team Benefit Show

Dates for Proposed Activity: 4/17/2026

Proposed Uses of Funds Raised: Frontier Health Safe House - Providing safe confidential shelter to any victim of domestic violence as well as their dependent children

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

10 to 12 Showstopper Improv Team members

Method By Which School Will Receive Profit: Ticket Sales $10.00 per ticket

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

Approved By: _____ Date: 3/11/26
Principal

Approved By: _____ Date: _____
Superintendent*

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

(RECEIVED ON 3/24/2026 - MB)

BOARD OF EDUCATION
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Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

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

Proposed Fundraising Activity: Little Topper Camp

Dates for Proposed Activity: June 8-10, 2026

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

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

VB players + coaches = 50

Method By Which School Will Receive Profit: Camper fee

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

Approved By: Principal Date: 3/12/26

Approved By: Superintendent* Date: _____

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

(RECEIVED ON 3/24/2026 - MB)

BOARD OF EDUCATION

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

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JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

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

Proposed Fundraising Activity: Host Volleyball Tournament
Thrill on the Hill

Dates for Proposed Activity: August 29, 2026

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

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

Method By Which School Will Receive Profit: Team entry fee

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

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

Approved By: _____ Date: _____
Superintendent*

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

(RECEIVED ON 3/24/2026 - MB)

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
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Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Boys Basketball

Proposed Fundraising Activity: Topper Basketball Camp

Dates for Proposed Activity: May 26-28, 2026

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

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

Method By Which School Will Receive Profit: camper fee

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

Approved By: _____ Date: 3/24/26
Principal

Approved By: _____ Date: _____
Superintendent*

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

(RECEIVED ON 3/24/2026 - MB)

BOARD OF EDUCATION
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JOHNSON CITY SCHOOLS

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Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: SHHS

Fund/Club/Class/Account Name: Girls Basketball

Proposed Fundraising Activity: Basketball Camp (Little Topper)

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

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

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

Girls Basketball player + Coaches = 25

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

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

Approved By: _____ Principal Date: 3/24/26

Approved By: _____ Superintendent* Date: _____

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

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Field Trip Request Form 4.302

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

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

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

GENERAL INFORMATION:

School: Liberty Bell Teacher: Ervin

Grade/Class/Club Participating Boys Soccer Team

Destination Richard Siegal Soccer Complex - Murfreesboro, TN

Purpose of Trip Soccer State Championship

Names of Chaperones Mark Palmatier HC, KP Muinzbek - AC

Predicted chaperones / student ratio: 1/10

TRANSPORTATION INFORMATION

Number of students attending 28 Date of Trip 5/13-5/14 Day(s) of Week W & TR

Cost per child Food Means of Transportation Activity Bus Transit confirmation _____

Expected Time of Departure 12:00 on 5/12 Expected time of return 5/14 TIME TBD

CURRICULUM

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

APPROVAL

Teacher _____ Date 3/5/26 Principal _____ Date 03/05/26

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

Tri-Cities TN/VA All-America City

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

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

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

Number of Eligible Students for Field Trip

25

Number of Student Attending the Field Trip

TBD

Number of Students Who Cannot Attend Due to Inability to Pay

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

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

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GENERAL INFORMATION:

School: Liberty Bell MS Teacher: Lance Arnold

Grade/Class/Club Participating 6th, 7th 8th Baseball

Destination Chattanooga, Cleveland, Ooltewah, TN

Purpose of Trip TMSAA Baseball State Tournament

Names of Chaperones Lance Arnold, Kevin Conner

Predicted chaperones / student ratio: 1 : 7

TRANSPORTATION INFORMATION

Number of students attending 15 Date of Trip 5/11 - 5/13 Day(s) of Week Mon - Wed

Cost per child $0 Means of Transportation Activity Bus Transit confirmation _____

Expected Time of Departure 5/11 7:30am Expected time of return 5/13 9:00pm

CURRICULUM

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

APPROVAL

Teacher [signature] Date 3/11/2026 Principal [signature] Date 3/12/26

Superintendent (if required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

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

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

0%

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

Number of Eligible Students for Field Trip 21

Number of Student Attending the Field Trip 15

Number of Students Who Cannot Attend Due to Inability to Pay

0

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GENERAL INFORMATION:

School: Liberty Bell Middle Teacher: Track Coaches-William Hunter, Sarah Johnson, Tess Mcorek

Grade/Class/Club Participating Boys' & Girls' Track

Destination University of Tennessee Knoxville - Tom Black Track

Purpose of Trip State Track Meet

Names of Chaperones William Hunter, Tess Mcorek, Sarah Johnson

Predicted chaperones / student ratio: 1/5

TRANSPORTATION INFORMATION

Number of students attending 25 Date of Trip 5/17-5/18 Day(s) of Week Sunday & Monday

Cost per child Food Means of Transportation Activity Bus Transit confirmation _____

Expected Time of Departure 5/17 - Noon Expected time of return VARIES - depends on duration of meet. 5/18

CURRICULUM

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

APPROVAL

Teacher [signature] Date 3/4/26 Principal [signature] Date 03/04/2026

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

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

What percentage of the activity is self-funded from students?
Food only - Rooms paid for by school.

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

Number of Eligible Students for Field Trip
N/A - depends on qualification in May

Number of Student Attending the Field Trip
N/A - depends on qualification meets in May

Number of Students Who Cannot Attend Due to Inability to Pay
NONE - students will be provided sponsors if they can't afford to purchase their own food on the trip.

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

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GENERAL INFORMATION:

School: Science Hill High School Teacher: Coach Erin Williams

Grade/Class/Club Participating Girls Tennis

Destination Nashville, TN – Harpeth Hall

Purpose of Trip tennis tournament

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

Predicted chaperones / student ratio: F: 6

TRANSPORTATION INFORMATION

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

Cost per child _____ Means of Transportation parent vehicles Transit confirmation _____

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

CURRICULUM

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

APPROVAL

Teacher _____ Date 03/16/26 Principal _____ Date _____

Superintendent (If required) _____ Date _____

Nurse notified _____ Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

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

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

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

Number of Eligible Students for Field Trip 12

Number of Student Attending the Field Trip 6

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

use Challenge ladder – only take Starting 6

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

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GENERAL INFORMATION:

School: Science Hill Teacher: Brandon Lewis

Grade/Class/Club Participating History Olympiad Team

Destination Washington D.C.

Purpose of Trip National Competition

Names of Chaperones Kami Preston

Predicted chaperones / student ratio: 1 to 4

TRANSPORTATION INFORMATION

Number of students attending 4 Date of Trip 04/23-04/27 Day(s) of Week Friday Thursday - Monday

Cost per child $500 Means of Transportation Self Transit confirmation

PARENT DRIVING OWN STUDENT

Expected Time of Departure Morning Expected time of return Afternoon

CURRICULUM

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

APPROVAL

Teacher D. Lewis Date 4-2-2026 Principal [signature] Date 4-2-2026

Superintendent (If required) Date

Nurse notified Date Transit notified Date

Cafeteria notified Date Permission slips sent-Date

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

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

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

Number of Eligible Students for Field Trip

4

Number of Student Attending the Field Trip

4

Number of Students Who Cannot Attend Due to Inability to Pay

0

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

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

School: _____Cherokee Elementary School_____

From: Danielle Bowling Bookkeeper_____ Date: 3/25/2026_____

Check Amount: $5,354.00+_____ Vendor: Johnson City Schools_____
Reason/Purpose: Educare Sweep_____
_____

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

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

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

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

School: Cherokee Elementary School_____

From: Danielle Bowling-Bookkeeper Date: 2/23/2026_____

Check Amount: $5641.00 + _____ Vendor: Johnson City Schools_____
Reason/Purpose: Educare Sweep _____
_____

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

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

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

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

School: Fairmont

From: Beth Baldwin **Date:** 2-25-26

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

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

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

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

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

School: Lake Ridge

From: Donna Lambert **Date:** 2/25/26

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

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

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

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

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

School: MOUNTAIN VIEW ELEMENTARY

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

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

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

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

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

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

School: North Side Elementary School

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

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

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

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

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

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

School: North Side Elementary School

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

Check Amount: $5,496.10 **Vendor:** Johnson City Schools
Reason/Purpose: We request approval to issue a check for the February 2026 Educare Sweep for $5,496.10

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

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

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

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

School: ___South Side School_____

From: _Leah Knotts_____ Date: _____February 25, 2026_____

Check Amount: ____$10,617.50_ Vendor: _Johnson City Schools__
Reason/Purpose: ____February 2026 Educare sweep for South Side Educare_____
_____

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

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

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

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

School: Liberty Bell Middle School

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

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

Check Amount: **Vendor:**
Reason/Purpose:

Check Amount: **Vendor:**
Reason/Purpose:

Check Amount: **Vendor:**
Reason/Purpose:

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

School: _Liberty Bell Middle School

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

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

Check Amount: **Vendor:**
Reason/Purpose:

Check Amount: **Vendor:**
Reason/Purpose:

Check Amount: **Vendor:**
Reason/Purpose:

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

School: Science Hill High School

From: Dorothy Holmer **Date:** 3-23-26

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

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

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

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

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

School: Woodland Elementary School

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

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

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

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

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

(Received on 3/24/2026 – MB)

Tri-Cities TN/VA All-America City

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

TEAM MEMBER AMERICA'S SCHOOLS

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

Johnson City Board of Education

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

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

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

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

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

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

The system shall not be obligated to accept gifts.

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

The following guidelines will apply to gifts to the system:

1. Equipment contributed to the schools becomes the property of the system and is subject to the same controls and regulations that govern the use of other school-owned property.

2. Contributions of equipment or services that may involve major costs for installation or maintenance, or initial or continuing financial commitments from school funds, shall be presented by the Superintendent of Schools' office for Board consideration and approval.

3. The purchases of equipment on a matching fund basis, (part of cost provided by an individual or organization and part by the Board from public funds) may be allowed.

4. Individuals or organizations desiring to contribute supplies or equipment will be encouraged to counsel with school officials regarding the acceptability of such contributions in advance of the solicitation of funds or the making of budgetary appropriations.

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

Legal References	Cross References
1. TCA 49-6-2006(a)	Staff Conflicts of Interest 5.601 Staff Gifts and Solicitations 5.605 ~~Gifts 6.710~~

Johnson City Board of Education

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

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

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

Johnson City Board of Education

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

CENTRAL OFFICE

The Superintendent of Schools shall maintain a system of accounting, arranged according to the regulations prescribed by the Commissioner of Education, which provide a detailed and accurate account of all receipts and disbursements of the schools.[1]

GENERAL FUNDS

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

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

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

FEDERAL FUNDS

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

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

INTERNAL ACTIVITY FUNDS

The Board authorizes each respective school under its jurisdiction to receive activity and other internal funds, such as athletic ticket money, school lunch funds and school class funds.[2]

The Board shall hold each principal responsible for the management of all internal accounts under his jurisdiction in accordance with the *Internal School Funds Manual*.[2]

Legal References

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

Cross References

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

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Financial Reports and Records**	**2.701**	**05/07/24**
		Rescinds: **2.701**	Issued: **04/06/15**

The Executive Committee shall submit to the Board of Education at each regular Board meeting a report of all business transacted since the last regular meeting.[1]

A report indicating all receipts and expenditures of the General Purpose School Fund will be given no less often than quarterly to the City Commission.[2] Each report will show the amount of the annual appropriation, the amount expended by account to date, the amount encumbered and the free balance in each account.

The Superintendent of Schools shall submit monthly financial reports to the Board and to state and federal agencies as required. The reports shall include current expenditures, encumbrances and financial status as related to the approved budget for the year.

Each principal shall complete and post at the end of each calendar month the receipts, expenditures and cash balance of all accounts under ~~his~~ **their** jurisdiction[3] and make them available to the Superintendent of Schools. These reports shall be made available to the Board at its request.

Legal References

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

Cross References

School District Records 1.407

Johnson City Board of Education

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

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

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

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

1. EQUIPMENT AND TEXTBOOKS

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

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

2. MEDIA CENTERS

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

3. FURNITURE

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

EQUIPMENT PROCURED WITH FEDERAL DOLLARS

The Superintendent **of Schools** shall establish procedures for administrators to follow which meet all federal accountability guidelines, including guidelines for the purchasing, inventorying, security and disposition of all equipment purchased with federal funds.[2]

Legal References

1. Internal School Funds Manual, Section 4-21 - Section 4-23
2. 2 CFR § 200.313

Johnson City Board of Education

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

The Superintendent of Schools shall develop appropriate procedures for reimbursement.

SCHOOL PERSONNEL

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

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

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

BOARD OF EDUCATION MEMBERS

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

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

Legal References

1. TCA 49-2-202(d)
2. TCA 49-2-2001(c)

Johnson City Board of Education

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

~~*General*~~

The school system will purchase competitively and seek maximum educational value for every dollar expended. Department heads will serve as purchasing agent for the system-wide purchasing. The Director of Finance shall coordinate purchasing.[1] Principals shall serve as purchasing agents for individual schools.

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

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

The Board will purchase locally whenever other conditions are comparable.

Individual Schools

The Superintendent of Schools must approve the following purchases:

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

Central Office[2]

ROUTINE PURCHASES

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

SPECIAL PURCHASES

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

EMERGENCY PURCHASES

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

PURCHASING OF SURPLUS PROPERTY

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

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

COOPERATIVE PURCHASING[3]

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

PROCUREMENT PROCEDURES

All purchases must be made in accordance with the System's Purchasing Guide as required by state and federal laws.[2]

PROCUREMENT CARDS

Small dollar purchases may be made through the use of procurement cards issued by the ~~S~~school ~~S~~system under procedures developed by the City of Johnson City.

Legal References

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

Cross References

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

Johnson City Board of Education

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

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

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

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

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

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

Cross Reference
Purchase Orders 2.808

Johnson City Board of Education

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

~~*General*~~

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

Purchase orders will include the following essentials:

1. A specification which adequately describes to the supplier the characteristics and the quality standards of the item required;

2. A firm, quoted, net delivered price, whenever possible; and

3. Signature of purchasing agent (Superintendent of Schools, principal, department head or federal programs supervisor).

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

1. The supplier has the potential ability to perform successfully under the terms and conditions of a proposed procurement;

2. A system for contract administration shall be maintained to assure supplier conformance with terms, conditions, and specifications of the contract or purchase order, and to assure adequate and timely follow-up of all purchases;

3. Contracts shall contain such provisions or conditions which will allow for administrative, contractual, or legal remedies in instances where suppliers violate or breach contract terms, and provide for such sanctions and penalties as may be appropriate.

4. All contracts, including those of individual schools, will meet all requirements of state and federal laws, rules, and regulations.[1,2]

5. With the approval of, or ratification by, the Board of Education, contracts may be entered into by the Superintendent of Schools and/or the appropriate director or supervisor of programs, including federal programs.[2]

Legal References

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

Cross References

Purchasing 2.805
Bids and Quotations 2.806
Requisitions 2.807

Johnson City Board of Education

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

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

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

Legal References

1. TCA 49-2-206(b)(3)

Johnson City Board of Education

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

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

GOALS

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

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

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

VISION STATEMENT

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

MISSION STATEMENT

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

BELIEFS

To be successful, Johnson City Schools must:

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

Legal References

1. 42 USCA § 2000d *et seq.*
2. Public Acts of 2025, Chapter No. 293

Cross References

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

Johnson City Board of Education

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

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

STATE STANDARDS[2]

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

1. Instructional materials, textbooks, or supplemental materials created to align exclusively with Common Core; or

2. Instructional materials, textbooks, or supplemental materials that are marketed or otherwise identified as Common Core textbooks or instructional materials.

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

CURRICULUM AND INSTRUCTIONAL PROGRAMMING

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

The Superintendent of Schools shall develop procedures to ensure that the district's 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

Cross References

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

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

Johnson City Board of Education

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

Under the leadership and direction of the Superintendent of Schools and instructional supervisors, a unified curriculum shall be developed within the framework of the state's standards for the school system in each subject area, grades **Pre**K-12.[1]

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

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

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

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

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

IMPLEMENTATION

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

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

Legal References

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

Cross References

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

Johnson City Board of Education

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

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

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

1. Reasonable effort will be made to identify all children ages three (3) through twenty-two (22) who reside within~~g~~ the jurisdiction of the school system, including those in private schools, or are homeless and are suspected of having a disability; and

2. All ~~disabled students~~ **students with disabilities** living within the school district have available to them a free, appropriate public education which emphasizes special education and related services to meet their unique needs; and

3. Children with disablities are are given appropriate accommodations and modifications for state and district-wide assessment programs, are included in the admisitration of thoses assessments and the reporting of the assessment data; and

4. The rights of ~~disabled students~~ **students with disabilities** and their parents/guardians are protected.

The plan shall address the following objectives:

1. To carry out a comprehensive screening and assessment plan emphasizing the early identification and evaluation of ~~disabled students~~ **students with disabilities**;

2. To provide each ~~disabled child~~ **eligible student with a disability** with an Individualized Educational Program (IEP) specifically designed to meet his unique needs;

3. To use the Individualized Education Program (IEP) for reviewing assessment, formulating programming, and determining placement for every ~~disabled student~~ **student with a disability**, including review of proposed suspensions when appropriate, in accordance with the State Board of Education Rules, Regulations, and Minimum Standards;

4. To ensure that placements are made which educate ~~disabled children~~ **students with disabilities** with non-disabled age appropriate peers in the schools these children would normally attend if not disabled and to the extent appropriate;

5. To provide continuing evaluation of each ~~disabled child~~ **student with a disability**'s progress, including at least annual review of his IEP and re-evaluation at least every three (3) years;

6. To ensure that procedural safeguards required by state and federal laws are adhered to; and

7. To involve parents of ~~disabled children~~ **students with disabilities** in a meaningful dialogue with school personnel which will begin with initial referral and continue throughout the student's educational career;

8. To follow all required confidentiality laws and procedures;

9. Include goals for the performance of ~~children~~ **students** with disabilities in school improvement plans;

10. To include ~~children~~ **students** with disabilities in required assessments with appropriate accommodations and modifications and to report assessment data;

11. To collaborate with outside agencies as needed to provide supports for students with disabilities; and

12. To budget at least the same total or per-capita amount for special education from the combination of state and local funds as spent for the same purpose from the prior year Maintenance of Effort.)

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

Legal References

1. TRR/MS 0520-01-09
2. TCA 49-10-101

Cross References

Compulsory Attendance Ages 6.201
Alternative Education 6.319
Student Communicable Diseases 6.403

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

Acquired Immune Deficiency Syndrome 6.404
Special Education Students 6.500

Johnson City Board of Education

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

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

To be considered for this program, the student shall:

1. Earn a cumulative grade point average of at least 3.5 through three (3) years of high school;

2. Earn an ACT composite of at least 25 or an equivalent SAT score;

3. Submit a written request and agreement to the high school principal at the end of the eleventh year of school, signed by student and parent**(s)/**guardian**(s)**;

4. Meet with principal, counselor, and parent**(s)/**guardian**(s)**;for consultation; and

5. Secure a written endorsement of the principal, a counselor and the post-secondary institution.

Cross References

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

Johnson City Board of Education

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

The following programs will be made available to students:[1,2]

1. Learning Loss Bridge Camp;
2. Summer Learning Camp;
3. STREAM Camp; and
4. Summer/STREAM Hybrid Camp.

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

SUMMER PROGRAMMING[2]

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

1. Courses offered;
2. Transportation;
3. Class size ratios;
4. Budget, including staff compensation;
5. School nutrition needs;
6. Staffing;
7. Enrollment criteria; and
8. Any additional necessary information.

ATTENDANCE REQUIREMENTS[2]

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

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

THIRD GRADE PROMOTION/RETENTION LAW & MAKE UP DAYS[4]

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

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

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

The library, laboratories, and other facilities shall be made available to all students enrolled in the 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:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Enrollment in College Level Courses**	**4.205**	**01/06/25**
		Rescinds: **4.205**	Issued: **01/03/22**

Qualified high school students who are in good standing may earn high school credit by enrolling in college level courses.[1] Written approval by the parent**(s)/guardian(s),** principal, and institution of higher learning shall be required before enrollment.

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

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

Legal References

1. TCA 49-6-1012; State Board of Education Policy 3.301

Cross References

Accelerated College Admission 4.203

Johnson City Board of Education

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

REMEDIAL INSTRUCTION

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

HOMEBOUND INSTRUCTION[1]

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

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

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

Legal References

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

Cross References

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

Johnson City Board of Education

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

If the inability to speak and understand the English language excludes a student from effective participation in the educational programs offered by the district, the district shall take reasonable actions to provide the student equal access to its programs. Students who are English learners ("EL") shall be identified, assessed, and provided appropriate services. No student shall be admitted to or excluded from any program or extracurricular activity based on the student's surname or EL status.[1]

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

ENGLISH LANGUAGE INSTRUCTION PROGRAM

The Board of Education directs the administration to develop and implement language instruction programs that:[2]

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

PARENTAL NOTIFICATION[3]

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

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

3. Methods of instruction used in the program, methods of instruction in other available programs, and how they differ;

4. How the program meets the educational strengths and needs of the student and how the program will help the student reach English language proficiency and meet academic standards;

5. Program exit requirements, rate of transition to a standard instructional program classroom, and expected rate of high school graduation;

6. How the program meets the goals of an EL student with an IEP; and

7. Information on the parent/**guardian**'s right to withdraw the student from the program or choose another program or method of instruction if available.

Parent/**Guardian** and family engagement will be encouraged, and parents will be regularly apprised of their child's progress.[4]

Legal References

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

Cross References

Parent and Family Engagement 4.502

Johnson City Board of Education

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

The Johnson City School System is supportive of the development of new educational knowledge through research within the local school community. The Johnson City Schools shall cooperate to the extent possible with colleges, universities, and other agencies in promoting educational research. The Superintendent of Schools shall develop administrative procedures for approving requests for educational research projects.

Any research project must be well planned and supervised to provide the least interruption possible to the instructional program.

The Superintendent of Schools must give final approval prior to the initiation of any research project.

Any research proposal must meet the following criteria in order to be considered for approval.

1. The research should be designed so that it can be expected to produce valid and reliable results.
2. The research shall be of a nature to expect a result that will be of value to the improvement of education.
3. The research may not materially interrupt or disrupt the work of students, teachers or other employees.
4. The research shall have the approval of the appropriate college, university or agency supervising the research.
5. Prior permission of research subjects is required.
6. Detailed proposal must be submitted identifying the nature of the research, the research subjects (i.e. students or employees), the research method, and use of the results.
7. Confidentiality of subjects must be maintained at all times.
8. Questionnaires, surveys, and/or interview questions must be submitted for review in advance of distribution and must not include items which invade the areas of personal rights.

If it is determined that students are the requested subjects of the educational research, Johnson City Schools will follow the administrative procedures outlined in Johnson City Board policy 6.4001.

This policy is not applicable to research that is conducted as part of the approved curriculum of the school system due to the internal approval processes as approved by the Superintendent of Schools.

Johnson City Board of Education

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

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

ADMISSION AND REMOVAL[2]

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

1. The student's parent/guardian gives written consent for the student to enroll in the proposed credit recovery course. Parents/guardians should be informed that not all postsecondary institutions will accept credit recovery courses for credit and that the NCAA Clearinghouse will not accept credit recovery courses for credit; and

2. The student has previously taken an initial, non-credit recovery section of the proposed course and received a grade of at least fifty percent (50%). Students who receive a grade of below fifty percent (50%) in the non-credit recovery section of the course must re-take the course.

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

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

INSTRUCTION AND CONTENT[2]

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

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

1. Align with Tennessee's current academic standards for the relevant course content area, as approved by the State Board of Education; and

2. Differentiate instruction to address individual student growth needs based on diagnostic assessment or End of Course data.

Students in credit recovery programs shall:

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

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

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

GRADES[2]

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

Legal References

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

Cross References

Virtual Education Program 4.2121
Grading System 4.600
Promotion and Retention 4.603

Johnson City Board of Education

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

~~*General*~~

A family life education program shall be implemented within the school ~~district~~ **system** in compliance with state law.[1]

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

FAMILY LIFE INSTRUCTION

The curriculum for the family life education program shall, in a manner that is age-appropriate and factually and medically accurate, include the following:[2]

1. Teach the skills needed to make healthy decisions in all aspects of marriage and family life;

2. Encourage sexual health by helping students understand how the whole person is affected by sexual activity as well as other risk behaviors;

3. Provide information about human reproduction, including conception, birth, and prenatal care, as well as the process of adoption and its benefits;

4. Provide information on the family unit and the responsibilities and consequences related to sexual activity, including the challenges of single teen parenting;

5. Promote only sexual risk avoidance through abstinence and the positive results of avoiding sexual activity;

6. Provide instruction on the detection, intervention, prevention, and treatment of child sexual abuse, including such abuse that may occur in the home, human trafficking in which a victim is the child, and internet crimes against children;

7. Provide instruction on the prevention of dating violence;

8. Encourage communication between parent(s)/guardian(s) and students;

9. Address the legal aspects of sexual activity with emphasis on the rights of the student; and

10. Include the presentation of a high-quality, computer-generated animation or high-definition ultrasound of a least three (3) minutes in duration that shows the development of the brain, heart, and other vital organs in early fetal development per state academic standards.[3]

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

The family life education program shall be reviewed annually to ensure that the prohibited items of instruction, as provided for in state law,[5] are not included in the curriculum.

TRAINING ON INSTRUCTION

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

REPORTING[2]

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

Legal References

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

Johnson City Board of Education

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

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

1. The Superintendent of Schools/designee shall initially approve each specific extracurricular activity so that proper support and supervision may be assured;

2. The principal, after obtaining the recommendation of the faculty and approval of the Superintendent of Schools, shall determine which clubs and organizations will be permitted;

3. Student activities must be under the guidance and direction of a staff member;

4. Student activities occurring before or after regularly scheduled school hours must be under the supervision of the principal ~~or their~~ /designee;

5. Secret organizations shall not be operated in any school;

6. A student shall not be required to attend a school-sponsored student activity that is scheduled at a time which conflicts with their religious practices;[1]

7. School-sponsored student activities during vacation periods shall be restricted to regularly scheduled athletic programs and major events which cannot be scheduled otherwise;

8. Student groups shall not participate in state or national activities which are not listed as approved activities by regional accrediting associations or state and national principals' associations without the approval of the Superintendent of Schools;

9. A student on out-of-school suspension/expulsion or a health-related quarantine shall not be permitted to participate in school-sponsored activities;

10. Activities which restrict participation because of race, creed, color, sex, gender, religion, national origin, or disabilities are forbidden;[2] and

11. Non-school sponsored activities will be approved only if they are coordinated with the school.

12. Written parental consent shall be required to participate in any extracurricular activity.

STUDENT CLUBS & ORGANIZATIONS[3]

All students under the age of eighteen (18) shall present a signed and dated statement from their parent/guardian before joining any club or organization or participating in activities of a club or organization. The Superintendent of Schools shall develop administrative procedures outlining this 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:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Interscholastic Athletics**	**4.301**	**09/04/2025**
		Rescinds: **4.301**	Issued: **01/06/25**

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.[3] 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.

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 system 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.

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

SCHEDULING

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

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

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

SEVERE WEATHER[4]

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

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

PROHIBITION AGAINST HAZING

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

HOME SCHOOL STUDENT PARTICIPATION[10]

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

VIRTUAL SCHOOL STUDENT PARTICIPATION[11]

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

Legal References

1. 34 CFR § 106.41; 20 USCA § 1681 *et seq.*
2. TCA 49-6-310(a)
3. TRR/MS 0520-01-02-.08(1)
4. TCA 49-6-3601
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120
10. TCA 49-6-3050(e)(1)(B)
11. Public Acts of 2025, Chapter No. 173

Cross References

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

Johnson City Board of Education

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

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

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

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

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

1. Value of the activity to the particular class group or groups;

2. Relationship of the field trip activity to a particular aspect of classroom instruction;

3. Suitability of the activity and distance traveled in terms of the age level;

4. Mode and availability of transportation; and

5. Cost.

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

1. Any teacher desiring to take a group of students on an educational field trip must obtain advance approval of the principal and must complete a Field Trip Request Form;

2. The trip must have a definite educational purpose and reflect careful planning. Students should be prepared by general class discussion and/or research. Withholding attendance at field trips should not be used for discipline;

3. Parents may be allowed to transport students on field trips when all of the following conditions are met:
    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. Pior written approval of the principal;
d. Prior written permission of the parent(s) of the child(ren) to be transported, which will be specific to the named parent driver; ~~and,~~
e. Volunteer Personal Vehicle Authorization Use Form~~.~~**; and,**
f. A completed background check.

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

4. A completed parental Student Field Trip Permission Form must be on file for every student making an off-campus trip. The principal shall ensure that these forms are kept on file for the remainder of the school year. This information is to be completed by the school before the form is signed by the parent;

5. Overnight trips and chaperones must be approved by the Board **of Education** in advance. These groups must be accompanied by at least one regular staff member and others from the school who are appropriate for adequate supervision and shall be responsible for student conduct while away;

6. Any overnight field trip must be approved by the Board prior to the initiation of fund-raising activities;

7. Students shall not be penalized for participating in approved school-sponsored trips and activities. Teachers shall permit students to make up class assignments missed because of an approved school-sponsored trip or activity;

8. All accidents that occur on a school-sponsored trip must be reported by the teacher to the principal immediately upon returning to school. Serious accidents involving personal injury must be reported immediately to the principal and/or the Superintendent of Schools**/designee**. An emergency shall be dealt with promptly by the teacher or other members of the school staff by taking appropriate action, including sending the student to the hospital or summoning medical aid or ambulance. In cases where it is necessary to send the student to the hospital, reasonable effort must be made to notify the parents;

9. Any school-sponsored field trip not meeting the "educationally beneficial" criteria as defined in this section must have prior approval of the Superintendent of Schools/designee; and

10. The Board, Superintendent of Schools/designee, or Principal may cancel an approved field trip at any time that the Board feels that the security or safety of students may be in jeopardy.

NON-SANCTIONED TRIPS

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

If an employee organizing a non-sanctioned trip wishes to recruit students through the school(s), the request for recruitment shall be made in the same manner as a request from a private citizen. 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
Background Investigations 5.118
Attendance 6.200

Johnson City Board of Education

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

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

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

Legal References

1. 20 USCA § 1232h(a); TCA 49-6-7003

Johnson City Board of Education

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

SELECTION[1]

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

DISTRIBUTION

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

CARE OF TEXTBOOKS[4]

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

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

Age of Book	Amount Collected
1 - 2 years	100% of replacement cost
3 - 4 years	75% of replacement cost
5 or more years	50% of replacement cost

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

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

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

1. Refusal to issue any additional textbooks until restitution is made; and

2. Withholding of all grade cards, diplomas, certificates of progress, or transcripts until restitution is made.

The Superintendent of Schools/designee may waive the assessment of fines when in their judgment the 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; 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:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Selection of Instructional Materials (Other than Textbooks)**	**4.402**	**01/06/25**
		Rescinds: **4.402**	Issued: **01/09/23**

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

OBJECTIVES OF SELECTION

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

1. To provide materials that will enrich and support the curriculum and individual needs of the students, taking into consideration their varied interests, abilities and learning styles;

2. To provide age-appropriate materials that will stimulate growth in factual knowledge, literary appreciation, aesthetic values and ethical standards;

3. To provide a background of information which will enable students to make informed judgments in their daily lives;

4. To provide materials on opposing sides of controversial issues so that the students may develop the practice of critical analysis;

5. To provide materials which realistically represent our diverse society and reflect the contributions made by groups and individuals to our heritage;

6. To place principles above personal opinion and reason above prejudice in the selection of materials of the highest quality in order to ensure a comprehensive media collection appropriate for all students.

Cross References

Controversial Materials 4.801

Johnson City Board of Education

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

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

1. Inform the complainant of the selection procedures and make no commitment about the outcome;

2. Request the complainant to submit a Request for Alternative Instructional Materials form;

3. Inform the principal (and other appropriate personnel) of the complaint;

4. Keep challenged materials available during the reconsideration process. The materials shall be removed immediately if they:[2]

    a. Were created to align exclusively with Common Core; or

    b. Are marketed or otherwise identified as Common Core textbooks or instructional materials.

5. Upon receipt of the completed Citizen Request for Alternative Instructional Materials form, the principal shall notify the Superintendent of Schools**/designee**.

6. The principal shall request review of the challenged materials by an ad hoc materials review committee within fifteen (15) working days. The review committee is appointed by the principal and includes representatives from classroom teachers, one or more parents, and may include one or more students. The principal will inform the Superintendent of Schools of the review committee's progress.

7. The review committee shall take the following steps after receiving the challenged materials:
    a. Read, view or listen to the material in its entirety;
    b. Check general acceptance of the material by reading recognized and evaluative reviews;
    c. Determine the extent to which the material supports the curriculum;
    d. Complete the appropriate "Checklist for Reconsideration of Instructional Materials", judging the material for its strength and value; and
    e. Present a recommendation to the principal for further action and to the Superintendent of Schools for purposes of information.

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); TCA 49-6-3803
2. Public Acts of 2024, Chapter No. 782; TCA 49-1-302(a)(8); TCA 49-1-314; TCA 49-6-2206

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

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

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

Legal References

1. 17 USCA §§ 106, 107, 110

Cross References

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

Johnson City Board of Education

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

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

Employees

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

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

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

Students

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

Procedures shall address the following:

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

INTERNET SAFETY MEASURES[2]

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

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

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

1. Utilizing technology that blocks or filters Internet access (for both students and adults) to material that is obscene or pornographic;[3]

2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials that are deemed to be harmful to minors;[4]

3. Maintaining and securing a usage log; and

4. Monitoring online activities of students. [2]

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

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

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

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~~ **school system**, all data including e-mail communications stored or transmitted on school system resources shall be monitored. Employees/students should have no expectation of privacy with regard to such data. Confidentiality of e-mail communication cannot be assured. E-mail correspondence may be a public record under the public records law and may be subject to public inspection. [5] Emails will be archived for a period of twelve (12) months from the date sent/ received.

INTERNET SAFETY INSTRUCTION[6]

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

SOCIAL NETWORKING

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

2. School system staff who have a presence on social networking websites are prohibited from posting data, documents, photographs or inappropriate information that is likely to create a

material and substantial disruption of classroom activity or which violates the privacy of other staff or students, or which violates FERPA.

3. School system staff are prohibited from accessing personal social networking sites on school system devices during school hours except for legitimate instructional purposes.

4. The Board discourages school system staff from socializing with students on social networking websites. The same relationship, exchange, interaction, information or behavior that would be unacceptable in a non-technological medium is unacceptable when done through the use of technology.

The Superintendent **of Schools/designee** will publish guidelines on appropriate social media use by employees.

VIOLATIONS

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

VENDOR CONTRACTS[8]

Prior to entering into any contract or using any website where student data is shared and content is marketed to **Pre-**kindergarten through grade twelve (**Pre**K-12), the vendor of any digital or online resource created or marketed for **Pre**K-12 must sign a Data Privacy Agreement (DPA) outlining appropriate safeguards of school system data and usage, and assurance of adherence to state and 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; Public Acts of 2025, Chapter No. 195
3. TCA 49-1-221(a)(1)(C)(i)
4. TCA 39-17-901; TCA 49-1-221(a)(1)(C)(ii)
5. TCA 10-7-512
6. TCA 49-1-221(a)(1)(E)
7. Public Acts of 2025, Chapter No. 195
8. TCA 49-1-221(c)

Cross References

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

Johnson City Board of Education

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

CONTENT STANDARDS

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

1. Support of curriculum and instruction - intended to provide links to Internet resources for students, parents, and staff in the district;

2. Public information - intended to communicate information about the schools and district to students, staff, parents, community and the world at large; and

3. ~~District~~ **School system** technology support - intended to provide and respond to instructional and administrative technology needs of students and staff.

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

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

PRIVACY STANDARDS

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

2. Student work may be published on web pages only with written consent of the student's legal guardian or the eligible student before each incident of publication. The authoring student shall also sign a copyright consent form.

3. Links to student e-mail accounts are prohibited.

4. Pictures of students may be included only under the following conditions:

    - Individual student pictures may be published on the web site only with written consent of the student's legal guardian or eligible.

    - Pictures of groups of students involved in a school-related activity may be published without consent; however, the students shall only be identified by the group name.

    - Students shall not be individually identified in pictures unless there is a special reason for doing so, such as recognition for receiving an award. In such cases, the student's legal guardian or eligible student must give written consent.

ADVERTISING/SPONSORSHIPS

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

ADMINISTRATIVE PROCEDURES

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

CONCERNS/COMPLAINTS

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

Legal References

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

Cross References

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

Johnson City Board of Education

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

The Board of Education endorses a volunteer program in the schools and authorizes principals to develop a volunteer program for each school.[1]

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

All volunteers must sign a Volunteer Agreement regarding confidentiality.

All volunteers must submit to a routine background check before beginning working with students in an unsupervised or one-on-one setting.[2]

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

Volunteers shall serve without compensation but shall be insured by the Board against loss or damage in the performance of their duties.[3]

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

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

STUDENT VOLUNTEERS

~~*General*~~

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

SCOPE

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

SAFETY

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

Legal References

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

Cross References

Visitors to the School 1.501

Johnson City Board of Education

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

GENERAL EXPECTATIONS FOR ALL SCHOOLS

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

The Board shall implement the following as required by federal and state legislation;[1]

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

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

SCHOOL LEVEL POLICY

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

~~SUPPORT FOR PROGRAM~~

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

FAMILY-SCHOOL PARTNERSHIPS[1]

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

- Families are welcomed into the school community;
- Families and school staff should engage in regular and meaningful communication about student learning;
- Families and school staff work together to support student learning and development;
- Families are informed and encouraged to be advocates for students;
- Families are full partners in the decisions that affect children and families; and
- Community, civic, and business resources are made available to strengthen school programs, 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:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Grading System**	**4.600**	**08/05/24**
		Rescinds: **4.600**	Issued: **09/06/22**

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

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

GRADING SYSTEM: GRADES THREE - EIGHT (3-8)[1]

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

- A (90-100)
- B (80-89)
- C (70-79)
- D (60-69)
- F (50-59)

This grading system shall be uniform throughout the school system for each grade. No grade lower than a 50 will be recorded for any 9-week term or semester.

GRADING SYSTEM: CLASSES FOR HIGH SCHOOL CREDIT[2]

Classes for high school credit shall use the uniform grading system established by the State Board of Education. Using the uniform grading system, students' grades shall be reported for the purposes of application for post-secondary financial assistance administered by the Tennessee Student Assistance Corporation.

Subject-area grades for grades 9–12 shall be expressed by the following letters with their corresponding percentage range:

- A (90-100)
- B (80-89)
- C (70-79)

- D (60-69)
- F (0-59)

Advanced coursework grades will be calculated with additional percentage points to calculate the semester average. Depending on the course taken, the following percentage points will be assigned:

- Honors Courses – three (3) percentage points;
- Local and Statewide Dual Credit, Capstone Industry Certification Aligned, and Dual Enrollment Courses – four (4) percentage points; and
- Advanced Placement, Cambridge International, and College Level Exam Program (CLEP)– five (5) percentage points.

WEIGHTING FOR HONORS, NATIONAL INDUSTRY CERTIFICATION, ADVANCED PLACEMENT, STATEWIDE DUAL CREDIT AND DUAL ENROLLMENT COURSES

The uniform grading system will be used for student application for postsecondary assistance administered by the Tennessee Student Assistance Corporation. For other purposes a grading system based on quality points to calculate overall Grade Point Averages will be used. ~~Beginning with the 2019-2020 school year:~~

- Add .5 point to the numerical quality point value corresponding to the final letter grade received in an honors course;
- Add .75 point to the numerical quality point value corresponding to the final letter grade received in a local or statewide dual credit, or capstone industry certification course ; and
- Add 1 point to the numerical quality point value corresponding to the final letter grade received in an AP, Cambridge International, or dual enrollment.

Conduct grades are based on behavior and shall not be deducted from scholastic grades.

Attendance records will be used in determining the awarding of grades or the passing of a course or promotion or retention.

Plus and minus evaluations are not to be added to letter grades. A grade report may not be changed once grades have been finalized. If an erroneous grade has been recorded, correction must be made on a new report.

Grades given at the end of each nine (9) weeks period will be determined from daily work, homework, written assignments and tests. The teacher will weigh the value of grades given for various assignments and tests within the applicable period in computing the grade. This procedure will enable the teacher to allow for individual student differences in the grading process. Any assignments and tests required of a student must be considered in the computation of his grade.

LOTTERY SCHOLARSHIPS[3]

Each school counselor shall provide incoming freshmen with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT score, etc.) that must be met in order to receive a scholarship.

Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal Student Aid (FAFSA). The FAFSA is available at the guidance office or on-line at www.fafsa.ed.gov. The priority date for FAFSA completion is May 1. Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit applications in a timely manner.

Elementary and middle school counselors should explain the HOPE Scholarship and its requirements to their students and impress upon them the benefits of making good grades.

TENNESSEE PROMISE

~~Each~~ **High** school counselor**s** will provide students with information on the Tennessee Promise scholarship and mentoring program, including eligibility standards and application information.

LOTTERY SCHOLARSHIP DAY

Each school year, prior to scheduling courses for the following school year, schools teaching students in grades 8-11 shall conduct a lottery scholarship day for students and their parents.[4]

HONORS RECOGNITION

The weighted GPA will be calculated on all course work using the school system's internal weighted GPA. GPA will also be calculated using the Tennessee Uniform Grading Scale for Lottery/Hope Scholarship purposes. Both the Johnson City School's weighted GPA and the Tennessee Uniform GPA will appear on the transcript.The Tennessee Uniform Grading Scale GPA (unweighted) will be utililized to determine recongnition at the Board of Education's cere~~r~~mony honoring graduates each spring.

For the pu**r**poses of local graduation honors recognition, the school system will use the following Latin System based on the weighted GPA:

Summa Cum Laude	4.25 and above
Magna Cum Laude	4.00-4.24
Cum Laude	3.75-3.99

Legal References

1. TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407
2. TCA 49-2-203(b)(16); TCA 49-2-301(b)(1)(H)
3. TCA 49-4-904, 905, 907
4. TCA 49-4-932(f)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210
Reporting Student Progress 4.601
Honor Roll, Awards, & Class Ranking 4.602
Promotion and Retention 4.603
Transcript Alterations 4.608

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Reporting Student Progress**	**4.601**	**09/04/2025**
		Rescinds: **4.601**	Issued: **01/03/22**

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

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

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

~~**SURROGATE PARENTS**~~

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

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

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

~~Surrogate parents will be appointed for students when:~~

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

PARENT CONFERENCES

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

Conferences shall be physically accessible to all students and parent(s)/guardian(s).[4]

Legal References

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

Cross References

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

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Promotion and Retention**	**4.603**	**04/07/25**
		Rescinds: **4.603**	Issued: **01/06/25**

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

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

1. Ability to perform at the current grade level;
2. Results of local assessments, screening, or monitoring tools;
3. State assessments, as applicable;
4. Home Literacy Reports;[3]
5. Overall academic achievement of the student;
6. Likelihood of success with more difficult material if promoted to the next grade;
7. Attendance record; and
8. The student's maturity.

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

1. Date of enrollment;
2. Additional information acquired after results of local assessment, screening, or monitoring are released; or

VOLUNTARY RETENTION

A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain ~~his/her~~ **their** student in the current grade level if:

1. The student has a documented academic or behavioral delay; and

2. The parent/guardian believes that retention may benefit the student.[5]

This information shall be submitted in writing within thirty (30) days of the end of the school year. The district shall send written notice to the parent/guardian confirming whether the student is eligible for retention under state law.

PROMOTION PLANS [6]

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

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

A student who demonstrates sufficient academic progress according to his/her promotion plan shall be promoted to the next grade level unless retention is required per additional requirements for students in third and fourth grade.[7]

If a student has not demonstrated sufficient academic progress according to their promotion plan by the end of the school year, the student shall be eligible to enroll in a summer reading or learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar days prior to the start of the next school year if the student was enrolled in a summer program. However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school year.[8]

RETENTION [7]

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

Decision of Retention – General [9]

If a student is retained, the Superintendent of Schools/designee shall develop an individualized academic remediation plan within thirty (30) calendar days after the beginning of the next school year.

A copy of the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its development. The plan shall include at least one of the following strategies:

1. Adjustment to the current instructional strategies or materials;

2. Additional instructional time;

3. Individual tutoring;

4. Modification to the student's classroom assignment to ensure the student receives instruction from a teacher with a level of overall effectiveness of above expectations (level 4) or significantly above expectations (level 5); or

5. Attendance or truancy interventions.

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

Decision of Retention – Third Grade [10]

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

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

1. A student in third grade receiving a performance level rating of "approaching" on the ELA portion of the student's most recent TCAP test may be promoted if:

    a. The student is an English language learner and has received less than two (2) full years of ELA instruction;
    b. The student was previously retained in grades K-3;
    c. The student is retested before the next school year and scores proficient in ELA;
    d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-test at the end of the camp; or
    e. The student receives tutoring for the entirety of the next school year in accordance with state law.
    f. The student demonstrates proficiency in ELA standards by scoring at or above the fiftieth (50^{th}) percentile on the most recently administered state-provided benchmark assessment and the district provides tutoring services to the student during the entire fourth grade school year and notifies the student's parent/guardian, in writing, of the benefits of enrolling the student in summer programming.
    g. Parent/guardian or authorized school personnel appeals retention decision, documenting a score at or above the fortieth (40^{th}) percentile on the TN-URS ~~or approved URS~~

~~(ECBM)~~ and an academic remediation plan and unanimous recommendation for promotion from the ELA teacher and principal, and receives tutoring services during the entire fourth grade school year.

2. A student in third grade receiving a performance level rating of "below" on the ELA portion of the student's most recent TCAP test may be promoted if:

    a. The student is an English language learner and has received less than two (2) full years of ELA instruction;
    b. The student was previously retained in grades K-3;
    c. The student is retested before the next school year and scores proficient in ELA; or
    d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with state law.

Students who fall into the criteria for required attendance in summer programming in order to be promoted to the fourth grade must attend with a 90% rate. Of the 20 days required for summer school attendance, students must attend 18 days. These days will be documented and options for make-up days will be provided by the summer programming committee.

Decision of Retention – Fourth Grade [10]

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

1. A student who is promoted to the fourth grade due to receiving tutoring for the entirety of the next school year in accordance with state law or because of attending a learning loss bridge camp must maintain a ninety percent (90%) attendance rate; and

2. A student receiving tutoring for the entirety of the next school year in accordance with state law shall be required to show adequate growth on the fourth grade ELA portion of TCAP before the student may be promoted to fifth grade.

3. If a student does not show adequate growth, as determined by the department, on the fourth grade ELA portion of the TCAP test, then the student's LEA or public charter school shall convene a conference that must be attended by the following categories for participants: the student's parent(s)/guardian(s), the student's ELA teacher, and the student's principal. The recommendation made by the majority of the categories of participants in the conference determines whether the student must be:

    a. Promoted to the fifth grade and assigned a tutor to provide tutoring services to the student for the entirety of the student's fifth grade year based on tutoring requirements established by the department; or
    b. Retained in the fourth grade.

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

Decision of Retention – Students with Disabilities [11]

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

APPEALS [8,12]

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

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

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

For students where retention is required per the additional requirements for students in third and fourth grade, parent(s)/guardian(s) may appeal this decision directly to the Department of Education in accordance with state law.[13]

Legal References

1. 20 USCA § 1400 *et seq.*; 29 U.S.C. § 794 (Section 504); TRR/MS 0520-01-03-.16; TCA 49-6-3115
2. TRR/MS 0520-01-03-.16(5)
3. TCA 49-1-905(e)
4. TRR/MS 0520-01-03-.16(4)
5. TCA 49-6-314; TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)
7. TRR/MS 0520-01-03-.16(6)(f)
8. TRR/MS 0520-01-03-.16(6)(e)

Cross References

Credit Recovery 4.210
Grading System 4.600
Reporting Student Progress 4.601
Attendance 6.200
Student Assignments 6.205
Homeless Students 6.503
Student Records 6.600

9. TRR/MS 0520-01-03-.16(6)(g)
10. TRR/MS 0520-01-03-.16(7)
11. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq.*; TRR/MS 0520-01-03-.16(7)(e); TCA 49-6-3115(a)(3)
12. TRR/MS 0520-01-03-.16(3); TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)
13. TRR/MS 0520-01-03-.16(7)(f)

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Accelerated and Advanced Credit**	**4.604**	**01/06/25**
		Rescinds: **4.604**	Issued: **06/04/24**

~~ELEMENTARY/~~MIDDLE SCHOOLS STUDENTS[1]

Students may be allowed to take advanced levels of selected courses to count as prerequisites to higher level courses offered in grades 9-12. ~~No credit earned in elementary school may be used toward high school graduation.~~ Credits earned in middle school may be used as elective high school credits.

HIGH SCHOOLS STUDENTS

All high school students shall be eligible to enroll in Advanced, Honors, and/or Advanced Placement (AP) classes in accordance with the recommendations and requirements set forth in the Program of Studies.

DUAL ENROLLMENT/DUAL CREDIT

Students in grades ~~11~~**9**-12 may be allowed to participate in a dual enrollment program with local colleges/universities/technical schools according to guidelines established by the Superintendent of Schools.

EARLY GRADUATION

No student shall be allowed to graduate with a ~~Science Hill~~ **Johnson City School's** diploma more than one session early without the approval of the principal and the Superintendent of Schools.

Legal References

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:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Graduation Requirements**	**4.605**	**06/04/24**
		Rescinds: **4.605**	Issued: **01/03/22**

To meet the requirements for graduation, a student shall have attained an approved attendance, conduct and subject matter record which covers a planned program of education, and this record shall be kept on file in the high school.

The program of studies shall include areas and content in these areas within State Board of Education Regulations and shall be flexible enough to facilitate progress from one stage of development to another, thus providing for more effective student achievement.

The pattern of courses which shall be required of all students in grades nine (9) through twelve (12) shall be in accordance with the Rules and Regulations of the State Board of Education and the Board of Education.

Except in the instance identified in policy 4.203, a student must attend high school during the school year in which ~~he~~ **they** intend~~s~~ to graduate. Exceptions to this may be approved by the principal or Superintendent **of Schools** subject to an effective program being planned in advance with parent concurrence.

~~Before graduation~~ **To obtain a traditional high school diploma**, every student shall:[1]

1. Achieve the specified units of credit;
2. Take the required end-of-course exams;
3. Have satisfactory records of attendance and conduct;
4. Take either the SAT or the ACT;[2]
5. Pass a United States Civics test;[3] and
6. Complete the required community service.

~~**SPECIAL EDUCATION STUDENTS**~~[4]

~~A regular high school diploma will be awarded to students who:~~

~~1. Earn the specified 22 units of credit;~~

~~2. Have satisfactory records of attendance and conduct.~~

Special Education Diploma

A special education diploma shall be awarded to students who have not met the requirements for a regular high school diploma[5] but have:

1. Completed four (4) years of high school;

2. Satisfactorily completed an individualized education program; and

3. Satisfactory records of attendance and conduct.

Occupational Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an occupational diploma if the student has:[1,4]

1. Completed at least four (4) years of high school;

2. Made satisfactory progress on their IEP;

3. Maintained satisfactory records of attendance and conduct;

4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment (SKEMA); and

5. Has two (2) years of paid or non-paid work experience.

The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade year or two (2) academic years prior to the expected graduation date.

Alternate Academic Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an alternate academic diploma if the student has:[4]

1. Completed at least four (4) years of high school;

2. Participated in the high school alternate assessments;

3. Earned the prescribed twenty-two (22) credit minimum;

4. Made satisfactory progress on their IEP;

5. Maintained satisfactory records of attendance and conduct; and

6. Completed a transition assessment that measures postsecondary education and training, employment, independent living, and community involvement.

CREDIT REQUIREMENTS

Students must earn a minimum of twenty-eight (28) credits for graduation with a Johnson City School's Diploma. Students earning only the state required twenty two (22) credits will receive a Tennessee State Diploma. Hardship or gifted cases may be appealed by the student to the Superintendent of Schools with further appeal to the Board.[6]

MOVE ON WHEN READY[7]

High school students shall be permitted to complete an early graduation program. Students intending to graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as soon thereafter as the intent is known.

In order to graduate early, students shall meet the following requirements:

1. Earn the required seventeen (17) credits;

2. Achieve a benchmark score for each required end-of-course exam;

3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;

4. Meet the minimum ACT or SAT benchmark score;

5. Obtain a qualifying benchmark score on a world language proficiency assessment; and

6. Complete at least two (2) types of the following courses:

    a. AP;
    b. Dual enrollment; or
    c. Dual credit.

The Superintendent of Schools**/designee** shall develop administrative procedures to ensure that the early graduation program is conducted in accordance with state law.

COMMUNITY SERVICE REQUIREMENT

Students who graduate from Johnson City Schools with a traditional high school diploma must have completed forty (40) hours of community service **as a high school student** prior to graduation unless modified by the Board. Community service hours will be prorated at ten (10) hours per year for students who do not attend a full four years in Johnson City Schools. The community service hours must be completed outside the regular school day. As hours are completed, students must submit a signed verification form to their counselor so that hours can be logged. A verification form is available at the main high school office**,** ~~and~~ the **high school** counseling offices**,** and online.

The choice of organizations used to acquire hours is the responsibility of the student/parent. If a student needs assistance in locating volunteer opportunities, a list of possible organizations is available at each school office.

The Johnson City School System is not liable for students during community service activities. It is the responsibility of the student/parent to select opportunities that will be most beneficial to the individual student and the community.

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103; TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. TRR/MS 0520-01-03-.06; State Board of Education Policy 2.103
5. TCA 49-6-6005; State Board of Education Policy 2.103
6. TRR/MS 0520-01-03-.06(18)
7. TCA 49-6-8103; State Board of Education Policy 2.103

Cross References

Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Graduation Activities**	**4.606**	**06/04/24**
		Rescinds: **4.606**	Issued: **01/03/22**

High school graduation day will be the first Saturday following the last scheduled day of school **for seniors beginning with the class of 2027** unless otherwise approved by the Board of Education.

Students who have met all graduation requirements on the day of graduation may participate in graduation activities.

Students are expected to participate in all graduation activities. Graduation apparel shall be determined by the administration and shall be the personal expense of each student. Any fees required for graduation ceremonies shall be waived for students who are eligible to receive free or reduced price lunches, and in such cases, the school shall assume responsibility for payment of fees.[2]

Graduation ceremonies shall be handicap accessible to all students, their parents and/or guardians, and other interested citizens.[3]

Students who do not wish to participate in graduation activities shall notify the school principal in writing at least five (5) days prior to the day of graduation. Non-participating students shall receive their diplomas or certificates from the principal's office within one (1) week after the day of graduation.

There shall be no sponsorship of a baccalaureate service or other activity which is religious in nature by the Board or its employees, and no school funds, including paid staff time, will be used for such activities. The ceremony and all activities shall not be religious in nature. The content of any students' speeches will not reflect the endorsement, sponsorship, position or expression of the school, employees, or the Board.[4]

Students graduating with distinction and state honors will be recognized at graduation.[5] Additionally, ~~principals shall ensure that~~ high school students who voluntarily complete at least ten (10) hours of community service each semester ~~are~~ **shall be** recognized during the graduation ceremony.

Legal References

1. TCA 49-6-405(b)(2)
2. TCA 49-2-114
3. 28 CFR § 36.201
4. *Lee v. Weisman,* 505 U.S. 577(1992), 112 S. Ct. 2649, 120 L. Ed. 2d 467 (1992)
5. State Board of Education Policy 2.103; TCA 49-6-6010

Cross References

Grievance Procedures for Qualified Individuals with Disabilities 1.802
Student Fees and Fines 6.709

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Waivers of Statute, Rules and Regulations**	**4.607**	**12/01/08**
		Rescinds:	Issued:

If the Board determines that it is in the best interest of the school ~~district~~ **system**, **an** application may be made to the ~~c~~**C**ommissioner of ~~e~~**E**ducation for a waiver of any state board rule or regulation that inhibits or hinders the Board's ability to implement programs designed to improve student achievement.[1] However, the Board will not seek a waiver from those rules and regulations that are specifically excluded by state law.

Further, the Board may request from the Commissioner of Education a waiver of state law, rule or regulation from maximum class sizes in the event a natural disaster has caused displaced students to become enrolled in the school ~~district~~ **system**.[2]

Legal References

1. TCA 49-1-201(d)(1)
2. TCA 49-1-104(f)

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Testing Programs**	**4.700**	**01/06/25**
		Rescinds: **4.700**	Issued: **12/09/19**

The ~~Board of Education~~ **Johnson City Schools** shall provide for a systemwide testing program which shall be periodically reviewed and evaluated.

The purposes of the program shall be to:

1. Assist in promoting accountability;
2. Determine the progress of students;
3. Assess the effectiveness of the instructional program and student learning;
4. Aid in counseling and guiding students in planning future education and other endeavors;
5. Analyze the improvements needed in a given instructional area;
6. Assist in the screening of students with learning difficulties;[1]
7. Assist in placing students in remedial programs;
8. Provide information for college entrance and placement; and
9. Assist in educational research by providing data.[2]

The Superintendent of Schools**/designee** shall be responsible for planning and implementing the program, which includes:

1. Determining specific purposes for each test;
2. Selecting the appropriate test to be given;
3. Establishing procedures for administering the tests;
4. Making provision for interpreting and disseminating the results;
5. Maintaining testing information in a consistent and confidential manner; and
6. Ensuring that results are obtained as quickly as possible, especially when placement in a special learning program might be necessary.

State-mandated student testing programs shall be undertaken in accordance with procedures published by the State Department of Education.[3]

WEIGHTING TCAP SCORES

TCAP[4] and EOC[5] scores will be included in students' final grades as 15% of the student's final average. The system uses the state approved cube root methodology to determine scores.

The Superintendent of Schools may exclude these scores from students' final grades if results are not received by the district at least five (5) instructional days before the end of the course.[4,5]

INTEREST INVENTORIES AND CAREER ASSESSMENTS[6]

Interest inventories shall be made available to middle school students. These will include assessments such as the Kuder assessment, Myers-Briggs Type Indicator, the ASVAB, or the College Board Career Finder.

Career aptitude assessments shall be administered to 8th graders in order to inform the student's high school plan of study.

TESTING INFORMATION AND PARENTAL CONSENT

Any test directly concerned with measuring student ability or achievement through individual or group psychological or socio-metric tests shall not be administered by or with the knowledge of any employee of the system without first obtaining written consent of the parent(s)/guardian(s).[2]

Results of all group tests shall be recorded on the students' permanent records and shall be made available to appropriate personnel in accordance with established procedures.[7]

No later than July 31st of each year, the ~~board~~ **school system** shall publish on its website information related to state and ~~board~~ **school system** mandated tests that will be administered during the school year. The information shall include:[8]

1. The name of the test;
2. The purpose and use of the test;
3. The grade or class in which the test will be administered;
4. The tentative date or dates that the test will be administered;
5. The time and manner in which parents and students will be notified of the results of the test;
6. How parents can access the questions and answers on their student's state-required tests; and
7. If a ~~board~~ **school system** mandated test, how the test complements and enhances student instruction and learning and how it serves a purpose distinct from state-required tests.

Testing information shall also be placed in student handbooks or other school publications that are provided to parents on an annual basis.

Legal References

1. TCA 49-10-108
2. 20 USCA § 1232g
3. TRR/MS 0520-01-03-.03(10)
4. TCA 49-1-617; State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.03(10); State Board of Education Policy 2.103; TCA 49-1-617
6. TCA 49-6-412
7. TCA 10-7-504(a)(4)(A)
8. TCA 49-6-6007; State Board of Education Policy 2.102; State Board of Education Policy 2.103

Cross References

Student Surveys, Analyses, and Evaluations 6.4001

Student Records 6.600

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Maintaining Test Security**	**4.701**	**01/05/15**
		Rescinds: **4.701**	Issued: **01/07/13**

A system testing coordinator shall be responsible for administering, monitoring and maintaining security of all standardized tests to be administered within the school system. The principal**/designee** of each school shall serve as~~, or designate a school system employee to serve as,~~ the building testing coordinator who shall be responsible for the administrating, monitoring and maintaining security of all tests given in his school.

Testing coordinators, test administrators and proctors shall be required to sign a statement that the security measures and testing procedures were followed.[1]

The Superintendent of Schools**/designee** shall report within 24 hours a breach of security to the State Department of Education Office of Accountability and any testing irregularity to the Division of State Testing. In any class, grade, and/or school where a security breach is suspected or verified, central office staff will be present during subsequent administration of tests for a period of two years.

Any person found to have willfully violated test security guidelines shall be placed on immediate suspension and such actions will be grounds for dismissal. Such action shall also be grounds for revocation of state license.[1]

Legal References

1. TCA 49-1-607

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Evaluations of Instructional Program**	**4.702**	**01/04/16**
		Rescinds: **4.702**	Issued: **12/01/08**

A variety of assessment resources including state mandated comprehensive test results should be utilized in the evaluation of the curriculum. It shall be the responsibility of the Superintendent of Schools**/designee** to report annually to the Board of Education on the progress the schools are making toward the attainment of its educational goals.

In order to facilitate instructional improvement, all major programs and curriculum changes will be evaluated. The evaluation timelines will be established when the major programs and curriculum changes are approved by the Board.

Cross References

School District Goals & Objectives1.700
Curriculum Development 4.200
Evaluation 5.109

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Controversial Materials**	**4.801**	**06/04/24**
		Rescinds: **4.801**	Issued: **01/03/22**

Parent(s)/**Guardian(s)** may request that a student not be required to read a book, use certain materials, or participate in an activity. If the request to the teacher is denied then a written request may be submitted on the appropriate form to the principal and the procedure outlined in Board of Education policy 4.403- Reconsideration of Instructional Materials and Textbooks should be followed.

No student who is granted such a request shall be penalized academically for their failure to participate in an activity, read a book or use certain materials.

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

Cross References

Instructional Standards 4.101
Textbooks and Instructional Materials 4.400
Reconsideration of Instructional Materials and Textbooks 4.403
Use of the Internet 4.406
School and System Websites 4.407
Controversial Issues 4.800

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Student Equal Access (Limited Public Forum)**	**4.802**	**06/04/24**
		Rescinds: **4.802**	Issued: **01/04/18**

STUDENT MEETINGS

Schools may allow students to form clubs or groups that meet before, during, and/or after the school day. Requests to form such clubs or groups shall not be denied based upon the religious nature or beliefs of proposed club or group. If permitted, school administrators shall ensure that all clubs and groups have the same abilities to access facilities and advertise their meetings.[1]

No funds shall be expended by the school for any such meeting beyond the incidental costs associated with providing meeting space. Groups meeting under this policy may be required to pay a reasonable fee for compensating school personnel in the supervision of the activity.

No student may be compelled to attend or participate in a meeting under this policy.

A student or a group of students who wish to conduct a meeting under this policy must file an application with the principal at least three days prior to the proposed date.

The principal shall approve the meeting if they determine that:[1]

1. The meeting is voluntary and student-initiated;

2. There is no sponsorship of the meeting or its content by the school, the ~~board~~ **Board of Education**, or its employees;

3. The meeting will not materially and substantially interfere with the orderly conduct of the school's educational activities or conflict with other previously scheduled meetings;

4. Employees of the ~~district~~ **school system** are to be present in a non-participatory monitoring capacity; however, no employee shall be required to attend in this capacity if the content of the meeting is contrary to the beliefs of the employee; and

5. Non-school persons will not direct, control or regularly attend.

Subject to the act's provisions, a student shall be permitted to voluntarily:[2]

1. Pray in a public school, vocally or silently, alone or with other students to the same extent and under the same circumstances as a student is permitted to vocally or silently reflect, meditate, or speak on non-religious matters alone or with other students in such public school;

2. Express religious viewpoints in a public school to the same extent and under the same circumstances as a student is permitted to express viewpoints on non-religious topics or subjects in such school;

3. Speak to and attempt to share religious viewpoints with other students in a public school to the same extent and under the same circumstances as a student is permitted to speak to and attempt to share non-religious viewpoints with other students; and

4. Possess or distribute religious literature in a public school, subject to reasonable time, place, and manner restrictions to the same extent and under the same circumstances as a student is permitted to possess or distribute literature on non-religious topics or subjects in such school.

SCHOOL SPONSORED EVENTS[3]

If the board or a school principal authorizes an event at which a student is to speak, a limited public forum shall be established for such student speakers. The appropriate administrators shall ensure that:

1. The forum is provided in a manner that does not discriminate against a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject;

2. There is an appropriate method of selecting student speakers which is based on neutral criteria;

3. Student speakers do not engage in speech that is obscene, vulgar, offensively lewd, indecent or promotes illegal drug use.

To the extent possible and practical, prior to events in which students will speak, notice shall be provided orally and/or in writing that the student's speech does not reflect the endorsement, sponsorship, position, or expression of the board and its employees.

Notice of this policy shall be provided in student handbooks and staff handbooks.

Legal References

1. 20 USCA § 4071; *Bd. Of Educ. v. Mergens ex rel. Mergens,* 496 U.S. 226 (1990); TCA 49-6-1805
2. TCA 49-6-2904(b)
3. TCA 49-6-1803

Cross References

Recognition of Religious Beliefs 4.803
Prayer and Period of Silence 4.805

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Recognition of Religious Beliefs, Customs, & Holidays**	**4.803**	**12/07/09**
		Rescinds: **4.803**	Issued: **12/01/08**

No religious belief or nonbelief shall be promoted by the school system or its employees, and none shall be belittled. All students and staff members shall be tolerant of each other's views. The school system shall seek to foster understanding and mutual respect among students and parents, whether it involves race, culture, economic background or religious beliefs.[1] In that spirit of tolerance, students and staff members shall be excused from participating in practices which are contrary to their religious beliefs.

RELIGIOUS HOLIDAYS

Observance of religious holidays[2] shall be as follows:

1. The several holidays throughout the year which have both a religious and a secular basis may be observed in the public schools;[3]

2. The historical and contemporary values and the origin of religious holidays may be explained in an unbiased and objective manner without sectarian indoctrination;

3. Music, art, literature and drama having religious themes or basis are permitted as part of the curriculum for school-sponsored activities and programs if presented in a prudent and objective manner and as a traditional part of the cultural and religious heritage of the particular holiday;

4. The use of religious symbols that are part of a holiday are permitted as a teaching aid or resource, provided such symbols are displayed as an example of the cultural and religious heritage of the holiday and are temporary in nature; and

5. The school ~~district~~ **system**'s calendar shall be prepared so as to minimize conflicts with religious holidays.

Legal References

1. TCA 49-6-2901 through 2906
2. *Florey v. Sioux Falls Sch. Dist.*, 619 F. 2d 1311 (8th Cir. 1980)
3. TCA 49-6-3016

Cross References

Staff Community Relations 5.606
Attendance 6.200

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Religious Content of Courses**	**4.804**	**04/06/17**
		Rescinds: **4.804**	Issued: **12/04/09**

~~It is essential that~~ ~~t~~**T**he teaching about religion and not of ~~a~~ religion **shall** be conducted in a factual, objective and respectful manner in accordance with the following guidelines:

1. Music, art, literature, or drama with a religious theme or basis is permitted as part of the curriculum for school-sponsored activities and programs provided it is integral to the learning experience in the various fields of study and is presented objectively;

2. The inclusion of religion shall be for educational purposes only;[1]

3. The emphasis on religious themes in the arts, literature and history should be only as extensive as necessary for a balanced and comprehensive study of these areas. Such studies shall never foster any particular religious tenets or demean any religious beliefs; and

4. Student-initiated expressions to questions or assignments which reflect their beliefs or non-beliefs about a religious theme shall be accommodated. For example, students are free to express religious belief or non-belief in compositions, art forms, music, speech and debate.

Legal References

1. Public Acts of 2016, Chpt 660

Cross References

Basic Program 4.201

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Attendance**	**6.200**	**05/05/25**
		Rescinds: **6.200**	Issued: **05/07/24**

Attendance is a key factor in student achievement; therefore, students are expected to be present each day school is in session.

The Superintendent of Schools/designee shall ensure that this policy is posted in each school building and disseminated to all students, parent(s)/guardian(s), teachers, and administrative staff.

The Attendance Supervisor shall oversee the entire attendance program which shall include:[1]

1. All accounting and reporting procedures and their dissemination;

2. Alternative program options for students who severely fail to meet minimum attendance requirements;

3. Ensuring that all school age children attend school;

4. Providing documentation of enrollment status upon request for students applying for new or reinstatement of driver's permit or license; and

4. Notifying the Department of Safety whenever a student with a driver's permit or license withdraws from school.[2]

Student attendance records shall be given the same level of confidentiality as other student records. Only authorized school officials with legitimate educational purposes may have access to student information without the consent of the student or parent(s)/guardian(s).[3]

Absences shall be classified as either excused or unexcused as determined by the principal/designee. Excused absences shall include:[4]

1. Personal illness/injury;

2. Illness of immediate family member;

3. Death in the family;

4. Extreme weather conditions;

5. Religious observances;[5]

6. Pregnancy;

7. School-endorsed activities;

8. Summons, subpoena, or court order; or

9. Circumstances which in the judgment of the principal create emergencies over which the student has no control.

The principal shall be responsible for ensuring that:[6]

1. Attendance is checked and reported daily for each class;

2. Daily absentee sheets contain sign in/sign out sheets and indicate students present or absent for the majority of the day;

3. All student absences are verified;

4. Written excuses are submitted for absences and tardiness; and

5. System-wide procedures for accounting and reporting are followed.

TRUANCY

Annually, the Superintendent of Schools/designee will provide written notice to parent(s)/guardian(s) that attendance at school is required. Students shall be present at least fifty percent (50%) of the scheduled school day in order to be counted present. Students may attend part-time days, alternating days, or for a specific amount of time as indicated in their Individualized Education Plan or 504 Plan and shall be considered present for school attendance purposes. If a student is required to participate in a remedial instruction program outside of the regular school day where there is no cost to the parent(s)/guardian(s) and the school ~~district~~ **system** provides transportation, unexcused absences from these programs shall be reported in the same manner.[7]

A student who is absent five (5) days without adequate excuse shall be reported to the Superintendent of Schools/designee who will, in turn, provide written notice to the parent(s)/guardian(s) of the student's absence. If a parent/guardian does not provide documentation within adequate time excusing those absences or request an attendance hearing, then the Superintendent of Schools shall implement tier two of the progressive truancy plan described below prior to referral to juvenile court.

Progressive Truancy Plan[8]

Tier I of the progressive truancy plan shall apply to all students within the ~~district~~ **school system** and include schoolwide prevention-oriented supports to assist with satisfactory attendance. These supports shall include, but are not limited to, a family school coordinator at each school to assist with attendance monitoring, messages to parents when students are absent, parents must agree to attendance

policies and procedures when registering their child for school, flyers, incentives for attendance, annual attendance week, and a weekly school spotlight for attendance.

Tier II of the progressive truancy plan shall be implemented after the student accumulates five (5) unexcused absences, but before referral to juvenile court, and includes the following:

1. A conference with the student and the student's parent(s)/guardian(s);

2. An attendance contract, based on the conference, signed by the student, the parent(s)/guardian(s), and the Attendance Supervisor/designee. The contract shall include:

    a. A specific description of the school's attendance expectations for the student;
    b. The period for which the contract is effective; and
    c. Penalties for additional absences and alleged school offenses, including additional disciplinary action and potential referral to juvenile court.

3. Regularly scheduled follow-up meetings to discuss the student's progress; and

4. A school employee shall conduct an individualized assessment detailing the reasons a student has been absent from school. The employee may refer the student to counseling, community-based services, or other services to address the student's attendance problems.

Tier III shall be implemented if the truancy interventions under Tier II are unsuccessful. Tier III shall consist of ~~the following interventions:~~ **a** referral to Johnson City Schools Truancy Board. The interventions shall address students' needs in an age-appropriate manner. Finalized plans shall be approved by the Superintendent of Schools/designee.

MAKE-UP WORK

Each teacher will communicate make-up work procedures to parents.

STATE-MANDATED ASSESSMENT

Students who are absent the day of the scheduled end-of-course (EOC) exams shall present a signed doctor's excuse or shall have been given an excused release by the principal prior to testing to receive an excused absence. Students who have excused absences will be allowed to take a make-up exam. Excused students will receive an incomplete in the course until they have taken the EOC exam. Students who have an unexcused absence shall receive a failing grade on the EOC exam which shall be averaged into their final grade.

CREDIT/PROMOTION DENIAL

Credit/promotion denial determinations may include student attendance; however, student attendance may not be the sole criterion.[9] If attendance is a factor prior to credit/promotion denial, the following shall occur:

1. The student and the parent(s)/guardian(s) shall be advised if the student is in danger of credit/promotion denial due to excessive absenteeism; and

2. Procedures in due process are available to the student when credit or promotion is denied.

ATTENDANCE HEARING[10]

Students with excessive (more than five (5)) unexcused absences or those in danger of credit/promotion denial shall have the opportunity to appeal to an attendance hearing committee appointed by the principal. If the student chooses to appeal, the student or his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee will conduct a hearing to determine if any extenuating circumstances exist to excuse an absence(s) or to determine if the student has met attendance requirements that will allow him/her to pass the course or be promoted. Upon notification of the attendance committee decision, the principal shall send written notification to the Superintendent of Schools/designee and the parent(s)/guardian(s) of the student of any action taken regarding the excessive unexcused absences. The notification shall advise parent(s)/guardian(s) of their right to appeal such action within two (2) school days to the Superintendent of Schools/designee.

The appeal shall be heard no later than ten (10) school days after the request for appeal is received.

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

Legal References

1. TCA 49-6-3006
2. TCA 49-6-3017(c)
3. 20 USCA § 1232g
4. TRR/MS 0520-01-02-.17(5); State Board of Education Policy 4.100
5. TCA 49-6-2904(b)(5)
6. TCA 49-6-3007
7. TCA 49-6-3021
8. TCA 49-6-3007; TCA 49-6-3009
9. TCA 49-2-203(b)(7); TCA 49-6-3002(b)
10. TRR/MS 0520-01-02-.17(7)

Cross References

School Calendar 1.800
Extracurricular Activities 4.300
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Reporting Student Progress 4.601
Promotion and Retention 4.603
Recognition of Religious Beliefs, Customs, & Holidays 4.803
Voluntary Pre-K Attendance 6.2011
Homeless Students 6.503
Students in Foster Care 6.505
Students from Military Families 6.506
Student Records 6.600

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**School Admissions**	**6.203**	**08/05/24**
		Rescinds: **6.203**	Issued: **04/04/22**

Any student entering a Johnson City school for the first time must meet the requirements of all state and federal laws applicable to school admissions. To be enrolled a student must reside in the City of Johnson City or must meet the conditions required for a non-resident student.

Any students entering school for the first time must present:

1. Proof of Age Affidavit;[1]

2. Evidence of a current medical examination[2] ; and

3. Evidence of state-required immunization or exemption as authorized by state law.[3]

The name used on the records of a student entering school must be the same as that shown on the birth certificate unless evidence is presented that such name has been legally changed through a court as prescribed by law. If the parent**/guardian** does not have or cannot obtain a birth certificate, then the name used on the records of such student will be the same as that shown on documents which are acceptable to the school principal as proof of date of birth.[4]

A child whose care, custody and support has been assigned to a resident of the ~~district~~ **school system** by a properly executed and valid power of attorney or order of the court shall be enrolled in school provided appropriate documentation has been filed with the ~~district~~ **school system** office.[5]

A student may transfer into the school system at any time during the year if their parent(s)**/guardian(s)** makes a bonafide move and change of residence into the city limits of Johnson City.

ADJUDICATED DELINQUENT STUDENT[6]

A principal ~~or principal's~~ /designee may ask a parent/guardian in writing if their student has been adjudicated delinquent for an offense listed in TCA 49-6-3051 within thirty (30) days of the student first enrolling in the school and when any such student:

1. Resumes school attendance after suspension, expulsion, or adjudication of delinquency; or

2. Changes schools within this state.

This information shall be shared only with school employees who have responsibility for classroom instruction of the student, the school counselor, social worker, or psychologist who is developing a plan for the student while in the school, and the school resource officer. Such information is otherwise

confidential and shall not be released to others, and the written notification shall not become a part of the student's record.[7]

Legal References

1. TCA 49-6-3008(b)
2. TRR/MS 0520-01-13-.01(1)(a); 20 USCA § 1232h(c)
3. TCA 49-6-5001(c)
4. TCA 49-6-5106
5. TCA 49-6-3001(c)(6)
6. TCA 37-1-153(e), 154; TCA 49-6-3051; Public Acts of 2024, Chapter No. 721
7. TCA 49-6-3051(d)

Cross References

Attendance of Non-Resident Students 6.204
Homeless Students 6.503
Student Records 6.600

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Attendance of ~~Non-Resident~~ Tuition Students**	**6.204**	**05/05/25**
		Rescinds: **6.204**	Issued: **05/07/24**

Students residing outside the boundaries of the school system may attend Johnson City School System. The following conditions shall apply to non-resident students:

1. They must be approved by the Superintendent of Schools/designee;[1]

2. They must pay a tuition fee established annually by the Board of Education. Tuition may not exceed per student, per annum, an amount equal to the amount of funds actually used for school purposes by the school system per student during the preceding school year minus any funds received from the state or from the student's resident system;[2]

3. They must make an application at least two (2) weeks prior to the first day of school. The Board may choose to institute an earlier application deadline. After two (2) weeks prior to the beginning of school and thereafter during the remainder of the school year, students wishing to transfer into the system must also have the approval of the sending system; [1]

4. They will be assigned to city schools only when space is available after all resident students have been assigned;

5. They will be refunded any unused portion of the tuition on a pro-rata basis if they become residents of the school system;

6. They shall be excluded from future attendance until all prior and current tuition is paid, when payment is not made on all or any part of the required tuition for a previous year;

7. The parent furnishes transportation for the student. (No transportation will be provided by the school system for non-resident students.);

8. Acceptance of non-resident students is on an annual basis and acceptance one year does not guarantee subsequent years; and

9. Failure to abide by school system rules and regulations may result in loss of attendance privileges.

Tuition students may be admitted after the start of the school year on a space available basis with the approval of the Superintendent of Schools/designee.

Legal References

1. TCA 49-6-3104
2. TCA 49-6-3003; TCA 49-6-403(f)

Cross References

Revenues 2.400
Students from Military Families 6.506

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Student Assignment**	**6.205**	**05/05/25**
		Rescinds: **6.205**	Issued: **05/07/24**

TO SCHOOLS

Kindergarten through grade 12 students are expected to attend the school to which they are assigned by virtue of their residence. Students will be enrolled in the appropriate grade at their assigned school.[1]

Subject to system rules parents may apply to enroll their children in any school in the school system as provided in Board of Education Policy.

Pupil assignments shall be on a space available basis:

1st Priority	In zone students
2nd Priority	Transfer students already enrolled and in good standing
3rd Priority	Siblings of enrolled transfer students
4th Priority	New transfer students
5th Priority	Tuition students already enrolled and in good standing
6th Priority	New tuition students (Includes siblings of present students)

Parents who are dissatisfied with the assignment of their children may, within ten (10) days after the assignment, make application to the Board for a hearing requesting a transfer to another school.[2]

All children of **full-time** school system ~~certified~~ personnel will be afforded the rights of in-district priority related to applications, admissions and transfers, but will be subject to the payment of tuition when applicable.

TO CLASSES

The principal shall be responsible for assigning all students to classes.

Students who enter the system from another school system are to be placed by the principal in the grade and/or level as indicated by records from the former school. If the student's placement is inappropriate in the grade or level assigned, they may be reassigned by the principal to another grade level. Parents shall be advised of placement.

Legal References	Cross References
1. TCA 49-6-3102, 3103 2. TCA 49-6-3201	Transfers Within the System 6.206

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Transfers Within the System**	**6.206**	**05/05/25**
		Rescinds: **6.206**	Issued: **05/07/24**

Each year, the Superintendent of Schools/designee shall review the number of spaces available in each school by grade, class, and program levels. This information shall be posted on the ~~district~~ **school system**'s website along with the dates of the ~~district~~ **school system**'s open enrollment period. The open enrollment period shall last for thirty (30) days and information about the number of seats available shall be posted for at least fourteen (14) days prior. The Superintendent of Schools/designee shall reserve a reasonable number of enrollment spaces at each school to account for the enrollment of zoned students, siblings of students, and students who have a parent/guardian employed at the school.[1,2]

During the ~~district~~ **school system**'s open enrollment period each year, a parent/guardian may request that their child attend a school within the ~~district~~ **school system** other than the one to which the child is zoned. The Superintendent of Schools/designee shall review such requests, and if adequate space is available, grant such transfers. If the number of requests exceeds the number of available spaces, the Superintendent of Schools/designee shall implement a lottery to fill the available spaces.

The open enrollment process shall be completed before other nonresident transfers are approved.

POST ENROLLMENT[1]

Once accepted, the student shall provide their own transportation to and from the school. The student must maintain satisfactory attendance, behavior, and effort to remain in the new school.

CHANGE IN RESIDENCE

Students whose families transfer their residence to another school area after the first month of school may complete the school year at their former school. Students who present evidence that they will move during the school year and who desire to enroll in a new school in the new area may do so with prior written request for a change of school area.

[**NOTE: Not effective in the event of a federally mandated desegregation order.**[3]]

Legal References

1. TCA 49-2-128
2. TCA 49-6-3113
3. 34 C.F.R. § 100.4

Cross References

Student Assignments 6.205
Homeless Students 6.503
Students in Foster Care 6.505

Johnson City Board of Education

123Monitoring: **Review: Annually, in April**	Descriptor Term: **Release During School Hours**	Descriptor Code: **6.208**	Issued Date: **05/07/24**
		Rescinds: **6.208**	Issued: **04/03/23**

The following procedures will be observed with regard to dismissal of students:

1. No student will leave school prior to regular dismissal hours, except with the approval of the principal/designee and parent. PreK through 8th grade students will be permitted to leave school prior to regular dismissal time only in the company of a parent, legal guardian, school employee, police officer, court officer, or a person designated in writing by the parent(s)**/guardian(s)**. Parents**/guardians** of high school students must follow the procedures set out in the school's student handbook in regard to early dismissals.

2. No student will be sent from the school during school hours to perform an errand or act as a messenger.

3. When dental and medical appointments cannot be scheduled outside school hours, parents**/guardians** of PreK through 8th grade students must send a written request for dismissal or pick up the student in person. Parents**/guardians** of high school students must follow the procedures set out in the school's student handbook.

4. Students will be released only upon the request of the parent whom the court holds directly responsible for the child, or who is the parent ~~or~~ /guardian registered on the school record.

5. No principal or teacher shall permit a change in the physical custody of a child at school unless:
   a. The person seeking custody of the child presents the school official with a certified copy of a valid court order from a Tennessee court designating the person who has custody of the child; and
   b. The person seeking custody gives the school official reasonable advance notice of his intent to take custody of the child at school;[1] and
   c. The person seeking custody adequately identifies himself.

6. High school students may be released for dual enrollment classes, jobs, and approved training at centers outside their home schools under policies approved by the Board of Education. [2]

7. No students will be released during a hard lock down.

Legal References

1. TCA 36-6-105
2. TRR/MS 0520-01-03-.03(9); State Board of Education Policy 2.103(IV)

Cross References

Child Custody/Parental Access 6.209

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Child Custody/Parental Access**	**6.209**	**05/05/25**
		Rescinds: **6.209**	Issued: **05/07/24**

The Board of Education presumes that the person who enrolls a student in school is the student's custodial parent when there is no reasonable evidence to bring this presumption into question. Unless a Tennessee court specifies otherwise, the custodial parent shall be the one whom the school district holds responsible for the education and welfare of that child.

Parents/guardians shall have the right to receive information contained in school records concerning their minor child.[1] The Board, unless informed otherwise, assumes there are no restrictions regarding the non-custodial parent's right to be kept informed of the student's progress and activities. If restrictions are made relative to the rights of the non-custodial parent, the custodial parent must submit a certified copy of the court order which curtails these specific rights.

Unless there are specific court-imposed restrictions, the non-custodial parent, upon request, shall be given access to all of the student's educational records including but not limited to the student's cumulative file and the student's special education file, if applicable.[2]

No principal or teacher shall permit a change in the physical custody of a child at school unless:

1. The person seeking custody of the child presents the school official with a certified copy of a valid court order from a Tennessee court designating the person who has custody of the child; and

2. The person seeking custody shall give the school official reasonable advance notice of his intent to take custody of the child at school;[3] and

3. The person seeking custody adequately identifies themself.

Legal References

1. 20 USCA § 1232g(a)(1)(A)
2. TCA 49-6-902(a)
3. TCA 36-6-105

Cross References

Student Records 6.600

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Student Code of Conduct**	**6.300**	**05/07/24**
		Rescinds: **6.300**	Issued: **04/03/23**

The Superintendent of Schools shall be responsible for the overall implementation and supervision of the Board of Education's Student Code of Conduct and shall ensure that students at all schools are subject to a uniform and fair application of the Code. The Board shall annually review and approve the Student Code of Conduct.

The principal of each school shall be responsible for implementation and administration in their school and shall apply the Code uniformly and fairly to each student at the school without partiality and discrimination.

A copy of the Code shall be posted on the ~~S~~**s**chool ~~S~~**s**ystem's website and school counselors shall be supplied copies for discussion with students. The ~~c~~**C**ode shall be referenced in all school handbooks. All teachers, administrative staff and parents**/guardians** shall be provided access to the Code annually.[1]

Legal References

1. TCA 49-6-4002

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Questioning Students and Searches**	**6.303**	**09/04/25**
		Rescinds: **6.303**	Issued: **04/03/23**

QUESTIONING BY SCHOOL PERSONNEL

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

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

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

INTERROGATIONS BY POLICE (AT ADMINISTRATOR'S REQUEST)

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

POLICE-INITIATED INTERROGATIONS

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

SEARCHES BY SCHOOL PERSONNEL

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

1. All the following standards of reasonableness must be met:
    a. A particular student has violated school policy;
    b. The search will yield evidence of the violation of school policy or will lead to finding dangerous weapons, drugs, or drug paraphernalia;
    c. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision, and education;
    d. The search is not conducted for the sole purpose of discovering evidence to be used in criminal prosecution; and
    e. The search shall be reasonably related to the objectives of the search and not excessively intrusive considering the age and sex of the student as well as the nature of the alleged infraction;[4]

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

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

4. If a student is under the age of eighteen (18), the principal must notify the student's parent or guardian within a reasonable time of the search[3]

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

In order to ensure a safe and secure learning environment, the Superintendent of Schools shall develop procedures regarding the searching of students, lockers, vehicles, and containers which are consistent with state law. The Superintendent shall develop additional procedures to ensure compliance with all of the provisions of the School Security Act of 1981.[6]

Legal References

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

Cross References

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

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Disruption of School and Student Activities**	**6.306**	**05/05/25**
		Rescinds: **6.306**	Issued: **04/04/22**

A student shall not cause the disruption, interference or obstruction of any school activity while on school property, during **instructional time, including** virtual instruction, in school vehicles or buses, or at any school-sponsored activity, function or event, whether on or off campus. Neither shall they urge others to engage in such conduct.

Harassment, intimidation, and other conduct that may be considered "bullying" will not be tolerated. Students shall not engage in conduct that has the effect of unreasonably interfering with another student's academic development or that creates a hostile or offensive learning environment.

The staff is authorized to take reasonable measures to establish appropriate school behavior. Any employee shall have the authority to control the conduct of any student while under the supervision of the school system.[1] This authority shall extend to all activities of the school, including all games and public performances of athletic teams and other school groups, trips, excursions and all other activities under school sponsorship and direction.

Such measures may include the use of reasonable force to restrain or correct students and maintain order.

A student found guilty of misbehavior may receive ~~punishment~~ **discipline** ranging from verbal reprimand to suspension or expulsion dependent on the severity of the offense and the offender's prior record.[2]

Legal References

1. TCA 49-6-2804
2. TCA 49-6-3401

Cross References

Student Discrimination/Harassment and Bullying/Intimidation 6.304

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Dress Code**	**6.310**	**04/04/22**
		Rescinds: **6.310**	Issued: **04/05/21**

Students shall dress in a clean, neat and modest manner so as not to distract from or interfere with the operation of the school.

More specific guidelines appropriate for each school may be developed and published in the student handbook.[1]

When a student is attired in a manner which is likely to cause disruption or interference with the operation of the school, the principal**/designee** shall take appropriate action, which may include suspension.

Legal References

1. TCA 49-1-302(j); TCA 49-6-4215(a)(1)

Cross References

Methods of Discipline 6.313

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Care of School Property**	**6.311**	**05/07/24**
		Rescinds: **6.311**	Issued: **04/07/08**

Students shall help maintain the school environment, preserve school property and exercise care while using school facilities.

All school system employees shall report all damage or loss of school property to the principal or designee immediately after such damage or loss is discovered. The principal or designee shall make a full and complete investigation of any instance of damage or loss of school property and shall report the results of the investigation to the Superintendent. The investigation shall be carried out in cooperation with law enforcement officials when appropriate.

School property is defined as buildings, buses, books, equipment, records, instructional materials or any other item under the jurisdiction of the Board of Education.

When the person causing damage or loss has been identified and the costs of repair or replacement have been determined, the Superintendent of Schools shall take steps to recover these costs. This may include recommending the filing of a civil complaint in court to recover damages and/or seeking criminal prosecution. If the responsible person is a minor, recovery will be sought from the minor's parent(s) ~~or~~ /guardian(s).

In addition, the system may withhold the grades, diploma, and/or transcript of the student responsible for vandalism or theft or otherwise incurring any debt to a school until the student or the student's parent(s) ~~or~~ /guardians(s) has paid for the damages.[1] ~~When the minor and parent are unable to pay for the damages, the system shall provide a program of restitution work for the minor. Upon completion of the work, the student's grades, diploma, and/or transcripts shall be released. Such sanctions shall not be imposed if the student is not at fault.~~

Legal References

1. TCA 37-10-101
2. TRR/MS 0520-01-02-.16(2)(b)

Cross References

Visitors to the School 1.501
Safety 3.201
Security 3.205
Community Use of School Facilities 3.206
Student Fees and Fines 6.709

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Methods of Discipline**	**6.313**	**05/07/24**
		Rescinds: **6.313**	Issued: **04/04/22**

DISCIPLINARY ACTIONS

The following methods of discipline are recognized and approved for use with students who choose to disrupt the academic processes:

- verbally correcting the student
- contacting a parent
- conference between student and teacher or administrator
- writing a contract
- restricting activities
- assigning work details
- requiring special assignments
- issuing demerits
- assigning behavior modification activities
- denying class privileges
- assigning detention ~~after school~~
- changing the student's instructor
- suspending from school-sponsored activities
- placing in an alternative assignment
- suspending from the school bus
- suspending in-school
- suspending out-of-school
- prohibiting participation in field trips and extracurricular activities
- demanding restitution for lost, damaged or stolen property
- ~~restricting the honors the student is otherwise due~~
- withholding report cards
- prohibiting the student's attendance at graduation exercises or other school functions
- ~~withholing transcripts~~
- expulsion

Corporal punishment shall not be used as a disciplinary measure in any school.

The Superintendent of Schools shall be responsible for developing and implementing in-service training programs for teachers and staff in the use of alternative, positive measures of discipline.

DISCIPLINARY RECORDS

A disciplinary record which contains the name of the student, the type of misconduct, the type of punishment administered, the name of the person administering the punishment, the name of the witness present, and the date and time of punishment shall be maintained when any of the following disciplinary actions are administered: suspending from the school bus; suspending in-school; suspending out-of-school; prohibiting participation in field trips and extracurricular activities; demanding restitution for lost, damaged or stolen property; withholding report cards; prohibiting participation in school functions; and withholding transcripts.

Disciplinary records shall be filed in the school office and made available to parents or students, whichever is appropriate.[2]

Legal References

1. TCA 49-6-3401
2. TCA 10-7-504(b)

Cross References

Procedural Due Process 6.302
Interference/Disruption of School Activities 6.306
Bus Conduct 6.308
Weapons and Dangerous Instruments 6.309
Dress Codes 6.310

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Suspension**	**6.316**	**05/05/25**
		Rescinds: **6.316**	Issued: **05/07/24**

DEFINITIONS:[1]

Suspension: dismissal from attendance at school for any reason for not more than ten (10) consecutive days. Multiple suspensions shall not run consecutively, nor shall multiple suspensions be applied to avoid expulsion from school.

Expulsion: removal from attendance for more than ten (10) consecutive days or more than fifteen (15) days in a month of school attendance. Multiple suspensions that occur consecutively shall constitute expulsion.

Remand: assignment to an alternative school.

REASONS FOR SUSPENSION/EXPULSION:

For any infraction occurring at school or at a school related event, any principal or their designee, or assistant principal (herein called principal) may suspend/expel any student from attendance at school or any school-related activity on or off campus (out-of-school suspension) or from attendance at a specific class or classes, or from riding a school bus, without suspending such student from attendance at school (in-school suspension), for good and sufficient reasons including, but not limited to:[1]

~~Students may be suspended for good and sufficient reasons including, but not limited to:~~[1]

1. Willful and persistent violation of the rules of the school;
2. Immoral or disreputable conduct, including vulgar or profane language;
3. Violence or threatened violence against the person of any personnel attending or assigned to any school;
4. Willful or malicious damage to real or personal property of the school or the property of any person attending or assigned to the school;
5. Inciting, advising, or counseling of others to engage in any of the action that would justify suspension;
6. Marking, defacing, or destroying school property;
7. Possession of a pistol, gun, or firearm on school property;[2]
8. Possession of a knife or other weapons, as defined in state law, on school property;[3]

9. Assaulting a principal, teacher, school bus driver, or other school personnel with vulgar, obscene, or threatening language;

10. Unlawful use or possession of barbital or legend drugs as defined in state law;[4]

11. Engaging in behavior which disrupts a class or school-sponsored activity;

12. Making a threat, including a false report, to use a bomb, dynamite, or any other deadly explosive or destructive device including chemical weapons on school property or at a school-sponsored event, or an invalid threat of mass violence;[5]

13. One (1) or more students initiating a physical attack on an individual student on school property or at a school activity, including travel to and from school;

14. Assault against a school employee as defined in state law;[6]

15. Off-campus criminal behavior resulting in felony charges;

16. When behavior poses a danger to persons or property or disrupts the educational process;

17. Any other conduct prejudicial to good order or discipline in any school.

Except in an emergency, a principal shall not suspend any student until that student has been advised of the nature of their misconduct, questioned about it, and allowed to give an explanation.

If, as a result of an investigation, a principal/designee finds that a student acted in self-defense under a reasonable belief that the student, or another to whom the student was coming to the defense of, may have been facing the threat of imminent danger of death or serious bodily injury, then the student may not face any disciplinary action.[5]

When a student is suspended, the principal shall notify the parent(s)/guardian(s) and the Superintendent of Schools/designee of the following:

1. Student's suspension;

2. Cause for the suspension; and

3. Any conditions for readmission which may include a meeting of the parent(s)/guardian(s), student, and the principal.

If a student is suspended during the last ten (10) days of any term or semester, they shall be permitted to take such final examinations or submit such required work as necessary to complete the course of instruction for that semester, subject to conditions prescribed by the principal.[6]

IN-SCHOOL SUSPENSION[7]

In-school suspension shall be offered to students as an alternative program (if applicable) to complete academic assignments and receive credit for work completed.

Students given an in-school suspension in excess of one (1) day from classes shall attend special classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for study. Personnel responsible for in-school suspension shall ensure that each student is supervised at all times and has textbooks and classwork assignments from their regular teachers.

SUMMARY SUSPENSION:

If the principal witnesses or has knowledge of any serious student misconduct and they think that immediate removal of the student is necessary to restore order or to protect the persons on the school grounds, they may suspend the student immediately for not more than two (2) school days. In such cases, the principal is not required to conduct the investigation before he suspends, but they shall carry out such an investigation and decide on further disciplinary action, if any, at least by the end of the school day following the summary suspension.

SUSPENSIONS LONGER THAN FIVE DAYS[8]

If a suspension is longer than five (5) days, the principal shall develop and implement a plan for improving the student's behavior.

SUSPENSIONS LONGER THAN TEN DAYS[9]

If the principal suspends a student for longer than ten (10) days, they shall immediately give written notice to the parent(s)/guardian(s) and the student of the right to appeal the decision. All appeals shall be filed within five (5) days of receipt of the notice. These appeals may be filed by the parent(s)/guardian(s), the student, or any person holding a teaching license who is employed by the school district if requested by the student.

The appeal from this decision shall be to the Disciplinary Hearing Authority appointed by the Board. If a Disciplinary Hearing Authority has not been appointed, then the appeal shall be to the Board.

SCHOOL-SPONSORED EVENTS[6]

If a student assaults an employee, they shall be suspended from school-sponsored events for one (1) calendar year unless modified by the Superintendent of Schools. A school-sponsored event is an activity that is not directly related to a student's grade in a course of instruction.

Legal References

1. TCA 49-2-203(a)(7); TCA 49-6-3401(a)
2. TCA 39-17-1309(b)
3. TCA 39-17-1309
4. TCA 53-10-101; TCA 39-17-454
5. TCA 49-6-4002(e)
6. TCA 49-6-3401(j); TCA 39-13-101
7. TCA 49-6-3401(i)
8. TCA 49-6-3401(d)
9. TCA 49-6-3401(b)
10. TCA 49-6-3401(c)(3)
11. TCA 49-6-3401(a)-(c); *Goss v. Lopez*, 419 U.S. 565 (1975); 20 USCA § 1415

Cross References

Traffic and Parking Controls 3.403
Code of Conduct 6.300
Procedural Due Process 6.302
Interference/Disruption of School Activities 6.306
Drug-Free Schools 6.307
Bus Safety and Conduct 6.308
Zero Tolerance Offenses 6.309
Dress Code 6.310
Student Disciplinary Hearing Authority 6.317
Alternative Education 6.319

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Use of the Internet**	**6.320**	**05/07/24**
		Rescinds: **6.320**	Issued: **04/03/23**

The Board of Education supports the reasonable access to various information formats and believes it incumbent upon students to use this privilege in an appropriate and reasonable manner.

Before any student is allowed use of the school system's Internet or intranet access, a written parental consent shall be signed by the parent for students in grades prek-2 and both parent and student in grades 3-12. The required permission/agreement form shall specify acceptable uses, rules of on-line behavior, access privileges and penalties for policy/procedural violations. The permission/agreement form shall be signed annually and shall be valid for the entire year unless written parental notice that consent is withdrawn is provided. Any student who accesses the district's computer system for any purpose agrees to be bound by the terms of that agreement, even if no signed written agreement is on file.

Prohibited and illegal activities include but are not limited to the following.[1]

1. Sending or displaying offensive or obscene messages or pictures
2. Using obscene language
3. Harassing, insulting, defaming, bullying or attacking others
4. Damaging computers, computer systems, or computer networks
5. Hacking or attempting unauthorized access to any computer or server
6. Violation of copyright laws
7. Trespassing in another's folders, work, or files
8. Using another's password or other identity (impersonation)
9. Use of the network for commercial purposes
10. Using school or system computers for personal business
11. Creating a false identity

Additionally, students shall not use school system technology for purposes prohibited by law or for accessing sexually explicit materials. The Board retains the right to regularly monitor the on-line activities conducted on school system technology.

E-MAIL

Users with network access shall not utilize school system resources to establish electronic mail accounts through third-party providers or any other nonstandard electronic mail system. All data including e-mail communications stored or transmitted on school system computers shall be monitored. Users have no expectation of privacy with regard to such data. E-mail correspondence may be a public record under the public record's law and may be subject to public inspection.[2]

Legal References

1. TCA 39-14-602
2. TCA 10-7-512

Cross References

Use of Electronic Mail (e-mail) 1.805
Use of the Internet 4.406
Web Pages 4.407

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Student Counseling Program**	**6.400**	**05/07/24**
		Rescinds: **6.400**	Issued: **04/13/20**

Each school shall provide a counseling program for all students through the cooperative efforts of the principal, teachers and ~~school counselor~~ **the counseling team**.

The program of counseling services shall include such services and activities as:

1. Orientation of parents and students to the school program;
2. Student referral and/or welfare provisions;
3. Collection and maintenance of student data and record systems;
4. Student program planning and placement;
5. Educational and occupational information for use by students, parents and teachers;
6. Scheduling student courses and resolving conflicts; and
7. Provide mental health services and counseling.

The classroom teacher, because of close contacts with the student, shall be a key person in the school counseling program.

School administrators are authorized to work with ~~recognized groups~~ **approved organizations** who may furnish special services to students.

Cross References

Graduation Requirements 4.605
Testing Programs 4.700

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Medicines**	**6.405**	**05/05/25**
		Rescinds: **6.405**	Issued: **05/07/24**

If a student is required to take non-prescription or prescription medication during school hours and the parent/guardian cannot be at school to administer the medication, the ~~principal~~ **nurse**/designee will assist in self-administration of the medication in compliance with the following guidelines.[1]

Written instructions signed by the parent/guardian are required and shall include:

1. Child's name;
2. Name of medication;
3. Name of physician;
4. Time to be self-administered;
5. Dosage and directions for self-administration (non-prescription medicines shall have label directions);
6. Possible side effects, if known;
7. Termination date for self-administration of the medication; and
8. A statement certifying the student is competent to self-administer medication with assistance.

Students with asthma shall be permitted to carry and self-administer prescribed, metered dosage asthma-reliever inhalers if the additional information is provided by a parent/guardian:

1. Written statement from the prescribing health care practitioner that the student suffers from asthma and has been instructed in self-administration; and
2. Purpose of the medication.

The medication shall be delivered ~~to the principal's office~~ in person by the parent/guardian of the student unless the medication is retained by the student for immediate self-administration.

The principal/designee will:

1. Inform appropriate school personnel of the medication to be self-administered;
2. Keep written instructions from the parent/guardian in the student's record;

3. Keep an accurate record of the self-administration of the medication;

4. Keep all medication in a locked cabinet except medication retained by a student per physician's order;

5. Return unused prescription to the parent/guardian only; and

6. Ensure that all guidelines developed by the Department of Health and the Department of Education are followed.

The parent/guardian is responsible for informing the designated official of any change in the student's health or change in medication.

A copy of this policy shall be provided to a parent/guardian upon receipt of a request for long-term administration of medication.

BLOOD GLUCOSE SELF-CHECKS[2]

Upon written request of a parent/guardian and if included in the student's medical management plan and in the Individualized Healthcare Plan (IHP), a student with diabetes shall be permitted to perform a blood glucose check or administer insulin using any necessary diabetes monitoring and treatment supplies, including sharps. The student shall be permitted to perform the testing in any area of the school or school grounds at any time necessary.

Sharps shall be stored in a secure, but accessible location, including the student's person, until use of such sharps is appropriate.

Use and disposal of sharps shall be in compliance with the guidelines set forth by the Tennessee Occupational Safety and Health Administration (TOSHA).[3]

STUDENTS WITH PANCREATIC INSUFFICIENCY OR CYSTIC FIBROSIS[4]

Students diagnosed with pancreatic insufficiency or cystic fibrosis shall be permitted to self-manage their prescribed medication in a manner directed by a licensed health care provider without additional assistance or direction. The Superintendent of Schools shall develop procedures for the development of an IHP for every student that wishes to self-administer.

STUDENTS WITH ADRENAL INSUFFICIENCY[5]

The parent/guardian of a student diagnosed with adrenal insufficiency shall notify the school district of the student’s diagnosis. Once notified, the district shall observe the following guidelines:

1. The district shall train school personnel who will be responsible for administering the medication for the treatment of adrenal insufficiency and any who volunteer to administer the medication;

2. The district shall maintain a record of all school personnel who have completed this training; and

3. If a student is suffering from an adrenal crisis, a school nurse or other licensed health care professional may administer the prescribed medication to the student. If a school nurse or other licensed health care professional is not immediately available, trained school personnel may administer the prescribed medication.

The Superintendent of Schools shall develop procedures on the administration of medications that treat adrenal insufficiency, including the treatment of an adrenal crisis while on school transportation and during activities such as field trips, and recordkeeping per state law.

Legal References

1. TCA 49-50-1602; TRR/MS 0520-01-13-.03
2. TCA 49-50-1602(d)(7)
3. State Board of Education Policy 4.205; TRR/MS 0800-01-10
4. TCA 49-50-1601
5. TRR/MS 0520-01-13-.04; State Board of Education Policy 4.205

Cross References

Promoting Student Welfare 6.400
Emergency Allergy Response Plan 6.412

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Student Psychological Services**	**6.406**	**05/07/24**
		Rescinds: **6.406**	Issued: **04/05/16**

The Superintendent of Schools will develop a program for making psychological services available to all students.[1] Administrators of this program shall cooperate with other agencies in consultative screening and assessment services.

All counseling staff shall respect the right of privacy of the students they counsel. Confidentiality shall be maintained by the counselor except:

1. Where there is a clear and present danger to the student or other persons;

2. To consult with a psychologist when it is in the best interests of the student; or

3. When the student and/or parent waives this privilege in writing.

When a counselor is in doubt about what information to release, the counselor shall consult with the Superintendent of Schools or designee, who may consult with the Board Attorney.

Cross References

Testing Programs 4.700

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Supervision of Students**	**6.408**	**05/07/24**
		Rescinds: **6.408**	Issued: **04/03/23**

Students enrolled in in-person learning will be under the supervision of school personnel, either certificated or noncertificated,[1] at all times, including play periods and lunch periods, during the school day. During extracurricular activities, students will be under the supervision of school personnel. A volunteer may be utilized during extracurricular activities in the absence of school personnel, provided such volunteer has signed a confidentiality agreement and undergone a background ~~search~~ **check** as required by law, satisfactory and subsequently approved by the ~~Board of Education~~ **principal/designee.**

The principal shall assign students to school personnel and ensure proper supervision.

Legal References

TCA 49-2-303(b)

Cross Reference

Background Investigations 5.118

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Reporting Child Abuse**	**6.409**	**01/09/23**
		Rescinds: **6.409**	Issued: **04/04/23**

~~*General*~~

The Superintendent of Schools shall:[1]

1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school;

2. Require that the Coordinator and the Alternate receive appropriate training;

3. Supply the Coordinator with all necessary resources;

4. Ensure that all employees working directly with students annually complete the child abuse training program required by state law.[2]

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

REPORTING

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

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

1. The name, address, telephone number, and age of the child;

2. The name, telephone number, and address of the parents or persons having custody of the child;

3. The nature and extent of the abuse or neglect; and

4. Any evidence to the cause or any other information that may relate to the cause or extent of the abuse or neglect.

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

CONFIDENTIALITY

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

INVESTIGATIONS

School administrators and employees have a duty to cooperate, provide assistance, and information in child abuse investigations[7] including permitting DCS teams to conduct interviews while the child is at school. The principal may control the time, place, and circumstances of the interview but may not insist that a school employee be present even if the suspected abuser is a school employee or another student. The principal is not in violation of any laws by failing to inform parent(s)/guardian(s) that the child is to be interviewed even if the suspected abuser is not a member of the child's household.[8]

Legal References

1. TCA 49-6-1601
2. TCA 37-1-408; Public Acts of 2022, Chapter No. 841
3. TCA 37-1-403(a)(1); TCA 37-1-412; TCA 37-1-602; TCA 37-1-605(a)(4)
4. TCA 37-1-403(a)(2); TCA 49-6-1601
5. Public Acts of 2022, Chapter No. 781
6. TCA 37-1-403(b)
7. TCA 37-1-611(b)
8. Tenn. Op. Atty. Gen. No. 87-101 (June 9, 1987)

Cross References

Recommendations and File Transfers 5.203
Staff-Student Relations 5.610
Interrogations and Searches 6.303
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304
Title IX & Sexual Harassment 6.3041
Promoting Student Welfare 6.400

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Homeless Students**	**6.503**	**05/07/24**
		Rescinds: **6.503**	Issued: **01/09/23**

In order to ensure that homeless students have equal access to the same free appropriate public education as provided to other students, the following shall apply:[1]

Homeless students are individuals who lack a fixed, regular and adequate nighttime residence and include the following:[2]

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

ENROLLMENT

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

PLACEMENT

For the purposes of this policy, school of origin shall mean the school that the student attended when permanently housed or the school in which the student was last enrolled, including a preschool/pre-k program.[4] School of origin shall also include the designated receiving school at the next grade level when the student completes the final grade level served by the school or origin.[4]

Placement shall be determined based on the student's best interest.[5] At all times, a strong presumption that keeping the student in the school of origin is in the student's best interest shall be maintained, unless doing so would be contrary to a request made by the student's parent/guardian or the student in the case of an unaccompanied youth.[6] When determining placement, student-centered factors, including but not limited to impact of mobility on achievement, education, health, and safety shall be

considered.[6] The choice regarding placement shall be made regardless of whether the student lives with their homeless parents/guardians or has been temporarily placed elsewhere.[7]

If it is not in the student's best interest to attend the school of origin, or the school requested by the parent/guardian or unaccompanied youth, the Superintendent/designee shall provide a written explanation of the reasons for the determination, in a manner and form that is understandable to the parent/guardian or unaccompanied youth.[6] The written explanation shall include a statement regarding the right to appeal the placement decision.[6] If the placement decision is appealed, the district shall refer the parent/guardian or unaccompanied student to the homeless coordinator, who shall carry out the dispute resolution process as expeditiously as possible and in accordance with the law.[8] Upon notice of an appeal, the Superintendent of Schools shall immediately enroll the student in the school in which enrollment was sought pending a final resolution of the dispute, including all available appeals.[8]

RECORDS

Records ordinarily kept by the school shall be maintained for all homeless students. Information regarding a homeless student's living situation shall be treated as a student education record, and shall not be considered directory information.[9]

SERVICES[10]

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

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

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

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

COORDINATOR

The Board of Education designates the following individual to act as the district's homeless coordinator:

Ms. ~~Sydnee DeBusk~~ **Lauren McGrew**
100 East Maple Street
Johnson City, TN 37601
423.434.5200

Legal References

1. 42 USCA §§ 11431 to 11435; McKinney-Vento Education Assistance Improvements Act of 2001, § 721; State Board of Education 2.103
2. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95), § 724a(2)
3. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(C)(i), § 722(g)(3)(H)
4. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(I)
5. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(A)
6. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(B)
7. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(F)
8. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(E)
9. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(3)(D)
10. McKinney-Vento Act, as amended by ESSA (Pub. L. 114-95, § 722(g)(4) - (6)

Cross References

Student Transportation Management 3.400
Parent and Family Engagement 4.502
Promotion and Retention 4.603
Attendance 6.200
School Admissions 6.203
Student Assignments 6.205
Transfers Within the System 6.206
Migrant Students 6.504

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Student Records Inspection & Correction Procedure**	**6.602**	**05/05/25**
		Rescinds: **6.602**	Issued: **05/07/24**

INSPECTION PROCEDURE

Parent(s)/Guardian(s) of students and students may inspect and review the student's education records upon written request.[1]

Parent(s)/Guardian(s) or students shall submit to the records custodian a request which identifies as precisely as possible the record(s) that they wish to inspect, and the records custodian will determine how access will best be arranged as promptly and practicably as possible. This inspection procedure must be completed within 45 days or less from the receipt of the request.

The right to inspect and review educational records includes the right to a response from school officials concerning requests for explanation and interpretation of the data. School officials shall presume that the parent/ guardian has the authority to inspect and review records relating to their child unless the school system has been advised that the parent / guardian does not have the authority under applicable state law governing guardianship, separation, and divorce and provides documentation to that effect.[2]

When a record contains information about students other than the parent's/ guardian's child, the parent(s)/guardian(s) may not inspect and review that information.[2]

FEES FOR COPIES

A reasonable fee for copies provided to parent(s)**/guardian(s)** will be determined by the Superintendent of Schools. A maximum of three (3) copies of the transcript will be provided free of charge. If the fee represents an unusual hardship, it may be waived in part or entirely by the records custodian.[3]

CORRECTION PROCEDURES

Parent(s)/Guardian(s) may seek to change any part of the student's record they believe to be incorrect.[4] The Superintendent of Schools shall develop an acceptable procedure to establish an orderly process to review and correct an education record.

Legal References

1. 34 CFR §§ 99.3, 99.10; TCA 49-1-704
2. 34 CFR § 99.4
3. 34 CFR § 99.11
4. 34 CFR §§ 99.20, 99.21, 99.22
5. 34 CFR §§ 99.3, 99.5; TCA 49-1-704

Cross References

Child Custody/Parental Access 6.209
Bus Safety and Conduct 6.308

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Student Organizations**	**6.702**	**05/05/25**
		Rescinds: **6.702**	Issued: **05/07/24**

Student organizations are an extension of the academic curriculum and are intended to complement the basic instructional program.

The principal, in cooperation with the faculty and student body representatives, shall approve all organizations within the school.

One or more staff members will serve as sponsors of each organization and will attend all meetings and events. A volunteer may be utilized during the organization's activities in ~~lieu of~~ **in partnership with** one or more staff members provided such volunteer has signed a confidentiality agree~~e~~ment, undergone a background ~~search~~ **check** satisfactory to the Board and has been subsequently approved by the Superintendent of Schools/designee. Each sponsor will evaluate their organization annually and make recommendations concerning changes, continuance, or deletion from the school's activity program.

An approved copy of the aims, objectives, and constitution or bylaws for each organization will be kept on file in the principal's office.

The Superintendent of Schools shall approve all requirements imposed by organizations which have restricted membership.

The nature of any ~~initiation~~ **induction** shall be outlined and presented in writing to the organization sponsor and the principal of the school for approval prior to the actual ~~initiation~~ **induction**. Hazing by students acting alone or with others is strictly prohibited. Any organization which permits an ~~initiation~~ **induction** to go beyond the scope of activities planned and previously approved will be suspended until reinstated by the principal.[1]

Sororities, fraternities, and all secret organizations are prohibited.

School groups, either continuing or ad hoc, are not permitted to use the school name in participating in public demonstrations or other activities outside the school unless prior written permission has been granted by the principal ~~or theirdesignated representative~~ **/designee**. In case of violation, appropriate action will be taken when in the judgment of the Superintendent of Schools circumstances warrant.

Legal References

Cross References

1. TCA 49-2-120; TCA 49-6-3401	Extracurricular Activities 4.300 Student Harassment, Bullying, Cyber-bullying, and Intimidation 6.304

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Class Size Ratios**	**4.2011**	**08/05/24**
		Rescinds: **4.2011**	Issued: **01/09/23**

~~*General*~~[1]

Pupil-teacher ratios shall not exceed the averages outlined in state law. Further, class sizes shall not exceed the maximum allowed by state law.[1]

WAIVERS

The Superintendent of Schools/designee may seek a waiver from the Commissioner of Education to extend the career and technical education (CTE) classes in grades nine through twelve (9-12) as long as these class sizes do not exceed the maximum class size set for CTE. For grades six through eight (6-8), the class size may be extended, but the class size and average must not exceed those for general education classes in grades seven through twelve (7-12). [2]

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

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

Legal References
1. TCA 49-1-104; TRR/MS 0520-01-02-.31(4)
2. TCA 49-1-104(g); Public Acts of 2024, Chapter No. 712

Cross References

Graduation Requirements 4.605
Waivers of Statute, Rules, and Regulations 4.607
Religious Content of Courses 4.804
Student Goals 6.100
Student Concerns 6.305

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Virtual Education Program**	**4.2121**	**06/04/24**
		Rescinds: **4.2121**	Issued: **01/09/23**

~~*General*~~

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

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

Virtual education programs[3] shall be made available to students for the following purposes:

1. Academic remediation, enrichment, or providing students access to a wider range of courses;

2. Continuity of educational service for students who are homebound;[4]

3. Continuity of educational service for students who are quarantining;[5]

4. Continuity of educational service for students enrolled in an alternative school;[6] or

5. Continuity of educational service when the district utilizes remote instruction due to dangerous or extreme weather conditions, a serious outbreak of illness affecting or endangering students or staff, or during the administration of end of course examinations or other examinations as allowed per state law.[7]

ELIGIBILITY AND PARTICIPATION REQUIREMENTS

Students shall be eligible to utilize a virtual education program if participating in one of the above educational opportunities. The following factors shall also be taken into consideration when determining eligibility:

1. Attendance;

2. Grades; and

3. Technology survey.

ATTENDANCE

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

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

1. Students participating in a phone call with a teacher, with parent/guardian support as appropriate for the age of the student;

2. Students participating in synchronous virtual instruction;

3. Students completing work in a learning management system; and

4. Students submitting work via hard-copy or virtual formats.

REMOVAL FROM VIRTUAL EDUCATION PROGRAM

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

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

1. Notification of parent/guardian; and

2. One-on-one assessment conducted by the principal/designee regarding any learning needs and academic performance.

ENROLLMENT AGREEMENT

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

Legal References

1. TRR/MS 0520-01-03-.05(2)
2. TCA 49-1-104(h); State Board of Education Policy 3.206
3. TCA 49-16-101; TRR/MS 0520-01-03-.05(2)(a)
4. TRR/MS 0520-01-02-.10; TRR/MS 0520-01-09-.07
5. TRR/MS 0520-01-13-.01(1)(c)
6. TRR/MS 0520-01-02-.09; TCA 49-6-3402(i)
7. TCA 49-6-3004(i)

Cross References

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

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Library Materials**	**4.4031**	**09/04/25**
		Rescinds: **4.4031**	Issued: **05/05/25**

The ~~Secondary Supervisor~~ **Superintendent of Schools/designee** shall be responsible for library collection development. They shall post the list of library materials online. Library materials shall be reviewed to ensure the content aligns with state law. Prior to the purchase of new materials, librarians shall review the age and maturity level along with the reading level of the selected items for suitability.[1] A list of new materials shall be reviewed by the ~~Secondary Supervisor~~ **Superintendent of Schools/designee**.

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

STANDARDS[2]

The library collection shall adhere to the following criteria:

1. Materials shall be suitable for and consistent with the educational mission of the school;

2. Materials shall be appropriate for the age and maturity levels of the students who may access them. The determining factor will be based on an assessment of any mature themes or content (i.e., violence, sexual content, vulgar language, substance abuse);

3. Materials shall contain literary, historical, scientific, and/or artistic value and merit; and

4. The collection as a whole shall offer a variety of viewpoints; and

5. Materials shall not be removed on the sole grounds that the item is religious.

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

1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess violence, or sadomasochistic abuse as defined in state law[3];

2. Are patently offensive as defined in state law; or

3. Appeal to the prurient interest as defined in state law.

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

COMPLAINTS[4]

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

1. Inform the complainant of the selection procedures and make no commitments.

2. Request the complainant to submit a Request for Reconsideration of Library Materials form.

3. Inform the principal (and other appropriate personnel).

4. Keep challenged materials available for use during the reconsideration process.

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

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

1. Read, view, or listen to the contested material in its entirety;

2. Check general acceptance of the material by reading recognized and evaluative reviews;

3. Determine the extent to which the material is appropriate for the age and maturity levels of the students who have access to the materials and whether the material is suitable for, and consistent with, the educational mission of the school; and

4. Complete the appropriate Checklist for Reconsideration of Library Materials, judging the material for its strength and value.

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

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

REMOVAL OF LIBRARY MATERIALS

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

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982); TCA 49-6-3803
2. TCA 49-6-3803(a),(b); Public Acts of 2025, Chapter No. 270
3. TCA 39-17-901
4. TCA 49-6-3803(e), (f)

Cross References

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

Johnson City Board of Education

	Descriptor Term: **Title IX & Sexual Harassment**	Descriptor Code: **6.3041**	Issued Date: **05/05/25**
		Rescinds: **6.3041**	Issued: **05/07/24**

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

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

TITLE IX COORDINATOR[5]

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

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

Students:
Title: Ms. Tammy ~~Pearce~~ **Larkey**
Email: ~~pearce~~**larkey**t@jcschools.org

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

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

DEFINITONS[4]

"Complainant" is an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

"Respondent" is an individual who is reported to be the perpetrator of conduct that could constitute sexual harassment.

"Sexual harassment" is conduct on the basis of sex that satisfies one or more of the following:[3]

1. A school district employee conditioning an aid, benefit, or service of an education program or activity on an individual's participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity; or

3. Sexual assault,[6] dating violence,[7]domestic violence,[8] or stalking[9] as defined in state and federal law.

Behaviors that constitute sexual harassment may include, but are not limited to:

1. Sexually suggestive remarks;

2. Verbal harassment or abuse;

3. Sexually suggestive pictures;

4. Sexually suggestive gesturing;

5. Harassing or sexually suggestive or offensive messages that are written or electronic;

6. Subtle or direct propositions for sexual favors; and

7. Touching of a sexual nature.

8. Repeated unwanted contact either in person or electronically.

Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

"Supportive measures" are non-disciplinary, non-punitive, individualized services and shall be offered to the complainant and the respondent, as appropriate. These measures may include, but are not limited to, the following:

1. Counseling;

2. Course modifications;

3. Schedule changes; and

4. Increased monitoring or supervision.

The measures offered to the complainant and the respondent shall remain confidential to the extent that maintaining such confidentiality would not impair the ability of the school district to provide the supportive measures.

GRIEVANCE PROCESS

Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the Title IX Coordinator shall:

1. Promptly contact the complainant to discuss the availability of supportive measures;

2. Consider the complainant's wishes with respect to supportive measures;

3. Inform the complainant of the availability of supportive measures; and

4. Explain the process for filing a formal complaint.[10]

While the school district will respect the confidentiality of the complainant and the respondent as much as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall be consistent with the school district's legal obligations and the necessity to investigate allegations of harassment and take disciplinary action.

Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance process has been completed. Unless there is an immediate threat to the physical health or safety of any student arising from the allegation of sexual harassment that justifies removal, the respondent's placement shall not be changed.[11] If the respondent is an employee, they may be placed on administrative leave during the pendency of the grievance process.[12] The Title IX Coordinator shall keep the Superintendent of Schools informed of any employee respondents so that they can make any necessary reports to the State Board of Education in compliance with state law.[13]

Complaints

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall immediately report such information to the Title IX Coordinator, however, nothing in this policy requires a complainant to either report or file a formal complaint within a certain timeframe. If the complaint involves the Title IX Coordinator, the complaint shall be filed with the Superintendent of Schools.

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

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

1. Provide written notice of the allegations, and the grievance process to all known parties to give the respondent time to prepare a response before an initial interview;

2. Inform the parties of the prohibition against making false statement or knowingly submitting false information;

3. Inform the parties that they may have an advisor present during any subsequent meetings; and

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

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

Investigations[16]

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

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

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

All investigations shall:

1. Provide an equal opportunity for the parties to present witnesses and evidence;

2. Not restrict the ability of either party to discuss the allegations under investigation or gather and present relevant evidence;

3. Refrain from requiring, allowing, relying upon, or otherwise using questions or evidence that seek disclosure of information protected under a legally recognized privilege unless such privilege has been waived;[17]

4. Provide the parties with the same opportunities to have others present during any grievance proceeding;

5. Provide to parties whose participation is requested written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate;

6. Provide both parties an equal opportunity to inspect and review any evidence directly related to the allegations in the formal complaint; and

7. Result in the creation of an investigative report that fairly summarizes relevant evidence.

    a. Prior to the completion of the investigative report, the investigator shall send to each party the evidence subject to inspection and review. All parties shall have at least ten (10) days to submit a written response which shall be taken into consideration in creating the final report.

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

Determination of Responsibility[19]

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

The Title IX Coordinator shall act as the decision-maker. They shall receive the final report of the investigation and allow each party the opportunity to submit written questions that they want asked of any party or witness prior to determining responsibility.

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

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

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

APPEALS[22]

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

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

1. Assign an impartial hearing officer within five (5) days of receipt of the appeal; and

2. Notify the parties in writing.

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

RETALIATION[23]

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

Legal References	Cross References
1. 34 CFR § 106.1	Section 504 and ADA Grievance Procedures 1.802
2. 34 CFR § 106.8(b),(c)	Discrimination/Harassment of Employees (Sexual, Racial,
3. 34 CFR § 106.45(b)(1)(iii); 34 CFR § 106.45(b)(10)(D)	Ethnic, Religious) 5.500
4. 34 CFR § 106.30(a)	Complaints and Grievances 5.501
5. 34 CFR § 106.8(a)	Staff-Student Relations 5.610
6. 20 USCA 1092(f)(6)(A)(v); TCA 36-3-601(10); TCA 71-6-302	Code of Conduct 6.300
7. 34 USCA 12291(a)(10)	Student Discrimination, Harassment, Bullying, Cyber-
8. 34 USCA 12291(a)(8); TCA 40-14-109	bullying, and Intimidation 6.304
9. 34 USCA 12291(a)(30); TCA 39-17-315; TCA 36-3-601(11)	Student Concerns 6.305
10. 34 CFR § 106.44(a)	Reporting Child Abuse 6.409
11. 34 CFR § 106.44(c)	
12. 34 CFR § 106.44(d)	
13. TRR/MS 0520-02-03-.09(2); TCA 49-5-417(c)	
14. 34 CFR § 106.45(b)(2)	
15. 34 CFR § 106.45(b)(3)	
16. 34 CFR § 106.45(b)(5); 34 CFR § 106.45(b)(1)(v)	
17. 34 CFR § 106.45(b)(1)(x)	
18. 20 USCA § 1232g	
19. 34 CFR § 106.45(b)(7)	
20. 34 CFR § 106.45(b)(1)(iv)	
21. 34 CFR § 106.45(b)(1)(vii)	
22. 34 CFR § 106.45(b)(8)	
23. 34 CFR § 106.71	

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Student Involvement in Decision-Making**	**6.3051**	**05/07/24**
		Rescinds: **6.3051**	Issued: **07/01/00**

Students may initiate or react to proposals for change in educational practice, rules or policies. Such proposal(s) for change will be considered by the faculty, the administration and/or the Board of Education as appropriate.

Building administrators and teachers are expected to encourage discussion by students and to convey ideas and concerns to the Board ~~of Education~~ through the Superintendent of Schools. **Students are also provided a voice on the Board through the student Board member.** Final decisions will always rest with the Board or with the administrator(s) to whom the Board has delegated responsibility.

Cross References

Appeals To & Appearances Before the Board 1.404

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Student Surveys, Analyses, and Evaluations**	**6.4001**	**05/05/25**
		Rescinds: **6.4001**	Issued: **05/07/24**

Surveys, analyses and evaluations for research purposes shall be allowed by the Board of Education when the project is viewed as contributory to greater understanding of the teaching-learning process, the project does not violate the goals of the Board, and the disruption of the regular school program is minimal. The Superintendent of Schools shall develop administrative procedures for approving requests for conducting surveys, analyses or evaluations by agencies, organizations, or individuals. The requests shall outline what is to be done, who is to be involved and how the results will be used and distributed.[1]
Science Hill High School's Advanced Placement (AP) Research Program will have its own Institutional Review Board (IRB) and research procedures.

Prior to the dissemination of a survey, analysis, or evaluation to students, parents shall be notified of their ability to review the materials.[1] Such notification shall include information indicating the purpose of the survey, analysis, or evaluation as well as who will have access to the results. The survey, analysis, or evaluation shall only be administered to students under the age of eighteen (18) whose parent(s) or guardian(s) provide written, informed, and voluntarily signed consent. A student who is eighteen (18) years of age or older may participate after ~~he-she~~ **they** provide~~s~~ written, informed, and voluntarily signed consent. The Superintendent of Schools shall develop procedures for granting such parental requests.[1]

No student shall be required, as part of any program, to submit to a survey, analysis or evaluation that reveals information concerning: [1,2]

1. mental or psychological problems of the student or the student's family;
2. sexual behavior or attitudes;
3. illegal, anti-social, self-incriminating, or demeaning behavior;
4. critical appraisals of other individuals with whom respondents have close family relationships;
5. legally privileged relationships;
6. income; or
7. the collection of student biometric data involving the analysis of facial expressions, EEG brain wave patterns, skin conductance, galvanic skin response, heart-rate variability, pulse, blood volume, posture, and eye-tracking[3] without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent.

The collection of the following student data is strictly prohibited:[4]

1. political affiliation or voting history;
2. religious practices; and
3. firearm ownership.

COLLECTING, DISCLOSING OR USING INFORMATION FOR MARKETING[5]

The school system will not collect, disclose or use personal student information for the purpose of marketing or selling that information or otherwise providing that information to others for that purpose.

This portion of the policy does not apply to the collection, disclosure or use of personal information collected from students for the exclusive purpose of developing, evaluating or providing educational products or services for or to students or educational institutions to the extent allowed by law, such as the following:

- College or other postsecondary education recruitment or military recruitment.
- Book clubs, magazines and programs providing access to low-cost literary products.
- Tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments.
- The sale by students of products or services to raise funds for school-related or education-related activities.
- Student recognition programs.

Legal References

1. TCA 49-2-211
2. 20 USCA § 1232h
3. TCA 49-1-706
4. TCA 49-1-705
5. 20 USCA § 1232h(c)(1), (4)

Cross References

Testing Programs 4.700
Educational Research 4.210
Student Records, Notification of Rights 6.601

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in May	**Pediculosis (Head Lice)**	**6.4031**	**05/07/24**
		Rescinds: **6.4031**	Issued: **04/03/23**

No student will be denied an education solely by reason of head lice infestation. Their educational program shall be restricted only to the extent necessary to eliminate the risk of transmitting the infestation.

It shall be the responsibility of the principal or school nurse to notify the affected child's parents/guardians in the event a child has pediculosis (head lice). Information will be sent home with the child to explain the condition, the treatment, requirements for readmission, and deadlines for satisfactory completion of the treatment.

Exclusion Procedure: When lice are noted, the child may be excluded from school.

Re-admission Procedure: After treatment and removal of all lice, the parent must bring the child to the office of the Johnson City School Nurses or to the school-based nurse, if applicable, for an examination. An admit form will be given to the parent if the child is free of live lice.

A student will be expected to have met all requirements for treatment ~~and return to school no later than two (2) days following exclusion for head lice~~ **before returning to school.** ~~All days in excess of the allowable period will be marked as unexcused and referred to the attendance supervisor at the proper time.~~

Legal References

1. TRR/MS 1200-14-01-.24

~~May 2025~~April 2025

EDUCARE FEE LIST

Effective May 2~~8~~6, 202~~5~~6

1) School Year Educare Tuition-Elementary Schools

a) Application/Registration Fee	$15.00/child
b) 7:00-7:45 a.m.	$ 3.00/day
c) 3:15-6:00 p.m.	
• students on fee-waivered list	$ 6.00/day
• all other students	$ 9.00/day
d) Late pick-up fee (for all students) (each 15 minutes or portion thereof)	$10.00/child
e) Weekly Rate for Full Days:	$100.00/child
f) Half Days (2 days/ 11:30-6:00 p.m.)	$15.00/half day
g) Part Time (1-3 days)	$25.00/day

Morning Educare-prek students -Elementary Schools $ 4.00/day

Afternoon Educare for prek students (CH/FM/MV/NS/SS/WL)

a) Application/Registration Fee	$15.00/child
b) Dismissal-3:15 p.m.	$ 5.00/day
c) Dismissal-6:00 p.m.	$12.00/day

Afternoon Educare for prek students (LR/SS)

a) Application/Registration Fee	$15.00/child
b) Dismissal (12:30– 3:30 p.m).	$ 9.00/day
c) Dismissal (12:30– 6:00 p.m.)	$13.00/day

2) Summer Rates

a) Summer Application/Registration Fee*	$15.00~~35.00~~/child
b) Part Time (1-3 days)	$25.00/day
c) Summer school attendee for 5/28-6/25 (Summer School hours 8:00am-2:00pm)	$12.00/day
d) Weekly summer fee:	$100.00/child
e) Full time preschool week rate (LR/WO/SS)	$130.00/week
f) Part time preschool rate (LR/WO/SS—1-3 days)	$40.00/day

3) Lake Ridge ECLC Program (4.5 hrs)

a) Application/Registration Fee	$30.00/child
b) PreK children	$130.00/week
c) Late pick-up fee (all income groups) (each 15 minutes or portion thereof)	$10.00/child

*If application fee is paid during regular school year just ended, not charged for summer. Only one fee charged per student for July 1 through June 30.

4) **Science Hill Topper Tots**

a) Application/Registration Fee	$30.00/child
b) Infant to 5 years (7:00-4:30 p.m.)	$185~~175~~/week
c) Children of high school students (7:20 a.m.-2:45 p.m.)	*Sliding Scale
d) Late pick-up fee (all income groups) (each 15 minutes or portion thereof)	$10.00/child

5) **Woodland Little Eagle Learning Center**

a) Application/Registration Fee	$30.00/child
b) Infant and Toddler (7:00-5:30 p.m.)	$195~~185~~/week
c) PreK Program (8:30-2:00 p.m.)	$135~~130~~/week
d) Late pick-up fee (all income groups) (each 15 minutes or portion thereof)	$10.00/child

5) **New Transfer Student Enrollment**

Educare directors will coordinate with previous schools for transfers between Johnson City schools to assure there is **NO EDUCARE TUITION DEBT** at the previous school before enrolling a student into the Educare Program. If debt does exist, enrollment will be denied until the debt has been paid to the previous school. If application/registration fees are paid at one Educare site, these fees will not be required to be repaid at the transfer site within the same school year.

*Sliding Scale based on income as determined by DHS

Summarization of edits and updates for review-**Student Code of Conduct**-2026-2027 SY (Yellow highlights are updates)

- Pronouns such as he/she were updated to they/them throughout the document to mirror language in Board Policy.
- Parents updated to parents/guardians, parent/guardian for consistency.
- Superintendent has been updated to Superintendent of Schools for consistency.
- Board of Education members updated
- Schools and Offices updated to reflect personnel changes
- Central Office Staff updated to reflect personnel changes
- Page 1-II Rules-Rule 5-Wearable/Personal Technology, Including Laser Pointers, Digital Cameras, Video Recorders, Digital Video Recorders, Cell Phones, Smart Watches, Wireless Headphones or Earbuds, and Tablets
- Page 7-*Rule 5-**Wearable/Personal Technology, Including But Not Limited To: ~~Radios, MP3 Players, Tape Players, Tape Recorders~~, Laser Pointers, ~~CD Players, Film Cameras~~, Digital Cameras, Video Recorders, Cell Phones, Smart Watches, Wireless Headphones or Earbuds, and Tablets**
  Student use of recreational or electronic devices such as ~~radios and CD/tape/MP3 players, voice activated tape recorders, laser pointers~~ cell phones, smart watches, wireless headphones, earbuds, and tablets or other wearable/personal technology on school property is permitted during school hours for educational purposes only and only under the direct supervision of the classroom teacher.
- Page 8-Rule 6-**Use of Personal Communication Devices**
  Elementary Schools and Middle Schools:
  Students at elementary and middle schools are not permitted to use personal communication devices including, but not limited to cell phones, smart watches, wireless ear buds or headphones, and tablets on school property during school hours without the permission of a teacher or administrator.
- Page 12-**Rule 16-Tardiness/Early Dismissals**
- Students are expected to arrive at school on time and to stay at school the entire day. Upon a third unexcused tardy and/or early dismissal a student will be subject to discipline. Principals may implement "time for time" procedures to deal with tardiness and early dismissals.
- Page 19-**Rule 21-Bullying/Intimidation**
- ~~Johnson City Schools uses the Olewus Bullying Prevention Program in all of its schools~~. ~~Olweus defines bullying as occurring when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending them self~~.
- ~~Intimidation is intentional behavior that would cause an ordinary person to fear injury or harm~~.

- ~~A student will be subject to discipline for any act of bullying or intimidation that takes place on school grounds, while attending school-sponsored events or activities, on school transportation or at any official school bus stop immediately before boarding and immediately following de-boarding; or which is done at any time off-campus if the bullying causes or threatens to cause a disruption at school, at a school-sponsored event or activity, or if it interferes with a student's education or security.~~
- ~~Bullying and intimidation can manifest as either physical harm of another person or damage to their property, or knowingly placing the person in reasonable fear of such, or creating a hostile educational environment.~~ Johnson City Schools prohibits bullying, cyber-bullying, harassment, and intimidation under Board Policy 6.304, which covers behavior on school grounds, transportation, and during electronic communication that disrupts the educational environment. Reports are investigated by school administration, and anonymous reports can be submitted via the Stopit Solutions anonymous reporting system.
- Key Aspects of Johnson City Schools Bullying Policy:
- Definition: Behavior that substantially interferes with a student's education, causes physical harm, creates reasonable fear of harm, or creates a hostile environment.
- Reporting: Students or staff can report incidents directly to teachers, counselors, or principals, or through the Stopit Solutions anonymous reporting system.
- Investigation: Principals are required to investigate reports and inform parents/guardians of all students involved.
- Consequences: Disciplinary actions are determined by administration based on the severity of the incident.
- Retaliation: Retaliation against any person who reports or assists in an investigation is strictly prohibited.
- Page 26-**ADOPTED JANUARY 10, 1980** Last Amended April ~~7, 2025~~ 6, 2026
- Page 30-
  If you do not want Johnson City Schools to disclose any or all of the types of information designated below as directory information from your child's education records without your prior written consent, you must notify the Johnson City School System in writing by **September 4, 2026**. Johnson City Schools has designated the following information as directory information:

Student Name	Student Address
Telephone Listing	Electronic Mail Address
Photograph	~~Date and Place of Birth~~
Major Field of Study	Dates of Attendance
Grade Level	Degrees, Honors and Awards Received
Participation in Officially Recognized Teams	
Weight and Height of Members of Athletic Teams	
Most Recent Educational Agency or Institution Attended	

- Pages 34-35

VI. USE OF ARTIFICIAL INTELLIGENCE (AI)

The district recognizes AI as a powerful tool for learning and productivity. Use of AI must follow these "Three Pillars":

A. Academic Integrity (Students)
   Disclosure: Students must cite the use of AI in any project or assignment. Failure to do so may be considered plagiarism.
   Authorized Use: AI should only be used when explicitly permitted by the student's teacher. It is a supplement to – not a replacement for – critical thinking.
   Verification: AI can "hallucinate" (provide false information). Students are responsible for fact-checking all AI-generated content against reliable sources.

B. Professional Ethics (Staff)
   Instructional Design: Staff are encouraged to use AI for lesson planning and administrative efficiency but must review all output for pedagogical accuracy and bias.
   Grading: While AI can assist in feedback, final grading and assessment decisions must remain the responsibility of the human educator.

C. Data Privacy and Safety (All Users)
   PII Protection: Users must not input Personally Identifiable Information (PII) – such as student names, ID numbers, or home addresses – into any AI platform.
   Age Compliance: Users must adhere to the age requirements set by AI services providers (often 13+ or 18+).

Student
Code of Conduct

~~2025-2026~~ 2026-2027

FERPA Notifications
Technology Responsible Use Agreement

This Code of Conduct and the Technology Responsible Use Agreement may be revised at any time by Johnson City Schools, and the revised information may supersede, modify or eliminate the existing documents.

JOHNSON CITY SCHOOLS

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

Our Student Code of Conduct is designed to aid in the protection of our children and to maintain good order in our schools. We realize the importance of students understanding rules in order to maintain the optimum educational environment. We closely follow the rules and procedures outlined in this document, and we expect all students to do likewise.

The education of your child is a cooperative endeavor. Reviewing this document with your child is one very important way in which you can assist both your child and Johnson City Schools. This document is not meant to replace the interaction and communication between student, parent/guardian, and school. We encourage that any concern be brought to the attention of our staff so that decisions that are in the best interest of our children can be made.

Thank you for your cooperation and support of our schools. We hope you and your child will have a positive and successful year. If you have concerns or questions, please call us and we will be happy to discuss them with you.

BOARD OF EDUCATION

~~Jonathan Kinnick~~, Rick Smith, Chair • ~~Paula Treece~~ Kathy Hall, Vice Chair • ~~Rick Smith~~ Paula Treece, Secretary

Dr. Ginger Carter • Thomas B. Hager, Jr. • Kathy Hall. • Celia Martin

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

SCHOOLS AND OFFICES

Columbus Powell Service Center
Dr. Erin Slater, Superintendent
100 E. Maple Street
P.O. Box 1517
Johnson City, TN 37605
(423) 434-5200

Science Hill High School
Dr. ~~Josh Carter~~ Carmen Bryant, Principal
1509 John Exum Parkway
Johnson City, TN 37604
(423) 232-2190

Liberty Bell Middle School
Dr. Kelsey Walker, Principal
718 Morningside Drive
Johnson City, TN 37604
(423) 232-2192

Indian Trail Middle School
Dr. James Jacobs, Principal
307 Car-Mol Drive
Johnson City, TN 37601
(423) 610-6000

Cherokee Elementary
~~Mr. Richard Hutson~~ Dr. Yecenia Cigarroa, Principal

2100 Cherokee Road
Johnson City, TN 37604
(423) 434-5281

Fairmont Elementary
Dr. JoDee Dotson, Principal
1405 Lester Harris Road
Johnson City, TN 37601
(423) 434-5267

Lake Ridge Elementary
Dr. Tiffany Hibbitts, Principal
1001 Lake Ridge Square
Johnson City, TN 37601
(423) 610-6030

Mountain View Elementary
Dr. Chelsea Lee, Principal
907 King Springs Road
Johnson City, TN 37601
(423) 434-5260

North Side Elementary
Mr. Chad Moore, Principal
1000 North Roan St.
Johnson City, TN 37601
(423) 434-5259

South Side Elementary
Mrs. Kaytee Jones, Principal
1011 Southwest Avenue
Johnson City, TN 37604
(423) 434-5289

Towne Acres Elementary
~~Dr. Josh Simmons~~ Richard Hutson, Principal
2310 Larkspur Drive
Johnson City, TN 37604
(423) 854-4800

Woodland Elementary
Dr. ~~Karen Reach~~ Josh Simmons, Principal
1203 Indian Ridge Road
Johnson City, TN 37601
(423) 434-5275

Central Office Staff

Dr. Erin Slater, Superintendent of Schools
Meranda Burd, Executive Assistant
(423) 434-5205 FAX (423) 218-4968

Mr. Joe Barnes, Maintenance Supervisor
Becky Slagle, Administrative Secretary
(423) 434-5254 FAX (423) 434-5256

Ms. Tammy Pearce, Supervisor of Middle School Instruction and Student Services
Danise Slayton, Administrative Secretary
(423) 434-5585 FAX (423) 218-0550

Mr. Collin Brooks, Director of Communications
(423) 434-5233 FAX (423) 218-4965

Mrs. ~~Sydney DeBusk~~ Lauren McGrew, Coordinator of Homeless Education Program
(423) 434-5226 FAX (423) 218-0550

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(423) 434-5217 FAX (423) 218-4965

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(423) 434-5207 FAX (423) 218-0545

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Tina Lunsford, Administrative Secretary
(423) 434-5235 FAX (423) 218-4967

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(423) 434-5200 FAX (423) 218-4965

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(423) 434-5208 FAX (423) 218-0550

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(423) 434-5213 FAX (423) 218-0550

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(423) 434-5228 FAX (423) 218-4966

Ms. Leia Valley, Supervisor of Finance
(423)434-5212 FAX (423) 218-0544

Dr. Roger Walk, Supervisor of Instruction and Testing
(423) 434-5223 FAX (423) 218-4965

Dr. Greg Wallace, Supervisor of Safety and Mental Health
(423) 791-3596 FAX (423) 434-5295

Dr. Renee Wood, Supervisor of Elementary and ~~Title I Instruction~~ Federal Programs
Patti Fatherree, Administrative Secretary
(423) 434-5220 FAX (423) 218-0549

School Nurses Office
Stephanie Brown, RN, BSN
Kristen Stetz, BSN
Michelle Jefferson, RN
Jennifer Norton, RN, BSN
Kristen Bulger, Secretary
(423) 232-5380 FAX (423) 218-0544

Office Hours

The Central Office of Johnson City Schools is open Monday through Thursday from 8:00 a.m. to 5:00 p.m. and Friday from 8:00 a.m. to 4:30 p.m.

Board of Education Meetings

The regular meeting of the Johnson City Board of Education is held on the first Monday of each month at 6:00 p.m. at the Central Office. All meetings of the Board are open to the public and streamed on Johnson City Schools' YouTube channel.

SCHOOL HOURS:

Science Hill High School (all campuses)……7:40 a.m. thru 2:45 p.m.
Liberty Bell Middle School ……7:40 a.m. thru 2:40 p.m.
Indian Trail Middle School……..7:40 a.m. thru 2:40 p.m.
Elementary Schools (all campuses)……. 8:15 a.m. thru 3:15 p.m.

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STATEMENT OF RIGHTS AND RESPONSIBILITIES

Johnson City Schools recognizes the following:

The primary intent of society in establishing the public schools is to provide an opportunity for learning. We believe that students have full rights of citizenship as delineated in the United States Constitution and its Amendments, that citizenship rights must not be abridged, obstructed, or in other ways altered except in accordance with due process of law, and that education is one of these citizenship rights.

Johnson City Schools prohibits discrimination on the basis of race, color, national origin, gender, religion, sex, age, and disability. Johnson City Schools does not condone or practice discrimination in admission, employment or in access to its programs or activities. If you feel that you have been discriminated against, you should contact your principal, or the district Title VI, Title IX and 504 Coordinator for Johnson City Schools at P.O. Box 1517, Johnson City, TN 37605 or 423-434-5200.

Under the Tennessee State Board of Education's Unsafe School Choice Policy, any public school student who is the victim of a violent crime as defined under Tennessee Code Annotated 40-38-111(g), or the attempt to commit one of these offenses as defined under Tennessee Code Annotated 39-12-10, shall be provided an opportunity to transfer to another grade-level appropriate school within the district.

PREAMBLE

The school is a community, and the rules and regulations of a school are the laws of that community. All those enjoying the rights of citizenship in the school community must also accept the responsibilities of citizenship. A basic responsibility of those who enjoy the rights of citizenship is to respect the laws of the community.

Students are encouraged to initiate, or react to, proposals for change in educational practices, rules or policies. Student input will be considered by the faculty, the administration and/or the Board of Education as appropriate.

CODE OF CONDUCT

It is the intention of Johnson City Schools to create a safe and respectful learning environment in which every student is able to reach their full potential and have the same opportunities regardless of race, color, creed, religion, ethnic origin, sex or disability. All students are expected to treat themselves and others with courtesy and respect. Behavior which is disrespectful will not be tolerated.

The following code sets forth school rules prohibiting certain types of student behavior that constitute serious student misconduct. The initial decision that certain student conduct violates this code is to be made by a school principal, who has the authority to discipline the student. A student found to be in violation of any of these rules may receive consequences as severe as a long-term suspension (over ten (10) school days and up to one (1) year) or expulsion. Other misconduct may be addressed by a principal under disciplinary authority given by statute or Board of Education policies.

A principal's decision to suspend a student for more than ten (10) days may be appealed, in writing, to a Disciplinary Hearing Authority. An alternative school program may be available for students who have been suspended or expelled. Approved school-based management alternatives may also be available at the local school. Additional information regarding suspension and expulsion can be found in section **III. DUE PROCESS GUIDELINES FOR DEALING WITH ALLEGED CODE VIOLATIONS**.

Tennessee Code Annotated 49-6- 4107(a) states that a principal, teacher, school employee or school bus driver, in exercising that person's lawful authority, may use reasonable force when necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another person.

I. RIGHTS

Freedom of Speech and Assembly

A. Students are entitled to verbally express their personal opinions. Such verbal expressions shall not interfere with the freedom of others to express themselves and shall not disrupt school, the classroom or school activities. The use of obscenities or personal attacks is prohibited.
B. All student meetings in school buildings or on school grounds may function only as a part of the formal education process or as authorized by the principal.
C. Students have the freedom to assemble peacefully, however there is an appropriate time and place for the expression of opinions and beliefs. Demonstrations that interfere with the operation of the school, the classroom, or school activities are inappropriate and are prohibited.

Freedom to Publish

A. Students are entitled to express their personal opinions in writing. The distribution of such writings shall not interfere with or disrupt the educational process. Such written expressions must be signed by the authors.
B. Students are entitled to express their personal opinions in the form of artwork and photography. The distribution of such artwork and photography shall not interfere with or disrupt the educational process. Any such student works must be signed by the creators.
C. Students who edit, publish, or distribute handwritten, printed, electronic, digital or duplicated matter among their fellow students within the schools must assume responsibility for the content of the publication.
D. Libel, obscenity, pornographic and lewd images and personal attacks are prohibited in all publications.
E. Commercial solicitation will not be allowed on school property or through school system equipment at any time without prior written approval of the principal.
F. The principal must approve the distribution of non-educational material by students in school buildings, on school grounds, at school activities or over school system computers or by means of the school system network.

Freedom from Unreasonable Search and Seizure

Students and their property shall be free from unreasonable search and seizure.

A. School personnel have the authority to search students, items in students' possession and student vehicles upon a reasonable belief that the search will lead to the discovery of either:
    1. Evidence of a violation of the law or of school rules and regulations; or
    2. Any object or substance that presents an immediate danger of harm or illness to any person.
B. Searches should be for a specific item and should be conducted in the presence of another school employee.
C. Items or substances which are illegal or present a threat to the safety or security of other persons or the school will be seized by school authorities. Students in possession of such items or substances will be subject to disciplinary action, which may include notification of legal authorities.
D. Items or substances which are used to disrupt or which interfere with the educational process will be removed from student possession.
E. General searches by school personnel of school property, including school property assigned to specific students, such as student lockers, may be conducted at any time.
F. Searches may be conducted on campus or during any organized school activity off campus.
G. When a search of an individual student's person has been conducted, the principal shall attempt to notify the parent/guardian by phone at the time of the search, or as soon thereafter as reasonably possible. If the phone notification is not successful, the principal shall send a letter or email to the parent/guardian within twenty-four (24) hours. This

notification will not apply to students attending the Science Hill High School Alternative Center or the Indian Trail or Liberty Bell Middle School Alternative classrooms.

H. A student who refuses a reasonable search may be considered in violation of the rule or rules for which they were subject to search.

II. RULES

ITEMS IDENTIFIED WITH AN ASTERISK (*) ARE AMONG THOSE DEFINED AS CRIMINAL UNDER THE LAWS OF THE UNITED STATES, THE STATE OF TENNESSEE AND/OR THE CITY OF JOHNSON CITY. A STUDENT FOUND TO BE IN VIOLATION OF THESE RULES MAY RECEIVE PUNISHMENT RANGING FROM VERBAL REPRIMAND TO SUSPENSION OR EXPULSION. DISCIPLINARY ACTION WILL BE TAKEN BY THE SCHOOL FOR VIOLATION OF THESE RULES, REGARDLESS OF WHETHER OR NOT CRIMINAL CHARGES RESULT.

*Rule 1 – Disruption of School

A student shall not use violence, force, noise, coercion, threat, intimidation, fear, passive resistance, or any other conduct to cause the disruption, interference, or obstruction of any school function or the educational process. A student shall not engage in conduct which could reasonably be foreseen to cause disruption, interference, or obstruction of any school function or the educational process. A student shall not urge others to engage in this type of conduct. While this list is not exclusive, the following acts when reasonably believed to be for the purpose of causing a disruption, interference, or obstruction of any school function, illustrate the kinds of offenses contemplated here:

A. Occupying any school building, school grounds, or part thereof with the intent to deprive others of its use;
B. Blocking the entrance or exit of any school building, corridor or room therein with the intent to deprive others of lawful use or access to or from the building, corridor or room;
C. Setting fire to, vandalizing, or damaging any school building or property;
D. Firing, displaying, carrying, possessing or threatening use of firearms, explosives, knives, blades or any other weapons (as defined in T.C.A. §39-17-1309) or other destructive device on the school premises, on a school bus, or at school sponsored events or activities for any unlawful purpose. Explosives, illustrations, or instructions for making or using explosives or other weapons or destructive devices are not permitted on school property or at school sponsored events or activities;
E. Preventing or attempting to prevent by any act (including transmitting a bomb threat in writing, by phone or by any other means, initiating a false fire alarm, or being accessory to such acts) the convening or continued functioning of any school, class, or school sponsored events or activities or of any authorized meeting or assembly on school property;
F. Preventing any student or students from attending school, class or school sponsored events or activities;
G. Except under direct instruction of the principal/designee, blocking normal pedestrian or vehicular traffic on a school campus;

H. Intentionally making noise (including disruptive verbal communication) or acting in any manner so as to intentionally and substantively interfere with the teacher's ability to teach or with other classroom or school events or activities;
I. Exhibiting immoral or disreputable conduct or vulgar, inflammatory or profane language;
J. Displaying obscene, lewd or pornographic images to others while on school property or at a school sponsored event or activity;
K. Willfully and/or persistently violating the rules of the school or the school system;
L. Refusing to obey an order of a principal, teacher or other authorized school employee;
M. Interfering with school authorities, which is defined as interfering with administrators, teachers or other authorized school employees by intimidation or with threat of force or violence. The commission of or participation in such activities in school buildings, on school buses, on school property, or at school sponsored events or activities is prohibited.

***Rule 2 – Damage, Destruction or Theft of School Property**

A student shall not cause, or attempt to cause, damage to school property or steal, or attempt to steal school property.

***Rule 3 – Damage, Destruction or Theft of Private Property**

A student shall not abuse, damage, destroy, steal, or attempt to steal private property while on the school grounds or while attending school sponsored events or activities.

***Rule 4 – Assault or Abuse of School Employee or Another Student**

Assault is intentionally, knowingly or recklessly causing bodily injury to another person; intentionally or knowingly causing another person to reasonably fear imminent bodily injury; or intentionally or knowingly causing physical contact with another person when a reasonable person would regard such contact as extremely offensive or provocative.

A student shall not assault or attempt to assault any person, including school employees or other students, at any time while on school grounds or while attending school sponsored events or activities.

A student shall not, through the threat or use of force, attempt to take any property which belongs to a school employee or another student. Such acts constitute extortion, blackmail and/or coercion.

A student shall not sexually assault any person at any time while on school grounds or while attending school sponsored events or activities.

***Rule 5 – Wearable/Personal Technology, Including But Not Limited To: ~~Radios, MP3 Players, Tape Players, Tape Recorders~~, Laser Pointers, ~~CD Players, Film Cameras~~, Digital Cameras, Video Recorders, Digital Video Recorders, Cell Phones, Smart Watches, Wireless Headphones or Earbuds, and Tablets**

Student use of recreational or electronic devices such as ~~radios and CD/tape/MP3 players, voice activated tape recorders, laser pointers~~ cell phones, smart watches, wireless headphones, earbuds,

and tablets or other wearable/personal technology on school property is permitted during school hours for educational purposes only and only under the direct supervision of the classroom teacher. Students will be expected and required to abide with all policies and procedures in place for use of these type of devices. While on school grounds or while attending any school related event or activity, students are prohibited from taking and/or displaying unauthorized photographs, video recordings and/or any type of digital image of other students and/or school personnel. The use of any recording device is strictly prohibited in any restroom or locker room, clinic or nurse's office, whether on school grounds or while attending any school related event or activity. Using any device to record altercations on school grounds or at school related events or activities is prohibited. Sending, sharing, viewing or possessing pictures, text messages, e-mails or other material of a sexual nature in electronic or any other form on an electronic device while on school property or at school related events or activities is prohibited. Students are prohibited from using any type of recording device in any manner that interferes with or is disruptive of the educational process or invades the privacy of students, employees, volunteers or visitors. Violation of this prohibition will subject a student to discipline under this provision and/or any other provision in this Student Code of Conduct that may be applicable to the circumstances involved. Electronic or other devices used in violation of this rule will be subject to confiscation at any time.

Rule 6 – Use of Personal Communication Devices

Elementary Schools and Middle Schools:

Students at elementary and middle schools are not permitted to use personal communication devices including, but not limited to cell phones, smart watches, wireless ear buds or head phones, and tablets on school property during school hours without the permission of a teacher or administrator. The use of personal communication devices is permitted by students at these schools at extracurricular school activities on or off school property. The use of personal communication devices is strictly prohibited in any restroom or locker room, clinic or nurse's office, whether on school grounds or while attending any school related event or activity. Using personal communications devices to record altercations on school grounds or at school related events or activities is prohibited. Sending, sharing, viewing or possessing pictures, text messages, e-mails or other material of a sexual nature in electronic or any other form on a personal communications device while on school property or at school related events or activities is prohibited. Personal communication devices used in violation of this rule will be subject to confiscation at any time. Disciplinary action will be taken against students who violate this rule.

Science Hill High School:

At Science Hill High School, student use of personal communication devices including, but not limited to, cell phones, smart watches and tablets, is prohibited during classes and at other times as announced. This includes text messaging. However, students are allowed to use their personal communication devices at school during non-instructional times. Students who have personal communication devices in class are responsible for having them turned off or otherwise silenced so that notifications will not interfere with instruction. The use of personal communication devices is strictly prohibited in any restroom, locker room, clinic or nurse's office, whether on

school grounds or while attending any school related event or activity. Sending, sharing, viewing or possessing pictures, text messages, e-mails or other material of a sexual nature in electronic or any other form on a personal communications device or other electronic device while on school property or at school related events or activities is prohibited.

The use of personal communication devices for the purpose of cheating is strictly prohibited. As a means of protecting instructional time and/or providing test security, teachers may elect to collect students' personal communication devices during any class and return them at the end of the period. Personal communication devices used in violation of this rule will be subject to confiscation at any time. Disciplinary action will be taken against students who violate this rule.

The administration of Science Hill High School or any Science Hill campus can impose stricter guidelines for use at any time, including mandatory, secure storage of devices during the school day to include non-instructional time.

***Rule 7 – Weapons and Dangerous Instruments**

A student shall not possess, handle, transmit, use, or attempt to use ammunition, firearms, explosives, fireworks, knives, or any other object that can be considered a weapon while on school grounds or while attending school sponsored events or activities. This rule applies to normal school supplies such as pencils, scissors, razors, or compasses when they are possessed, handled, transmitted, used or attempted to be used in a manner which renders the object(s) dangerous.

***Rule 8 – Alcoholic Beverages, Narcotics and Drugs**

A student shall not possess, use, transmit, consume, or show evidence of having consumed, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, inhalant, alcoholic beverage or intoxicant of any kind, including any analogues, while on school grounds or while attending school sponsored events or activities. (An analogue is defined as a substance which mimics the stimulant, depressant or hallucinogenic effect on the central nervous system that is similar to the stimulant, depressant or hallucinogenic effect of a controlled substance. An analogue includes "bath salts", "Spice", K-2 and any other "designer drug" and is included in the definition of drugs, herein.)

A student shall not possess, use, or be under the influence of any controlled or regulated drug, while on school grounds, or while attending school sponsored events or activities, unless the student has a prescription written for the student by a person authorized by the State of Tennessee to write medical prescriptions.

Any student showing evidence of having consumed inhalants, alcohol or drugs will be immediately removed from contact with other students by school personnel, who shall attempt to immediately contact the student's parent or legal guardian. Students who are suspected of being under the influence of alcohol or drugs may be subject to drug testing pursuant to TCA § 49-6-4213. Reasonable effort should be made to complete drug testing within 24 hours of parent/guardian contact. Results of tests not completed within the 24-hour time frame may not be accepted by school personnel. Students and their parents/guardians have the right to refuse drug

testing and/or related cooperation during the school investigatory process, with the understanding that such a failure to comply/cooperate can be considered and relied upon by school personnel to move forward with disciplinary action.
A student's use of a recommended dosage of a drug which has been authorized by a medical prescription written for the student by a person authorized by the State of Tennessee to write medical prescriptions and with the written permission of the parent/guardian shall not be considered a violation of this rule. Such medication, if administered at school or at a school event or activity, must be under strict supervision and in accordance with Board of Education policy and procedures.

A student shall not possess drug paraphernalia, including vaporizing pens and e-cigarettes, while on school grounds or while attending school sponsored events or activities. Electronic pagers may be considered to be drug paraphernalia in accordance with Tennessee law and under the terms of this rule. (TCA §49-6-4202)

A student shall not possess for resale or distribution any type of drug, including prescription or over-the-counter drugs, on school grounds or while attending school sponsored events or activities.

If a student must take prescription or non-prescription medication during school hours, the student or parent/guardian must deliver the medication to the clinic, unless the medication must be retained by the student for immediate self-administration (i.e. students with asthma.) Employees who have been trained by school nursing staff will assist the student in the self-administration of such medication in compliance with applicable policies. If a student needs to retain medication for immediate self-administration the student must have a written physician's note to that effect and must have the prior approval of the principal.

Johnson City Schools considers participation in interscholastic athletics as a privilege and not a right. Students that voluntarily participate in these activities are expected to accept the responsibilities which accompany the privilege. Among these is the responsibility to remain drug and alcohol free. Randomly throughout the school year, students in grades nine through twelve who desire to participate in interscholastic athletics, including cheerleading, may be subject to urine testing for illegal or banned substances. Information regarding random drug testing can be obtained from the administration.

***Rule 9 – Arson**

A student shall not commit or attempt to commit arson while on school grounds or while attending school sponsored events or activities. Arson is defined as the intentional setting of fire.

***Rule 10 – Burglary, Larceny, and Robbery**

A student shall not commit burglary, larceny, or robbery while on school grounds, or while attending school sponsored events or activities. Burglary is defined as breaking into school and/or personal property in or at the school. Larceny is defined as theft. Robbery is defined as stealing from an individual by force or threat of force.

***Rule 11 – Trespassing**

A student shall not be present in an unauthorized place during any period of time when they are properly under the authority of school personnel or refuse to leave an unauthorized place when ordered to do so.

***Rule 12 – Use of Tobacco/Electronic Cigarettes/Vaporizing Pens**

A student shall not possess and/or use tobacco or tobacco related products while on school grounds or while attending school sponsored events or activities. A student shall not possess and/or use electronic cigarettes/vaporizing pens or nicotine, nicotine-delivering substances, chemicals or devices that produce the same flavor or physical effect of nicotine substances, and any other "tobacco innovation" while on school grounds or while attending school sponsored events or activities.

Rule 13 – Repeated School Violations

A student shall comply with the directions of teachers, student teachers, substitute teachers, teacher assistants, principals, or other authorized personnel during any period of time when they are properly under the authority of school personnel. A student shall not willfully and/or persistently violate the rules of the school.

Rule 14 – Dress and Appearance

Students shall be well groomed and dress in a clean, neat and modest manner so as not to present health and safety problems or cause disruption of school or school functions. Students are required to adhere to the dress code of their respective school while on school grounds, or while attending school-sponsored events or activities.

***Rule 15 – Attendance**

Prompt daily attendance of all who are enrolled in the Johnson City Schools is required in accordance with state law and Board of Education policy. Students must attend regularly scheduled classes unless officially excused. Students participating in school sponsored trips are counted present.

Chronic absenteeism is defined as a student missing ten percent (10%) or more of the days the student is enrolled, for any reason, including excused absences and out-of-school suspensions.

Effect of Attendance upon Credit and Promotion

Students having excessive absences may fail to receive academic credit based upon the following:

1. Students in Grades K- 8. A student's excessive absence may limit progress to the point that promotion is not feasible. Upon recommendation of the principal, students in grades K-8 who have excessive absences will not receive credit towards promotion.

2. Students in Grades 9-12. Students are expected to be in school every day.

NOTE: ALL ABSENCES, EXCUSED OR UNEXCUSED, ARE COUNTED IN THE MAXIMUM NUMBER THAT MAY BE MISSED DURING A SESSION OR SCHOOL YEAR. STUDENTS WITH EXCESSIVE ABSENCES WILL BE CONSIDERED TRUANT AND WILL BE SUBJECT TO A TRUANCY INTERVENTION PLAN.

Acceptable Reasons for an Excused Absence

1. Student's personal illness or injury, including pregnancy – a parent's/guardian's statement is required unless the student has frequent absences, in which case a physician's statement will be required.
2. Death in the family.
3. Illness in the family requiring the student to give temporary help. A physician's statement is required.
4. Special and recognized religious holidays regularly observed by persons of the student's particular faith.
5. Summons, subpoena or court order.
6. Extreme weather conditions.
7. Principal/designee approved absences-up to three (3) days per school year as requested by the parent/legal guardian. No student will be allowed to use these absences during standardized testing dates or during final exams. Work missed during the absence must be made up before the absence or upon the return to school.
8. One day absence when a student's parent or custodian is deployed into active military service or returned from active military service.
9. Five (5) college visits.
10. Circumstances over which, in the judgment of the principal, the student has no control.

Rule 16 – Tardiness

Students are expected to arrive at school on time and to stay at school the entire day. Upon a third unexcused tardy and/or early dismissal a student will be subject to discipline. Principals may implement "time for time" procedures to deal with tardiness and early dismissals.

Rule 17 – Student Placement

The principal has the authority to change a student's placement or class assignment in an effort to address concerns about discipline and/or disruption of the learning process of the classroom or school.

Rule 18 – Refusal to Identify Self

All persons must upon request identify themselves to school personnel in the school building, on school grounds, or while attending school sponsored events or activities.

Rule 19 – Technology; Internet

Technology and Internet access and use are considered a privilege, not a right. All technological resources, including devices brought from home and used in school, must be used in accordance with the system's Acceptable Usage Agreement (a copy of which is included with this Code of Conduct) as well as school system policies and procedures and local, state, and federal laws and/or guidelines governing the usage of technology and its component parts. Students must use the provided technological resources so as not to cause waste or abuse, or to interfere with or cause harm to other individuals, institutions, or companies.

All computer data, including search histories and e-mail communications stored or transmitted on school system computers or by means of the school system network are subject to monitoring. Students should have no expectation of privacy with regard to computer data or transmissions.

Network Rules

The following are not permitted on school system networks, whether by means of school system devices or computers or devices brought from home and used in school (this list is not inclusive):

- Illegal activities;
- Taking, sending or displaying offensive, pornographic, lewd or obscene messages, language, or pictures;
- Harassing, insulting, threatening, bullying or attacking others;
- Violating copyright laws or engaging in plagiarism;
- Using others' passwords;
- Trespassing in others' folders;
- Intentionally misusing resources;
- Impersonation;
- Employing the network for commercial purposes; and
- Vandalizing, damaging or destroying computers, computer systems, computer networks, files, data or software.

The taking, disseminating, transferring, or sharing of obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, emailing, etc.) may constitute a CRIME under Tennessee and/or federal law. Any person taking, disseminating, transferring, or sharing obscene, pornographic, lewd, or otherwise illegal images or photographs will be reported to law enforcement and/or other appropriate state or federal agencies, which may result in arrest, criminal prosecution, and LIFETIME inclusion on sexual offender registries.

School officials will apply the same criterion of educational suitability to use of the Internet, computers and the network as they use to review other educational resources. Misuse of the Internet or other technological resources will result in disciplinary action.

***Rule 20 – Discrimination/Harassment**

Discrimination/harassment by students will not be tolerated. Discrimination is the display of unlawful bias, favoritism or prejudice toward others. Harassment is a single act or course of conduct directed toward an individual or group of people that serves no legitimate purpose other than to annoy, intimidate, frighten, alarm, torment or abuse that person or group.

Alleged victims of discrimination/harassment should report these incidents immediately to a teacher, counselor, or building administrator, or to one of the school system's complaint managers. Allegations of discrimination/harassment will be fully investigated by the school system. If the discrimination/harassment continues, the alleged victim should report in writing the continuing harassment to the principal, noting the date of first report and to whom the complaint was made.

Disciplinary action will be taken against perpetrators of discrimination/harassment.

Rule 21 – Bullying/Intimidation

~~Johnson City Schools uses the Olewus Bullying Prevention Program in all of its schools. Olweus defines bullying as occurring when someone repeatedly and on purpose says or does mean or hurtful things to another person who has a hard time defending them self.~~

~~Intimidation is intentional behavior that would cause an ordinary person to fear injury or harm.~~

~~A student will be subject to discipline for any act of bullying or intimidation that takes place on school grounds, while attending school-sponsored events or activities, on school transportation or at any official school bus stop immediately before boarding and immediately following de-boarding; or which is done at any time off-campus if the bullying causes or threatens to cause a disruption at school, at a school sponsored event or activity, or if it interferes with a student's education or security.~~

~~Bullying and intimidation can manifest as either physical harm of another person or damage to their property, or knowingly placing the person in reasonable fear of such, or creating a hostile educational environment.~~ Johnson City Schools prohibits bullying, cyber-bullying, harassment, and intimidation under Board Policy 6.304, which covers behavior on school grounds, transportation, and during electronic communication that disrupts the educational environment. Reports are investigated by school administration, and anonymous reports can be submitted via the Stopit Solutions anonymous reporting system.

Key Aspects of Johnson City Schools Bullying Policy:
Definition: Behavior that substantially interferes with a student's education, causes physical harm, creates reasonable fear of harm, or creates a hostile environment.
Reporting: Students or staff can report incidents directly to teachers, counselors, or principals, or through the Stopit Solutions anonymous reporting system.
Investigation: Principals are required to investigate reports and inform parents/guardians of all students involved.

Consequences: Disciplinary actions are determined by administration based on the severity of the incident.
Retaliation: Retaliation against any person who reports or assists in an investigation is strictly prohibited.

Rule 22 – Cyber-Bullying

A student will be subject to discipline for any act of cyber-bullying that takes place on school grounds, while attending school-sponsored events or activities, on school transportation; which is done through the use of the school system's intranet or Internet system or on any school system equipment; or which is done at any time off-campus if the cyber bullying causes or threatens to cause a disruption at school, at a school sponsored event or activity, or if it interferes with a student's education or security at school.

Cyber bullying encompasses any of the already prohibited actions – such as bullying, discrimination, or harassment – when done through electronic means. "Electronic means" include, but are not limited to, information and communication technologies such as e-mail, voice mail, cell phone and pager text messages, instant messaging (IM), personal Web sites, Weblogs, and online personal polling Web sites.

Examples of cyber bullying include posting slurs or rumors or other disparaging remarks about a student or staff member on any Web site or Weblog; sending e-mail, instant messages or photographs that are harassing, threatening or offensive; and taking and sending an unauthorized and unwanted photograph or video of a student or staff member.

***Rule 23 – Criminal Behavior**

A student may be suspended from school, from a school sponsored event or activity, or from riding a school bus when the student commits off campus criminal behavior which results in the student being legally charged with a felony and the student's continued presence in school poses a danger to persons or property or disrupts the educational process.

III. DUE PROCESS GUIDELINES FOR DEALING WITH ALLEGED CODE VIOLATIONS

Students' Due Process Rights

All students have the right to receive a free and appropriate education. Deprivation of that right may occur only for just cause and after due process. Due Process requirements necessitate that students be given an opportunity to be heard before they may be excluded from school. For minor offenses where the classroom teacher takes corrective disciplinary measures, no formal process or procedure is required. In cases of severe misconduct where there is a possibility of suspension or expulsion, the student shall be advised of the nature of his misconduct, questioned about it, and allowed to give an explanation.

The procedures required to establish due process are not fixed. What is required for due process can depend upon the severity of the penalty imposed on the student. For example, if the only

penalty given is detention after class, no formal procedure is required. In cases of severe discipline, such as a suspension of over ten (10) days, due process must be accorded. The following procedures provide for Constitutional requirements of due process and attempt to produce a reliable determination of the issues while minimizing the adversarial nature of the proceedings.

The Principal Will Address Misconduct When:

A. A teacher considers misconduct to be so serious as to warrant the principal's attention;
B. The alleged misconduct constitutes a violation of the rules that govern serious misconduct; or
C. The principal deems it advisable that they personally address the misconduct.

In addressing misconduct, the principal/designee shall investigate the incident. During the investigation the principal shall inform the student of the misconduct of which they are accused and of any evidence in support of the accusation. The student shall have the opportunity to deny the accusations and explain their behavior. If the student requests that other persons be questioned, the principal shall talk to them, when possible. If the student makes a reasonable defense based on information which cannot be immediately investigated, the principal will postpone any disciplinary action for a reasonable time until such information can be investigated. If the principal/designee deems it necessary, the police or other legal authorities may be included in the investigation. The principal shall give the student an explanation of the results of the investigation and shall inform the student as soon as possible of any disciplinary action to be taken.

The Principal's Discipline Authority

Suspension
There are several types of suspension available. Unless otherwise required by Board of Education policy or statute, the principal has the authority to determine what type of suspension, if any, the misconduct requires. Except when a student's continued presence presents an immediate danger, a student may not be suspended from a class, school or school related event or activity until the student has been advised of the nature of his misconduct, questioned about it, and been allowed to give an explanation.

The removal of a student from his class by the classroom teacher, principal or other authorized school personnel for the remainder of class period or for the remainder of a school day, and their placement in another room on the school campus shall not necessarily be an in-school suspension and shall not be entitled to the procedures set forth below. The principal has the authority to decide whether a removal shall be considered a suspension.

1. In-School Suspension. A principal has the option, depending on the severity of the offense, of suspending any student from attendance at a specific class, classes or school sponsored events or activities without suspending such student from attendance at school. This shall be known as in-school suspension. Students given in-school suspension are required to complete their academic assignments. Any

student given an in-school suspension in excess of one (1) day must attend either special classes attended only by students guilty of misconduct or be placed in an isolated area appropriate for study. Good and sufficient reasons for in-school suspension include, but are not limited to:

a. Behavior which adversely affects the safety and well-being of other students;
b. Behavior which disrupts a class or school sponsored event or activity;
c. Behavior prejudicial to good order and discipline occurring in class, during school sponsored events or activities, or on the school campus.

2. Summary Suspension. If the principal witnesses or has knowledge of any serious student misconduct and thinks that immediate removal of the student is necessary to restore order or to protect persons on the school grounds, they may suspend the student immediately for not more than two (2) school days. In such cases, the principal is not required to investigate before suspension, but shall carry out such an investigation and decide on further disciplinary action, if any, by the end of the school day following the summary suspension. Once a principal has decided to suspend a student summarily, they shall follow the procedures for sending a student home during the school day.

3. Out-Of-School Suspension for not More than Ten Days. When a principal deems it appropriate, they may suspend a student from attendance at school for not more than ten (10) consecutive days. If the principal determines it is in the best interest of the student, they may place the student in an assigned area of the school with the same consequences as for an out of school suspension.

4. Removal from School for More than Ten Days (Expulsion). A principal, with due cause, may expel a student. Expulsion is defined as removal from school for more than ten (10) consecutive days or more than fifteen (15) days in a month of school attendance.

Sending A Suspended Student Home During the School Day.
When a student is suspended (except for in-school suspension), the principal shall attempt to reach the student's parent, legal guardian, or legal custodian (hereinafter the term "parent" includes parent, legal guardian, or legal custodian) to inform them of the school's actions and to request that they come to the school for their child. If the parent/guardian is unable to come for their child, the student shall remain at school until the close of the school day, unless, with the parent's/guardian's consent or in the principal's judgment, the student can be provided transportation home. In a situation where the principal is not able to reach a parent/guardian and because of violations of school rules the principal is not able to keep a student on school grounds and restore order or protect others, the principal will call local law enforcement to assist in removing the student from school premises.

Reasons for Suspension
A principal may suspend any student from attendance at such school, including its sponsored activities, for good and sufficient reasons, including, but not limited to, the following:

- **A.** Willful and persistent violation of the rules of school;
- **B.** Immoral or disreputable conduct or vulgar or profane language;
- **C.** Violence or threatened violence against any person attending or assigned to any school;
- **D.** Willful or malicious damage to real or personal property of the school, or the property of any person attending or assigned to the school;
- **E.** Inciting, advising or counseling of other to engage in any of the act enumerated above;
- **F.** Marking, defacing or destroying school property;
- **G.** Possession of a pistol, gun or firearm, or a facsimile thereof, on school grounds or at school sponsored events or activities;
- **H.** Possession of a knife or blade on school property or at school sponsored events or activities;
- **I.** Assaulting any person attending or assigned to any school with vulgar, obscene or threatening language;
- **J.** Bullying;
- **K.** Unlawful use or possession of barbital or legend drugs or any other intoxicant on school property or at school sponsored events or activities;
- **L.** Two or more students initiating a physical attack on an individual student on school property or at school sponsored events or activities, including travel to and from school;
- **M.** Making a threat, including a false report, to use a bomb, dynamite, any other deadly explosive or destructive devise including chemical weapons on school property or at school sponsored events or activities;
- **N.** Engaging in behavior which disrupts a class or school sponsored event or activity;
- **O.** Off campus criminal behavior which results in felony charges when the continued presence of the charged student in school poses a danger to persons or property or disrupts the educational process; and
- **P.** Any other conduct which is prejudicial to good order or discipline in any school.

Procedures for Suspension
Upon suspension of any student other than for in-school suspensions of one (1) day or less, the principal shall:

- **A.** Within twenty-four (24) hours notify the parent/guardian and the Superintendent of Schools or the Superintendent of Schools' designee of:
  1. The suspension, which shall be for a period of no more than ten (10) days;
  2. The cause for the suspension; and
  3. The conditions for readmission, which may include, at the request of either party, a meeting of the parent/guardian, student and principal.

  If applicable, the principal shall follow the procedures for sending a student home during the school day.
- **B.** If the suspension is for more than five (5) days, the principal shall develop and implement a plan for improving the behavior which shall be made available for review by the Superintendent of Schools upon request.

C. If a suspension occurs during the last ten (10) days of any term or semester, the suspended student shall be allowed to take such final examinations or submit such required work as necessary to complete the course of instruction for that semester, subject to conditions prescribed by the principal or the final action of the Board of Education upon any appeal from an order of a principal continuing a suspension.

D. A student suspended from one school in the school system cannot enter another school in the system for the duration of the suspension. This does not preclude the principal's assignment of the student to an alternative school.

Discipline of Students with Disabilities

Students with disabilities identified in the Individuals with Disabilities Act (IDEA) and served by an Individualized Education Plan (IEP) will be disciplined in accordance with Federal and State Regulations provided by this act and Johnson City Schools policy. Students with disabilities may not be suspended for more than 10 cumulative days in a school year without appropriate services being provided. Upon expulsion or suspension, educational services will be provided as determined by the IEP team.

Alternative School Program Placement

Terms and conditions for participation in alternative programs will be specified in writing, and a student must agree to such terms and conditions prior to admission. The student shall not acquire any right or privilege to participate in any alternative program except as mutually agreed upon by the student and the staff in charge of the program. In order to remain in the program, the student must meet all the terms and conditions imposed. Failure of the student to do so, based upon the judgment of the staff, shall be grounds for termination of participation of the student. Termination of participation shall not entitle the student to enter any other program.

A. Out of School Suspension for Not More Than Ten Days:

A school principal may provide an alternative placement in lieu of out-of-school suspension for not more than ten (10) days. Any student eligible to attend Johnson City Schools who has been suspended, withdrawn, or terminated from the basic educational program may be enrolled in an alternative program as established by the school staff and approved by the Board, but only on terms and conditions specified for that program and only upon the recommendation of the suspending principal.

B. Out of School Suspension for More Than Ten Days (Expulsion) for Students in Grades 1-6 (TCA 49-6-3402):

A school principal may assign a student to an alternative program in lieu of out-of-school suspension for more than ten (10) days (expulsion) on terms and conditions specified for that program.

C. Out of School Suspension for More Than Ten Days (Expulsion) for Students in Grades 7 – 12 (TCA 49-6-3402):

1. Attendance in alternative placement is mandatory for students in grades 7-12 who have been suspended for more than ten (10) days from the regular school program if there is space and staff available.
2. Attendance in alternative program is not mandatory for students in grade 7–12 who have been expelled from the regular school program for committing a zero-tolerance offense. The Superintendent of Schools or their designee shall determine whether to assign a student who has been expelled from the regular school program to an alternative placement on a case-by-case basis.

IV. RIGHT TO APPEAL

Procedure for Appeal of In-School Suspension and Out-of-School Suspension for Ten (10) School Days or Less

A. The parent/guardian, or the student if 18 years old or older, shall file a request, either orally or in writing, for permission to return to the regular classroom, in cases of in-school suspension, or to school, in cases of out-of-school suspension, to the principal as soon as possible, but in no event later than two (2) days after the suspension.
B. Upon receipt of the request, the principal shall schedule a meeting with the student and parent(s)/guardian(s) to hear reasons for the request.
C. The principal shall make a written response to the request. If the student is allowed to return to the classroom or to school, no further action is required. If the student's suspension is upheld, the matter may be appealed to the Superintendent for a review of the appropriateness of the procedures. The authority for in-school suspension or out-of-school suspension of up to and including ten (10) school days lies solely with the principal.

Procedure for appeal of Out-of-School Suspension for More than Ten (10) School Days (Expulsion) or removal to an Alternative Placement for More than Ten (10) School Days

A. If a student is suspended for more than ten (10) days or remanded to an alternative placement for more than ten (10) days, the principal must immediately give written notice to the parent/guardian and the student of the right to appeal the decision to the Disciplinary Hearing Authority (DHA), which is appointed by the Board of Education.
B. All appeals must be filed with the principal, either orally or in writing, within five (5) days of receipt of the notice. Appeals may be filed by the student, the parent/guardian, or upon request of the student, by any person holding a teaching license who is employed by the school system.
C. When an appeal is filed, the DHA shall hold a hearing no later than ten (10) days after the beginning of the suspension or removal. The DHA shall give written notice of the time and place of the hearing to the parent/guardian, the student and the school official designated above who ordered the suspension. Notice shall also be given to any employee referenced above who requests a hearing on behalf of a suspended student. The Superintendent/designee may schedule a different date for the appeal hearing if the

student, the principal, or one of the Disciplinary Hearing Officers shows a good and sufficient cause.

D. The parent/guardian, or the student if 18 years old or older, shall be notified of the DHA's decision by certified letter within five (5) school days following the hearing.

Composition of the Disciplinary Hearing Authority

The DHA is established by the Board of Education to conduct hearings of suspension appeals. The DHA is to consist of three (3) to five (5) members, appointed to a one (1) year term and subject to reappointment. Each hearing must be conducted by at least three (3) members of the DHA, one of whom must be a principal or assistant principal, but not from the home school of the suspended student. The Superintendent of Schools/designee serves as chairman of the DHA.

The Chairman shall:

A. Identify the members of the DHA assigned to hear each appeal.
B. Be available before the hearing to answer questions that a parent/guardian or student may have about the proceedings.
C. Take full charge of the hearing by directing its proceedings and controlling the conduct of all persons present subject to procedural requirements.
D. Write the DHA's findings of facts and recommendations for action. The Chairman has the authority to delegate this responsibility to another member of the DHA.
E. Transmit the DHA's written findings and recommendations to the Superintendent, the principal and the parent/guardian or the student if 18 years old or older.

No person who was a witness to or has been involved in the investigation of the student's alleged misconduct, or who could be called to give testimony to the DHA, shall serve as a member of the hearing board.

Group Hearings

When multiple students are charged with violating the same rule and have acted in concert and the facts are basically the same for all students, a single hearing may be conducted for them if the Chairman of the DHA believes that the following conditions exist:

A. A single hearing will not be likely to cause confusion; and
B. No student will have their interest substantially prejudiced by a group hearing. If, during the hearing, the Chairman finds that a group hearing will prejudice a student's interest, they may order a separate hearing for that student.

Witness Statements

At least two (2) days before an appeal hearing the signed statements of all persons on whose information the charges are based, and any additional information related to the alleged misconduct, shall be available for review in the principal's office. These statements may be

examined and copied by the student, parents/guardians or any representative, at the student's expense. If the principal receives additional material that will be used at the hearing, they must promptly notify the parent/guardian or the student if 18 years old or older and make the material available for review.

The student shall file with the principal, at least two (2) days prior to the hearing, signed statements of any persons who have defensive information that they wish to have considered at the hearing, including the student's own statement if ~~to~~ they wish make one.

All statements must set out, with some particularity, the information known to the persons making them. For example, if a student is charged with consistently failing to follow a teacher's directions, the consistent nature of the failures must be specifically described.

Conduct of the Appeal Hearing

1. Closed Hearing

The appeal hearing shall not be open to the general public. The Superintendent of Schools/ designee, the principal/designee, the student, the student's parent(s)/guardian(s), the student's representative and any witnesses may attend the hearing. Any of the attendees may give testimony. Upon the request of the Chairman, the principal, the student, the student's parent/guardian or the student's representative, witnesses may be excluded from the hearing except when they are giving information or are being questioned by the DHA.

2. Student May Remain Silent

The student may speak in their own defense and may be questioned on their testimony or may choose not to testify. No student shall be threatened with punishment or later punished for refusal to testify.

3. Record of the Hearing

The Chairman shall provide for making a summarized transcript of any information orally presented at the hearing. Statements and other written matter presented to the DHA should be kept on file by the Superintendent.

4. Principal's Presentation of Statements and Records

It shall be the principal's duty to present to the DHA at the hearing the signed statements of all persons known to have information about the student's alleged misconduct. These shall be the same statements that previously have been available to the student in the principal's office and those statements that the student has submitted to that office. Upon the request of the student, the parent/guardian, the student's representative or the DHA, the principal shall submit to the DHA the student's record of previous behavior and their academic record. If the principal or the DHA deems it necessary, the information contained in such records shall be explained and interpreted to the DHA by a person trained in their use and interpretation.

5. Use of Witness

The appeal hearing shall consist of a review of the statements and records presented by the principal under section D and any statements or records presented by the student,

parent/guardian, or student representative in the student's defense. Any written statements from a person not present must be dated and signed by the person making the statement.

6. Examination of Witness

Members of the DHA, the principal, the student, the parent/guardian, or the student's representative may question witnesses, the student, or the principal about any matters logically relevant to the charge(s) against the student and the proper disposition of the matter. The Chairman is responsible for limiting unduly long, repetitious, unproductive, or irrelevant questioning.

7. Role of the Parent/Guardian

The parent/guardian should be present at the hearing and shall have an opportunity to make a statement to the DHA regarding their opinion about the proper disposition of the case and to answer questions. Any statement the parent/guardian makes needs not be filed with the principal before the hearing. The parent/guardian should be able to advise the student during the hearing. If allowed by section F, the parent/guardian may also question any witness.

8. Adult Representative in Addition to Parents/Guardians

If the parent/guardian cannot be present or if the student or their parent/guardian thinks the student's interest can be better protected by the presence of an additional adult at the hearing, the student may bring another adult to the hearing. The non-parent/non-guardian adult may act as a representative in the defense of the student and shall have the right to present and question witnesses, make a statement on the nature of the evidence and the proper disposition of the case, and otherwise assist the student. The non-parent/non-guardian adult may be an attorney. If the Chairman thinks the presence of the school board attorney will be helpful at the hearing, they may request the school board attorney's presence.

Disposition of the Case

The DHA shall make a decision on whether the student's due process rights were violated and the appropriateness of the disciplinary action. The DHA may affirm the decision of the principal, order removal of the suspension, unconditionally or upon such terms and conditions as it deems reasonable, assign the student to an alternative program, or suspend the student for a specified period of time. The decision must be based solely on the evidence presented at the hearing and should state substantial findings of fact on which the DHA's decision rests. The determination should explain, in terms of the needs of both the student and the school, the reasons for the particular action taken. The parent/guardian shall be notified of the DHA's decision by certified letter within five (5) school days after the hearing. A written record of the proceedings, including a summary of the facts and the reason supporting the decision, shall be made by the DHA.

Appeal of Disciplinary Hearing Authority Decision

The student or principal may appeal within five (5) school days of their receipt of the decision of the DHA, first to the Superintendent of Schools and then to the Board of Education. Absent a timely appeal, the decision will be final.

V. PROCEDURE FOR APPEAL TO SUPERINTENDENT AND BOARD OF EDUCATION

Appeal to the Superintendent

The student or principal may appeal the decision of the DHA to the Superintendent of Schools within five (5) school days. This appeal must be in writing. The Superintendent shall set a date for a review hearing within six (6) school days and notify the student by certified letter of the time and place of the hearing. The appeal to the Superintendent shall be solely on the record of the hearing before the DHA, except for the new evidence which has come to light and may affect the outcome of the appeal. The Superintendent shall notify the student and principal of their decision within five (5) school days. Notice to the student shall be by certified mail.

Appeal to the Board of Education

If a student or principal wishes to appeal the decision of the Superintendent of Schools, the appeal shall be by a letter directed to the Board of Education within five (5) school days of receipt of the decision of the Superintendent. The Board of Education, meeting in regular or special session, and based upon a review of the record, may grant or deny a request for a Board hearing, and may affirm or overturn the decision of the DHA without a hearing, provided the Board may not impose a more severe penalty than that imposed by the DHA without first providing an opportunity for a hearing before the Board. If a hearing is granted, the Chairman of the Board of Education/designee shall, within six (6) school days of the decision to grant a hearing, set a date for a hearing before the Board of Education and shall notify the student and the principal of the date, place, and time that such hearing will be held. Such notice to the student shall be by certified mail. The hearing shall be held within twenty (20) school days from the date of the decision to grant a hearing unless circumstances in the discretion of the Board require a later date. The hearing shall be closed to the public unless the student or student's parent/guardian requests in writing within five (5) days after receipt of written notice of the hearing that the hearing be conducted as an open hearing. The hearing will be based on the entire file and record in the matter and such new or additional material evidence as the staff and/or the student and/or their representatives may wish to introduce. The action of the Board of Education shall be final.

VI. MANDATORY ONE-YEAR EXPULSION (ZERO TOLERANCE)

In order to ensure a safe and secure learning environment free of drugs, violence and dangerous weapons, any student who, while on a school bus, on school grounds, or while attending any school event or activity, engages in the following behaviors shall be expelled from school for a period of not less than one (1) calendar year. The Superintendent of Schools has the authority to modify this expulsion requirement on a case-by-case basis. Incidents that result in expulsion for one year are:

- **Unlawful possession of any drug, including any controlled substance, controlled substance analogue, or legend drug on school grounds or at a school-sponsored event.**
- **Commission of aggravated assault or commits an assault that results in bodily injury upon any teacher, principal, administrator, any other employee of an LEA or a school resource officer.**
- **Possession of a firearm on school grounds or at a school sponsored event.**
- **Threatening mass violence, meaning an act which a reasonable person could conclude would lead to serious bodily injury or death of two or more persons, on school property or at a school-related activity.**

A student who has committed an offense which results in a mandatory one (1) year expulsion shall be entitled to ask for a hearing at which time any statements, explanations, evidence, or excuses for failures will be heard and recorded by the staff. Action of the staff following this hearing shall be final except that a student may request, in writing, a review by the Superintendent. The Superintendent shall decide whether or not to sustain the action of the staff based upon a review of the entire file as presented.
The mandatory one (1) year penalty will be enforced for all violations listed above, including first offenses. Upon a first offense, the student and/or parent/guardian on behalf of the student may apply for readmission after thirty days out of school. Upon the second or more offense, the student and/or parent/guardian may apply for readmission after sixty days out of school.
Before readmission will be considered, the following conditions must be met:

A. The student and/or parent/guardian seek(s), and the student has received, a psychological evaluation and/or help from an institution accredited to diagnose the need for counseling and/or treatment for alcohol/drug abuse. In cases of drug or alcohol violations, evaluation or assistance must be from a certified drug/alcohol abuse counselor or a counselor approved by the administration.

B. An authorized official of the accredited institution or organization who is qualified to do so certifies that the student either does not need treatment and/or rehabilitation or has completed a program of treatment and/or rehabilitation and is ready for successful re-entry into the school system. In cases of drug or alcohol violations, certification must be by a certified drug/alcohol abuse counselor.

Requests for all readmissions must be filed, in writing, with the office of the principal. A readmission hearing may be scheduled to consider the request. Consideration will be given to the reasons for the long-term suspension and the length of time the student has been out of the regular school program. The principal will hear from the student and/or parent/guardian any evidence or justification in support of readmission and will make a recommendation to the Superintendent regarding readmission.

Upon application for readmission, the principal may take into consideration such factors as previous suspensions, patterns of misconduct, attitudes adversely affecting progress and efficiency of the educational process, and whether readmission is in the best interest of the student in order to accomplish rehabilitation.

School Based Management Alternative to Mandatory Penalty

Upon recommendation by the principal, alternatives to the mandatory penalty may be offered by way of a contract between the school and the student. The parent/guardian must be aware of the terms of the contract and encouraged to attend a conference with the student to plan for its implementation, and may be asked to accept some responsibility, along with the student, for seeing that its conditions are met. If conditions of the contract are not met, the mandatory penalty process will be initiated. All alternatives to a mandatory penalty must be approved by the Superintendent of Schools.

Neither the foregoing conditions of the Code of Conduct nor any penalty prescribed therein shall constitute a waiver to the Tennessee Code Annotated to invoke a more severe penalty than herein prescribed, as prescribe in the General Acts of the State of Tennessee, including but not limited to Section 49-2-203 (a), and as the same may be supplemented or amended.

JOHNSON CITY BOARD OF EDUCATION
JOHNSON CITY PUBLIC SCHOOLS
JOHNSON CITY, TENNESSEE

ADOPTED JANUARY 10, 1980
Last Amended April ~~7, 2025~~ 6, 2026

Notification of Rights under FERPA for Elementary and Secondary Schools

The Family Educational Rights and Privacy Act (FERPA) affords parents/guardians and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. These rights are:

1. The right to inspect and review the student's education records within 45 days after the day the Johnson City Schools receives a request for access.

   Parents/Guardians or eligible students who wish to inspect their child's or their education records should submit to their or their student's school principal a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the parent/guardian or eligible student of the time and place where the records may be inspected.

2. The right to request the amendment of the student's education records that the parent/guardian or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

   Parents/Guardians or eligible students who wish to ask their school to amend their child's or their education record should write the school principal, clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the parent/guardian or eligible student, the school will notify the parent/guardian or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent/guardian or eligible student when notified of the right to a hearing.

3. The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

   One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent/guardian or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent/guardian, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill their ~~his or her~~ professional responsibility.

Upon request, the school discloses education records without consent to officials of another school or school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by their school to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are:

    Family Policy Compliance Office
    U.S. Department of Education
    400 Maryland Avenue, SW
    Washington, DC 20202

FERPA permits the disclosure of PII from students' education records, without consent of the parent/guardian or eligible student, if the disclosure meets certain conditions found in § 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent/guardian or eligible student, § 99.32 of the FERPA regulations requires the school to record the disclosure. Parents/Guardians and eligible students have a right to inspect and review the record of disclosures. A school may disclose PII from the education records of a student without obtaining prior written consent of the parents/guardians or the eligible student –

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in § 99.31(a)(1)(i)(B)(*1*) - (a)(1)(i)(B)(*3*) are met. (§ 99.31(a)(1))

- To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of § 99.34. (§ 99.31(a)(2))

- To authorized representatives of the U. S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the State educational agency (SEA) in the parent/guardian or eligible student's State. Disclosures under this provision may be made, subject to the requirements of § 99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf, if applicable requirements are met. (§§ 99.31(a)(3) and 99.35)

- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary for such purposes as to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§ 99.31(a)(4))

- To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to § 99.38. (§ 99.31(a)(5))

- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction, if applicable requirements are met. (§ 99.31(a)(6))

- To accrediting organizations to carry out their accrediting functions. (§ 99.31(a)(7))

- To parents/guardians of an eligible student if the student is a dependent for IRS tax purposes. (§ 99.31(a)(8))

- To comply with a judicial order or lawfully issued subpoena if applicable requirements are met. (§ 99.31(a)(9))

- To appropriate officials in connection with a health or safety emergency, subject to § 99.36. (§ 99.31(a)(10)

- Information the school has designated as "directory information" if applicable requirements under § 99.37 are met. (§ 99.31(a)(11))

- To an agency caseworker or other representative of a State or local child welfare agency or tribal organization who is authorized to access a student's case plan when such agency or organization is legally responsible, in accordance with State or tribal law, for the care and protection of the student in foster care placement. (20 U.S.C. § 1232g(b)(1)(L))

- To the Secretary of Agriculture or authorized representatives of the Food and Nutrition Service for purposes of conducting program monitoring, evaluations, and performance measurements of programs authorized under the Richard B. Russell National School Lunch Act or the Child Nutrition Act of 1966, under certain conditions. (20 U.S.C. § 1232g(b)(1)(K))

Family Educational Rights and Privacy Act (FERPA)
Notice for Directory Information

The *Family Educational Rights and Privacy Act* (FERPA), a Federal law, requires that Johnson City Schools, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your child's education records. However, Johnson City Schools may disclose appropriately designated "directory information" without written consent, unless you have advised the School System to the contrary in accordance with School System procedures. The primary purpose of directory information is to allow Johnson City Schools to include information from your child's education records in certain school publications. Examples include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's/guardian's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, two federal laws require local educational agencies (LEAs) receiving assistance under the Elementary and Secondary Education Act of 1965, as amended (ESEA) to provide military recruiters, upon request, with the following information – names, addresses and telephone listings – unless parents/guardians have advised the LEA that they do not want their student's information disclosed without their prior written consent.

If you do not want Johnson City Schools to disclose any or all of the types of information designated below as directory information from your child's education records without your prior written consent, you must notify the Johnson City School System in writing by **September 4, 2026**. Johnson City Schools has designated the following information as directory information:

Student Name	Student Address
Telephone Listing	Electronic Mail Address
Photograph	~~Date and Place of Birth~~
Major Field of Study	Dates of Attendance
Grade Level	Degrees, Honors and Awards Received
Participation in Officially Recognized Teams	
Weight and Height of Members of Athletic Teams	
Most Recent Educational Agency or Institution Attended	

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Johnson City Schools
Technology Responsible Use Agreement

Use of District-Provided Technology Resources:
To ensure that students receive a quality education in an intellectually stimulating environment, it is the goal of the Johnson City Schools to provide all students with access to a variety of technological resources.

Johnson City Schools recognizes that digital information resources help facilitate, inform, measure and sustain improvements in the quality and delivery of education. The creation of a large and varied technological environment demands that technology usage be conducted in legally and ethically appropriate ways consistent with the policies and instructional goals of the Johnson City Schools.

The purpose of this Responsible Use Policy (RUP) is to set expectations for the ethical, responsible, and safe use of technology resources in our school district. These resources include computers, internet access, email, and all other devices and systems provided by the district. This policy applies to all students, staff, and other users of the district's technological resources.

I. ACCESS:

A. All users are granted access to the district's technology resources (including the internet, devices, email, and network services) in accordance with the educational goals of the district.
B. Any student or employee who accesses the district's network or any device for any purpose agrees to be bound by the terms of the Agreement, even if no signed Agreement is on file.
C. Users will be issued usernames and passwords to access district systems. These credentials must be kept confidential and not shared with others.
D. Access to the Internet by students by any means other than the District's network while in a Johnson City School facility is prohibited.
E. Except at approved locations or as otherwise approved, all devices connected to the Johnson City Schools physical network (a device located at a Johnson City School facility, either wired or wireless) must be the property of Johnson City Schools. Mobile equipment may be taken home or to other locations by staff and by students at designated locations, however the staff and/or student is responsible at all times for the care and appropriate use of the equipment.
F. Technology equipment is configured for use on the school system network. The Technology Department will not be able to assist with connections to Internet providers outside of the district network.
G. Students and staff are responsible for securing technology devices when not in use and for returning them in good working condition.
H. Access to district technology is a privilege, not a right. The district may restrict or revoke access at any time due to misuse or violations of this policy.

I. Individuals identified as a security risk may be denied access to the District's technological resources.

II. PRIVACY AND CONFIDENTIALITY

A. The district respects the privacy of users and will make reasonable efforts to protect the confidentiality of personal information stored or transmitted using district technology.
B. However, users should be aware that the district may monitor the use of its technology resources to ensure compliance with this policy and applicable laws.
C. Email accounts, files, and communications are not considered private and may be accessed or monitored for compliance with district policies. Because communications on the Internet are often public in nature, all users should be careful to maintain appropriate and responsible communications.
D. Users must respect the privacy of others. Personal data such as passwords, student records, or sensitive information must not be shared or accessed without proper authorization.
E. All data, including search histories and email communications, transmitted on school system computers or by means of the school system network are subject to monitoring and may be archived.
F. Users are encouraged to avoid storing personal and/or private information on the district and/or schools technological resources.
G. All users are responsible for the backup and storage of any critical files and/or data. Cloud storage drives are available for all users in the district for file storage.

III. COPYRIGHT:

A. Users must comply with all copyright laws and respect the intellectual property of others. Copying, distributing, or using materials without proper authorization is prohibited.
B. Plagiarism, or the act of presenting someone else's work as your own, is prohibited.
C. Users may not download, share, or use unauthorized software, files, or resources that violate copyright or licensing agreements.
D. Duplication of any copyrighted software is prohibited unless specifically allowed for in the license agreement.
E. Fair use of copyrighted material for educational purposes is allowed, but users must adhere to appropriate guidelines for citations and permissions when necessary.
F. For licensed software, it is the responsibility of the purchaser to ensure the correct number of licenses are purchased.

IV. EMAIL USE:

A. District-provided email accounts are for educational purposes only and should not be used for personal or inappropriate communication.
B. Email accounts should not be used to send unsolicited or spam messages, including commercial solicitations.

C. Email correspondence should be respectful and appropriate for the school environment. Harassment, bullying, or offensive language in email communications will not be tolerated.
D. All email communications transmitted via district accounts shall be monitored.
E. Users should be cautious when sending personal or sensitive information through email.
F. Electronic mail correspondence may be a public record under the public records law and may be subject to public inspection.

V. INTERNET:

A. Internet access is provided to enhance learning and support educational activities. However, all users are expected to use the internet in a responsible, ethical, and legal manner.
B. All school rules and guidelines for appropriate technology usage shall apply to usage of the Internet.
C. Teachers will screen all Internet resources that will be used in the classroom prior to their introduction.
D. Students will gain access to the Internet by agreeing to conduct themselves in a considerate and responsible manner and by providing written permission from parents/guardians via this signed agreement.
E. Personal hotspots are not permitted for use inside Johnson City School buildings during the instructional day. Wireless Internet connectivity is provided for all wi-fi capable district-owned devices.
F. District-owned devices can connect to any standard wi-fi network for which the user has the appropriate network key or password. The Technology Department does not provide support in connecting to outside services.

VI. USE OF ARTIFICIAL INTELLIGENCE (AI)

The district recognizes AI as a powerful tool for learning and productivity. Use of AI must follow these "Three Pillars":

A. Academic Integrity (Students)
   Disclosure: Students must cite the use of AI in any project or assignment. Failure to do so may be considered plagiarism.
   Authorized Use: AI should only be used when explicitly permitted by the student's teacher. It is a supplement to – not a replacement for – critical thinking.
   Verification: AI can "hallucinate" (provide false information). Students are responsible for fact-checking all AI-generated content against reliable sources.
B. Professional Ethics (Staff)
   Instructional Design: Staff are encouraged to use AI for lesson planning and administrative efficiency but must review all output for pedagogical accuracy and bias.
   Grading: While AI can assist in feedback, final grading and assessment decisions must remain the responsibility of the human educator.

C. Data Privacy and Safety (All Users)
PII Protection: Users must not input Personally Identifiable Information (PII) – such as student names, ID numbers, or home addresses – into any AI platform.
Age Compliance: Users must adhere to the age requirements set by AI services providers (often 13+ or 18+).

VII. INTERNET FILTERING:

A. The district employs internet filtering tools to block access to inappropriate websites and content that is not suitable for educational purposes.
B. Users must adhere to the district's guidelines on acceptable internet use. Accessing inappropriate content (such as adult content, violent materials, or hate speech) is prohibited.
C. Users should avoid accessing websites that are not related to school activities during instructional time, unless authorized by a teacher or administrator.
D. All students will participate in Internet safety training, which is integrated into the District's instructional program in grades K-12. Schools will use existing avenues of communication to inform parents/guardians, grandparents, caregivers, community stakeholders and other interested parties about Internet safety.

VIII. WEB PUBLISHING:

A. The Johnson City Schools' web page cannot be used for profit, commercial purposes, to express personal opinions, or for editorializing.
B. Students and staff must obtain permission from a teacher or administrator prior to publishing content on any district-related website or online platform.
C. Published content must adhere to the district's standards for appropriate behavior and educational focus. Content deemed discriminatory, offensive, or inappropriate will be removed.
D. Students and staff should not publish personal identifying information (e.g., addresses, phone numbers, or photos) without prior consent from a parent or guardian (for students) or the appropriate district personnel.
E. No written permission is required to list faculty/staff and their school contact information (phone extension, electronic mail address, etc.)
F. Employees may opt out of having their photograph published by notifying their school's webmaster and the webmaster of the district website.
G. Consent is required for posting employee photographs.
H. Posting content that infringes upon copyright laws, or includes obscene, pornographic, harassing, or threatening materials is prohibited by law and will result in disciplinary action and/or legal prosecution.
I. All published content must be ADA compliant and meet high standards for accuracy, spelling, usage, and mechanics.
J. Pages must to be reviewed and updated on a regular basis to ensure pertinent and timely content and must include the page editor name and date last updated.
K. All website administrators must complete required training prior to gaining or retaining access.

L. District website administrators reserve the right to reject all or part of a proposed web page and its location as well as revoking accounts when web publishing guidelines are not followed.

IX. PROHIBITED USES:

The following activities are examples of inappropriate activities on any Johnson City Schools network, electronic mail system, or the Internet. This list is not all-inclusive. Anything that would be considered inappropriate in "paper form" is also considered inappropriate in electronic form.

A. Pretending to be another individual online or using someone else's credentials.
B. Sharing your own password.
C. Cyberbullying, including harassing, insulting, threatening, or attacking others via technological resources.
D. Damaging district-owned devices or the district network in any way.
E. Accessing inappropriate web sites (sites containing information that is violent, illegal, sexually explicit, racist, etc.)
F. Sending, displaying, or downloading offensive messages or pictures.
G. Using obscene, racist, profane, lewd, discriminatory, threatening, or inflammatory language.
H. Posting any false, damaging or libelous information about another person, the school system or other organizations, or impersonating another individual.
I. Posting any personal information about another person without their written consent.
J. Broadcasting network messages and/or participating in sending/perpetuating chain letters.
K. Violating copyright laws and/or plagiarism of materials.
L. Use of technology resources to create illegal materials (i.e. fake identification, etc.)
M. Use of any Johnson City Schools' technology resources for personal gain, commercial or political purpose.
N. Use of Johnson City Schools' technological resources for purposes of hacking into other local area networks or outside networks or another person's account.
O. File-sharing or downloading file-sharing programs.
P. Use of tor browsing, p2p file sharing, VPNs, or attempting to bypass the District's Internet filter.
Q. Participating in any other activity that is detrimental to students, the school, the School District or school employees or officials.

X.CONSEQUENCES FOR MISUSE:

A. Any violation of the Responsible Use Agreement may result in disciplinary action, including but not limited to loss of access to technology resources, suspension, or expulsion, in accordance with district policies.
B. Depending on the severity of the violation, students or staff may face disciplinary action according to the district's student handbook or employee guidelines.

C. In cases of illegal activity, the district may refer the matter to law enforcement authorities.
D. Users have the right to appeal a discipline decision to the site administrator or Superintendent of Schools. All Johnson City Schools students and their parent/guardians and all Johnson City Schools employees must sign this agreement as acknowledgment of receipt of these procedures and policies.

Liability:
Johnson City Schools does not guarantee the reliability of the data connection and does not verify the accuracy of information found on the Internet. Johnson City Schools recognizes that parents/guardians of minors are responsible for setting and conveying the standards their children should follow when using information sources. Accordingly, before a student may independently access the Internet, the student's parent must be made aware of the possibility the student could obtain inappropriate material while engaged in independent use of the Internet.

Student Device and Online Applications User Agreement

The educational program at your student's school includes a device that will be issued to your student for their use at school and home (grades 6-12 only unless extenuating circumstances occur). We are very excited to be able to make these powerful tools available to our students. We also understand that both students and parents/guardians are concerned about keeping these tools secure and in good working order.

Like textbooks, team uniforms and other school property issued to your student, there is a responsibility to take appropriate care of these valuable resources. The device is no different, but it does represent an increased cost to the district and liability to students and parents/guardians. We know that loss and accidents will happen. District policies, regulations and practices require that a fee be levied to cover the repair or replacement cost of district property. With computing devices, like iPads and Chromebooks, the cost of loss or damage can be significant. The district does not assess an annual Technology Fee. However, lost Chromebooks or damaged Chromebooks/iPads (after the first claim) are the responsibility of the student and family.

Any device lost or stolen will be remotely disabled and all functionality removed until the device is returned. Students who withdraw or leave the Johnson City School District and do not return the student issued device will be subject to a fine and possibly reported to the local law enforcement as having possession of a stolen device. Records may also be withheld.

Johnson City Schools uses applications from the Google Chrome Store, the Microsoft Store, and the Apple App Store. These apps are vetted internally by instructional and technology staff for use in instruction. Students do not have access to these online stores to download their own applications. With this agreement, parents/guardians signify their acceptance of this practice by the district.

Because we cannot repair power adapters, students must always cover the cost of damage to or loss of the power supply/cord. Deliberate damage, as determined by the school, to any device is NOT covered and students will be responsible for up to full replacement costs. Other damage/loss is outline below.

	First Claim (screen/keyboard)	**All Other Claims**
Accidental Damage	None	Full cost of repair
Theft (with Police Report)	None	Full cost to replace
Lost	Full cost to replace	Full cost to replace

Agreement and Acknowledgment:
All users (staff, students and parents/guardians) must sign an acknowledgement of the Responsible Use Policy and Device and Online Applications Agreement, indicating they have read, understood, and agree to comply with the terms outlined. Parents or guardians of students under the age of 18 must also sign the agreement for their student.

_____
Staff Member Signature

_____
Student Signature

_____
Parent/Guardian Signature

2026-2027 School Year Calendar

JOHNSON CITY SCHOOLS
Expect The Best!

BOE Approved: 04/07/2025
Subject to Change

July 2026

S	M	T	W	T	F	S
			1	2	H	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	☺	☺	25
26	Curriculum Day	Innovation Academy	AD	IN	AD	

August 2026

S	M	T	W	T	F	S
						1
2	3	4	5	IN	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	H	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026

S	M	T	W	T	F	S
				1	2*	3
4	FB	FB	FB	FB	FB	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026

S	M	T	W	T	F	S
1	2	TPC	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	V	H	V	28
29	30					

December 2026

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18*	19
20	V	V	V	V	H	26
27	V	V	V	V		

Jul.23-24	New Teacher Orientation Days
Jul.27	Required Curriculum Day for K-8 Teachers
Jul.28	Innovation Academy
Jul.29	Adminstrative Day
Jul.30	In-Service Day/District Opening Day
Jul.31	Administrative Day
Aug.3	**First Day of School for Students**
Aug.6	In-Service Day
Sept.7	Labor Day
Oct.2	**First Quarter Ends**
Oct.5-9	Fall Break
Nov.3	Teacher/Parent Conference Day (Appointments vary by school.)
Nov.25-27	Thanksgiving Break
Dec.18	**Half-Day | 2nd Quarter Ends**
Dec.21-Jan.1	Winter Break
Jan.4	Administrative Day
Jan.5	In-service Day
Jan.18	MLK Jr. Day
Feb.12	Snow Day
Feb.15	Snow Day
Feb.26	In-Service Day
Mar.12	**3rd Quarter Ends**
Mar.15-19	Spring Break
Mar.26	Good Friday
Mar.29	Snow Day
May 27	**Last Day of School for Students | Half-Day | 4th Quarter Ends**
May 28	In-Service Day
May 29	Administrative Day

Color Code Legend

- Student Days
- TPC Day | No Students
- Holidays & Vacation Days | No School
- Half-Days for Students
- Snow Days | No School
- In-Service & Administrative Days | No Students
- Optional In-Service Day | No Students

Half-Day Dismissal Times:
Elementary Schools - 11:30 a.m.
Middle & High Schools - 11:00 a.m.

January 2027

S	M	T	W	T	F	S
					H	2
3	AD	IN	6	7	8	9
10	11	12	13	14	15	16
17	H	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	❄	13
14	❄	16	17	18	19	20
21	22	23	24	25	IN	27
28						

March 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12*	13
14	SB	SB	SB	SB	SB	20
21	22	23	24	25	V	27
28	❄	30	31			

April 2027

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	AD
23	24	25	26	27*	IN	29
30	V					

June 2027

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Title Projected Allocations FY27	
Title I, A	2,473,953.55
Title 1, D	26,433.32
Title II, A	411,441.82
Title III	57,198.13
Title IV	149,845.72
IDEA	1,869,669.00
IDEA, Pre-K	54,340.00
Total	5,042,881.54

DRAFT

FY2027 Consolidated Application Approval for IDEA/ESEA
School Year 2026-2027

901	Johnson City Schools
LEA #	*LEA Name (Legal Name of Agency):*

PO Box 1517
LEA Legal Mailing Address

100 E. Maple Street
Street Address

Johnson City	TN	37605
City	State	Zip

Consolidated Project begins July 1, 2026 and ends June 30, 2027

The facts, figures, and representations made in this application, including exhibits, attachments, and assurances herein, are true and correct to the best of my knowledge.

The Board of Education has reviewed and approved this project year application for filing.

This action is recorded in the official minutes of the Agency's Board meeting held on the date entered below:

April 6, 2026
Board Meeting Date

Director of Schools (Signature)	Board of Education Official (Signature)
Director of Schools (Print Name)	Board of Education Official (Print Name)
Date Signed	Date Signed

Indian Trail
Middle School

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

Dr. James Jacobs
Principal

Dr. Chris Feathers
Assistant Principal

Mrs. Christy Nelson
Assistant Principal

Date: **March 23, 2026**

TO: **Johnson City School Board of Education**

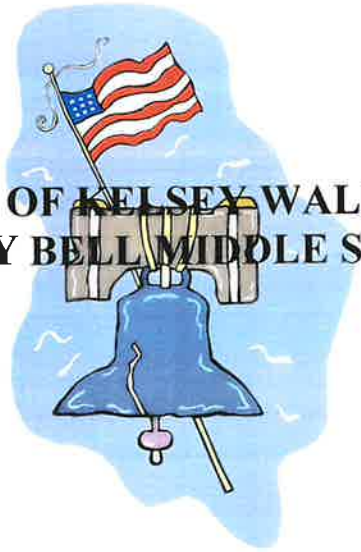
FROM: **James Jacobs, Principal, Indian Trail Middle School**
Alice Anne Goodman, Indian Trail Middle School Bookkeeper

SUBJECT: **Transfer of School Funds**

Indian Trail Middle School requests to transfer $10,000 from Fee Waiver (Account L 71100.535.000.00400.000) to Instructional Supplies and Materials (Account 71100.429.000.00400.000).

(RECEIVED ON 3/23/2026 - MB)

FROM THE DESK OF KELSEY WALKER, PRINCIPAL
LIBERTY BELL MIDDLE SCHOOL



March 24th, 2026

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

Liberty Bell Middle School requests permission to transfer $5000.00 from Copier (L71100399) to Instructional Equipment (L71100722).

Your consideration is greatly appreciated.

Respectfully Submitted,

Kelsey Walker, Principal
Liberty Bell Middle School

(RECEIVED ON 3/24/2026 - MB)

Johnson City Schools 2027-2028

July 2027

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	H	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21			24
25	Inno Aca	Curric Day	AD	IN	AD	31

August 2027

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2027

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	H	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2027

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					TPC ★	2
3	FB	FB	FB	FB	FB	9
10	IN	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

November 2027

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	V	H	V	27
28	29	30				

December 2027

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	◖★	18
19	V	V	V	V	V	H
26	V	V	V	V	V	

	New Teachers In-service
AD	Administrative Day
IS	In-service Day for all teachers. 1 additional in-service day will be planned, outside the school calendar, at the school level.
◖	Student ½ Day Dismissal times: Elementary 11:30 am Middle 11:00 am High School 11:00 am
	Student Day
IN/EL	Election Day- No school for students. In-Service Day for teachers.
H	Holiday for students and staff
FB	Fall Break
★	End of nine-week term
SB	Spring Break
V	Vacation
TPC	Teacher/Parent Conference Day (not a student day; appointments vary by school)
❄	3 snow days are built into the calendar.

January 2028

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						H
2	AD	IN	5	6	7	8
9	10	11	12	13	14	15
16	H	18	19	20	21	22
23	24	25	26	27	❄	29
30	31					

February 2028

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	❄	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

March 2028

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	❄	11
12	SB	SB	SB	SB	SB	18
19	20	21	22	23	24	25
26	27	IN/EL	29	30	31	

April 2028

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9	10	11	12	13	V	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2028

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	AD
21	22	23	24	◖★	26	27
28	H	30	31			

June 2028

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

JOHNSON CITY SCHOOLS

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

To: Board of Education
From: Dr. Erin Slater, Superintendent, and Leia Valley, Supervisor of Finance
Re: 2026-2027 Tuition Rates
Date: March 25, 2026

We would like to recommend the tuition rates listed below for the 2026-27 school year. Rates would remain the same as the 2025-26 school year.

Johnson City Schools
Tuition Information

26-27 Tuitions Rates:	Full Price	Employee (Half Price)
Carter, Sullivan and Washington Counties	$1,200	$600
Other Counties	$1,700	$850
Out-of-State	$12,266	$6,133

	2024-2025 # of Students	2025-2026 # of Students
Full Price Tuition	115	145
Half Price Tuition (Employees) – Washington Co	64	70
Full Price Tuition – Other Counties	73	112
Half Price tuition (Employees) – Other Counties	49	53
Total	301	380

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

Johnson City Schools
Tuition Student Summary FY 2025-26

Number of Existing Tuition Students	274
Number of New Tuition Students	106
Grand Total of Tuition Students Accepted into Various Johnson City Schools	**380**

Number of Tuition Students - Not Employees	257
Number of Tuition Students - Employees	123
Grand Total of Tuition Students Accepted into Various Johnson City Schools	**380**

Location Summary:

Tuition Students from Washington County	215
Tuition Students from other counties	165
Grand Total of Tuition Students Accepted into Various Johnson City Schools	**380**

Employee Summary:

Existing Tuition Students with Parents Employed by Johnson City	99
New Tuition Students with Parents Employed by Johnson City	24
Tuition Students with Parents Employed Full Time by City of Johnson City	**123**

Fee Summary:

Existing Tuition Students	$	280,115.22
New Tuition Students	$	97,244.77
Total Tuition Fees Expected to be Collected	**$**	**377,359.99**

Fees to be Collected from Employees of City of Johnson City	$	80,168.06
Fees to be Collected from Non-Employees	$	297,191.93
Total Tuition Fees Expected to be Collected	**$**	**377,359.99**

Johnson City Schools
Tuition Student Summary FY 2025-26

Washington County Tuition Students
Number of Students by City

Washington County		
Chuckey	1	
Erwin		
Fall Branch	1	
Gray	28	
Johnson City	80	
Jonesborough	90	
Kingsport	2	
Limestone	3	
Telford	10	
Total Washington County Students		215

Johnson City Schools
Tuition Student Summary FY 2025-26

Students Outside Washington County
Number of Students by County and City

Sullivan County		
Blountville	7	
Bluff City	4	
Bristol	2	
Church Hill	2	
Kingsport	19	
Piney Flats	52	
		86
Carter County		
Elizabethton	15	
Hampton	3	
Johnson City	38	
Watauga	2	
		58
Greene County		
Greeneville	4	
Chuckey	1	
		5
Unicoi County		
Elizabethton	1	
Erwin	5	
Johnson City	1	
Unicoi	8	
		15
Out of State		
Fort Blackmore, Virgina	1	
		1
Total Students Outside Washington County		165

Johnson City Schools
Tuition Student Summary FY 2025-26

Tuition Students FY 2025-26 by School

School	Existing Students	New Students	Total
Science Hill	118	34	152
Liberty Bell	49	5	54
Indian Trail	26	7	33
North Side	3	-	3
Lake Ridge	5	2	7
South Side	11	6	17
Mountain View	2	-	2
Fairmont	18	31	49
Woodland	19	3	22
Towne Acres	11	2	13
Cherokee	8	13	21
Market Street	4	3	7
Totals	**274**	**106**	**380**

Tuition Students FY 2025-26 by Grade Level

Grade Level	Existing Students	New Students	Total
K	-	33	33
1	15	5	20
2	15	12	27
3	16	2	18
4	13	3	16
5	18	3	21
6	17	7	24
7	36	3	39
8	23	2	25
9	19	18	37
10	34	8	42
11	24	5	29
12	44	5	49
Totals	**274**	**106**	**380**

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Family and Medical Leave**	**5.305**	**09/04/25**
		Rescinds: **5.305**	Issued: **06/04/24**

ELIGIBILITY

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

GENERAL PRINCIPLES

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

1. The birth of a child;

2. The placement of a child with the employee for adoption or foster care;

3. A serious health condition of the employee that makes the employee unable to perform the essential functions of their job position;

4. The care of a spouse, child, or parent of the employee who has a serious health condition; and

5. Any qualifying circumstances arising out of the fact that a spouse, child, or parent of the employee is on covered active duty or has been notified of an impending call or order to covered active duty in the Armed Forces.

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

MATERNITY/PATERNITY LEAVE

1. *Relationship between FMLA leave and Tennessee Maternity Leave Act* – FMLA leave shall run concurrently with leave provided under the Tennessee Maternity Act, which affords eligible employees leave for a period not to exceed four (4) months for the adoption, pregnancy, childbirth, and nursing of a newborn child.[3]

2. *Teachers' Leave* – In accordance with state law, any teacher who goes on maternity or paternity leave shall be allowed to use all or a portion of the teacher's accumulated sick or annual leave for maternity leave purposes. In order to be eligible to use sick leave, written request of the teacher accompanied by a statement from the teacher's physician verifying pregnancy shall be submitted. Upon verification by a written statement from an adoption

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

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

4. *Paid Parental Leave* – Under state law, an additional six (6) work weeks of paid leave is available to eligible employees after a birth, stillbirth, or adoption of a newly placed minor child.[6] An eligible employee taking leave under this provision shall not be required to utilize any other type of accrued leave during this period. Eligible employees include teachers, principals, supervisors, or other individuals required by law to hold a valid license of qualification for employment and who meet the following requirements:

a. Possess a valid license or an emergency credential issued by the Department of Education per TCA 49-5-106, required for the position the employee holds;

b. Have been employed with the district full time for at least twelve (12) consecutive months in a position for which the employee is required by law to hold the license or an emergency credential referenced above at the time of the qualifying event; and

c. Have held a valid license or an emergency credential issued by the Department of Education per TCA 49-5-106 for the entire twelve consecutive months of fulltime employment.

Employees shall provide notice to the school district thirty (30) days prior to the intended use of the leave. If the employee learns about the need for leave less than thirty (30) days in advance, the employee shall give notice as soon as reasonably possible in order to be eligible for the paid leave. ~~This paid leave does not need to be taken consecutively; however, the paid leave shall be used within twelve (12) months of the qualifying event. The leave shall run concurrently with FMLA leave.[7]~~ **This paid leave shall be either: (1) taken consecutively, except in extenuating circumstances, as determined by the Superintendent of Schools; or (2) taken nonconsecutively, but in increments of no less than one (1) week. The paid leave shall be used within twelve (12) months of the qualifying event and shall run concurrently with FMLA leave.[7]**

LEAVE FOR A SERIOUS HEALTH CONDITION[8]

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

LEAVE FOR MILITARY FAMILY MEMBERS

1. *Qualifying Exigency Leave*[9] - Eligible employees are entitled to up to twelve (12) workweeks of leave because of any qualifying exigency arising out of the fact that the spouse, son, daughter, or parent of the employee, as defined under the FMLA, is on active duty, or has been notified of an impending call to active duty, or has been notified of an impended call to active duty status in the Armed Forces. Qualifying exigencies may include:

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

2. *Military Caregiver Leave*[10] - An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member or covered veteran with a serious injury or illness is entitled to up to twenty-six (26) workweeks of leave in a single twelve (12) month period. A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in out-patient status, or is otherwise on the temporary disability retired list for a serious injury or illness.

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

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

INTERMITTENT LEAVE[11]

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

RESTRICTIONS

1. Notice Requirements

   a. *Employee Notice*[12]- For foreseeable leave, the employee shall provide the Superintendent of Schools with at least thirty (30) days written notice before the beginning of the anticipated leave.

   b. *District Notice* - Once it has been established that the leave requested qualifies for FMLA, the Superintendent of Schools/designee shall notify the employee within three (3) business days (absent extenuating circumstances) that any leave taken pursuant to state leave statutes (paid vacation leave, personal leave, sick leave, or workers' compensation) shall run concurrently with FMLA leave.[13] The notice may be given orally or in writing. If the notice is oral, it shall be confirmed in writing, no later than the following pay day.[14]

2. Certification Requirement[15]

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

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

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

3. Period Near the End of an Academic Term (Professional Employees)[16]

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

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

REQUIREMENTS OF THE BOARD OF EDUCATION[17]

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

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

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

Legal References

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

Cross References

Sick Leave 5.302
Long-Term Leaves of Absence 5.304

17. 29 USCA § 2614

Johnson City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Appearances Before the Board**	**1.404**	~~01/06/25~~DRAFT
		Rescinds: **1.404**	Issued: 01/06/25~~01/05/24~~

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

APPEARING BEFORE THE BOARD

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

PUBLIC COMMENT DURING MEETINGS

The public shall be given an opportunity to address the Board at each regularly scheduled monthly Board meeting about items on that month's agenda and matters that are germane to the jurisdiction of the Board,[1] with the exception of teacher disciplinary hearings. Public comments will be only be allowed during the time designated on the agenda and will allocated a total time of thirty (30) minutes.

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

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

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

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

The Chair shall have the authority to terminate the remarks of any individual who is disruptive, violates state law or does not adhere to Board rules.[1][2] Unless a majority of members present vote to do

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

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

Legal References	Cross References
1. TCA 8-44-112 ~~1.~~2. TCA 39-17-306	School Board Meetings 1.400 Agendas 1.403 Complaints About School Personnel 5.502

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BOARD OF EDUCATION
CALENDAR OF EVENTS

April 2026

April 3, 2026	Vacation for students
April 6, 2026	**Regular Board Meeting, 6 p.m., Board Room**

May 2026

May 4, 2026	**Regular Board Meeting, 6 p.m., Board Room**
May 22, 2026	Last Day of School for 2024-2025 SY – ½ day for students
May 23, 2026	Administrative Day
May 23, 2026	SHHS Graduation, 10 a.m. Freedom Hall
May 25, 2026	Holiday for All Schools and All 12-month employees

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June 2026

June 1, 2026	**Regular Board Meeting, 6 p.m., Board Room**

July 2026

July 3, 2026	Independence Day Holiday for all 12-month employees
July 6, 2026 (TBD)	Regular Board Meeting, 6 p.m., Board Room (Subject to change)

April 2, 2026	*City Commission Meeting, 6 p.m., City Hall*
April 3, 2026	*Good Friday*
April 5, 2026	*Easter Sunday*
April 16, 2026	*City Commission Meeting, 6 p.m., City Hall*
May 5, 2026	*Cinco de Mayo*
May 7, 2026	*City Commission Meeting, 6 p.m., City Hall*
May 10, 2026	*Mother's Day*
May 21, 2026	*City Commission Meeting, 6 p.m., City Hall*
May 25, 2026	*Memorial Day*
June 4, 2026	*City Commission Meeting, 6 p.m., City Hal*
June 18, 2026	*City Commission Meeting, 6 p.m., City Hall*
June 21, 2026	*Fathers' Day*
July 4, 2026	*Independence Day*
July 2026 (TBD)	*City Commission Meeting, 6 p.m., City Hall*
July 2026 (TBD)	*City Commission Meeting, 6 p.m., City Hall*

Posting	Date Closes	School	Position	Person Replaced/ New Position	Reason for Leaving	Date Leaving	Hire	
				CERTIFIED				
3539	12/15/2025	Mkt. St Campus	Interim SS Teacher	Michael Fields	Leave	12/09/2025- 02/06/2026	CLOSED RETIRING	MADE NEW POST
3561	1/27/2026	North Side	Interim STEM Teacher	Luann Rolston	Leave	1/5/2026- 3/24/2026		
3567	2/14/2026	South Side	Interim 1st Grade Teacher	Hayley Icenhour	Leave	2/23/2026- ESY 2025-2026	Ferguson	Jessica
3569	2/20/2026	Lake RIdge	Interim 4th Grade Sci/SS Teacher	Karen Anderson	Leave	4/5/2026- 5/18/2026	Stahnke Joy	Amanda
3573	2/23/2026	SSHS-MS	Social Studies Teacher	Michael Fields	Retirement	Not returning from FMLA	Sutherland	Adam
3584	3/17/2026	LBMS	Interim Pathways Related Arts Teacher	Katie Prince	Leave	3/31/2026 - ESY 25-2026		
3585	Until Filled	CTE	J.R.O.T.C. Instructor	Michael Mestan	Resignation	ESY 2025-2026		
3589	3/24/2026	Mountian View	Interim School Counselor	Jennifer Greer	Leave	3/31/2026- 5/13/2026		

(RECEIVED ON 3/23/2026 - MB)

	Date Closed	School	Position	Person Replaced/ New Positon	Reson For Leaving	Date Leaving	Hire	
				CLASSIFIED				
3537	Until Filled	SHHS	Assistant Lacrosse Coach	Phillip Dunn	Resignation		Thomas	Garrett
3558	1/31/2026	Towne Acres	Acadmeic Tutor	Added Postion booster funded			Wilburn	Kathryn
3562	1/27/2026	Fairmont	PT SPED Assistant	Rachel Forlow	Resignation	1/23/2026	Jackson	Derrick
3563	2/1/2026	South Side	Bookkeeper	Leah Knotts	Transfer CO Bookkeeper	TBD	Elliott	Sydney
3565	2/3/2026	ITMS	Custodian	Sarah Kishi	Terminated	1/16/2026		
3566	2/9/2026	North Side	SPED Assistant	Lily Brock	Resignation	2/13/2026	Templin	Grace
3568	2/14/2026	LBMS	RTI Assistant	Audrey Steele	Resignation	2/6/2026	Boatman	Vicki
3570	2/15/2026	Fairmont	RTI-B Assistant	Greag Besley	Resignation	2/13/2026	Henderson	Taneka
				Elijah Mathes	Resignation	2/9/2026		
3571	Until Filled	SHHS	Assistant Track Coach	Molly Foster	Resignation	2/9/2026		
3572	2/22/2026	Towne Acres	EduCare Assistant	Kinley Thompson	Resignation	1/16/2026	Vann	Mika
3574	2/28/2026	Fairmont	Library Media Assistant	Taneka Henderson	Transfer To RTI-B Assistant	2/20/2026	Comstock	Lori
3575	2/28/2026	Fairmont	Instructional Assistant	Lori Combstock	Transfer to Library Media Assistatnt	When Hired!	Perrault	Renee
3576	3/1/2026	Woodland	Special Education CDC Assist.	Jill (Leigh) SHowman	Resignation	3/6/2026	Bowling	Sarah
				Ninel Perez- Alonso	Resignation	3/23/2026	Bordies	Brandie
3577	3/9/2026	TBD	Cafe Worker	Tangelia Hollingsworth	Resignation	1/20/2026	Gilliam	Grace
3578	3/7/2026	Lake Ridge	FT Instructional Assistant	Natalie Pinkston	Resignation	3/13/2026	Goehner	Lauren
3579	3/7/2026	SHHS	Custodian	Stefanie Reed	Resignation	3/7/2026	Harris	Jacqueline
				Kaitlyn Arias	Resignation	11/13/2025		
				Megan Cooper	Resignation	3/13/2026		
				Ali Lewis	Resignation			
				Brooklyn Wray	Transferred to Topper Tots at CTE	1/14/2026		
				Astyn Depew	Resignation/ Transferred to interim position	7/23/2026	Isabella Walker	
3580	Until Filled	Lake Ridge	EduCare Assistant (6)	Lexi Keller	Resignation	7/30/2026	Bailey Frue	
3581	Until Filled	LBMS	Assistant Girls Soccer Coach	Becky Earp	Resigned Last year never filled			
3582	3/15/2026	LBMS	RTI Assistant	Stephanie Ledford	Resignation	4/2/2026		
3583	3/15/2026	Lake Ridge	PT Instructional Assistant	Lauren Goehner	Transfer to FT IA	3/23/2026	Penninton	Katheirne
3586	3/17/2026	ITMS	RTI-B Assistant	Robert Logan Brown	Terminated	3/4/2026	Davis	Katherine
3587	3/23/2026	LBMS	Registrar/ Admin Secretary	Kelsi New	Terminated	3/13/2026		
3588	3/22/2026	Lake Ridge	Permanent Sub	Katherine Pennington	Transfer to PT IA @ LR	3/23/2026		

(RECEIVED ON 3/23/2026 - MB)

JOHNSON CITY SCHOOLS

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

Donation Submittal to BOE Form

School/Program: North Side Elementary School

Form Submitted From:
Madison Olson (Bookkeeper)

Date: 3-10-26

Amount: $200.00

Donor: Charles Muse

Donation Stipulation/Restriction/Use:

This is a restricted donation to be used for the North Side food pantry.

(RECEIVED ON 3/10/2026 - MB)

(Donation Form Updated 12/5/2025)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

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

TEAM MEMBER AMERICAN SCHOOLS

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

JOHNSON CITY SCHOOLS

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

Donation Submittal to BOE Form

School/Program: North Side Elementary School

Form Submitted From:
Madison Olson (Bookkeeper)

Date: 2-27-26

Amount: $9,431.40

Donor: Johnson City Nissan

Donation Stipulation/Restriction/Use:

This is a restricted donation that is to be used to Start the North Side books from birth program. This donation will be received April 1st, 2026.

(RECEIVED ON 3/10/2026 - MB)

(Donation Form Updated 12/5/2025)

Tri-Cities TN/VA All-America City

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

TEAM MEMBER AMERICA'S SCHOOLS

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

JOHNSON CITY SCHOOLS

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

Donation Submittal to BOE Form

School/Program: Liberty Bell Middle School

Form Submitted From:
Kelsey Walker/Heather Lonon

Date: 3-4-26

Amount: $300.00
(see attached list)

Donor: Various parents

Donation Stipulation/Restriction/Use:

Some parents make donations in conjunction with the Popcorn Fundraiser. These donations will go toward the end of the year band trip

(RECEIVED ON 3/5//2025 - MB)

BOARD OF EDUCATION
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JOHNSON CITY SCHOOLS

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

Donation Submittal to BOE Form

Science Hill High School

School/Program: Baseball - 95000 acct

Form Submitted From: Ryan Edwards

Date: 3-6-26

Amount: 15,000.00

Donor: Anonymous

Donation Stipulation/Restriction/Use:

To be used for General Baseball operations.

(RECEIVED ON 3/6/2026 - MB)

(Donation Form Updated 12/5/2025)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

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

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

Team Member Americas Schools

JOHNSON CITY SCHOOLS

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

Donation Submittal to BOE Form

Science Hill High School

School/Program: Baseball 95006

Form Submitted From: Ryan Edwards

Date: 2-23-26

Amount: 1040.00

Donor: Anonymous

Donation Stipulation/Restriction/Use:

Non Restricted to be used for General Baseball operations.

(RECEIVED ON 2/23/2026 - MB)

(Donation Form Updated 12/5/2025)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

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

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

JOHNSON CITY SCHOOLS

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

Donation Submittal to BOE Form

Science Hill High School

School/Program: Topper Academy

Form Submitted From: Shanna Fudge

Date: February 19, 2026

Amount:

Donor: Greg Harvey

Donation Stipulation/Restriction/Use:

1 box of chips, 1 case of Dr. Pepper, 1 bag of candy, 1 box of gum, 2 packs mini funkopops, 1 box uno cards, 2 small squishmallows,

(RECEIVED ON 2/24/2026 - MB)

(Donation Form Updated 12/5/2025)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

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

TEAM MEMBER AMERICA'S SCHOOLS

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

April Professional Development (As of March 25)

Event Title	Event Categories	Event Start Date	Location	Confirmed
SHHS Computer Science PLT	All Classes	4/1/2026	Science Hill High School	0
SHHS Algebra 1 Content Meeting	All Classes	4/7/2026	Science Hill High School	1
How to Develop an Effective Safety Plan	All Classes	4/7/2026	The Learning Center	2
LBMS New Teacher Monthly Meetings	All Classes	4/8/2026	Liberty Bell Middle School	2
Cohort 10 Teacher Leader Academy	All Classes	4/11/2026	Science Hill High School	4
Returning Teacher Leaders Meeting	All Classes	4/13/2026	Central Office	20
SHHS Algebra 1 Content Meeting	All Classes	4/14/2026	Science Hill High School	1
ITMS/LBMS District Monthly Content Meetings	All Classes	4/15/2026		9
Field Day Plans (Lake Ridge)	All Classes	4/16/2026	Lake Ridge Elementary School	1
LBMS SST Monthly Meeting	All Classes	4/21/2026	Liberty Bell Middle School	5
ESL Quarterly Collaborative Meeting	All Classes ESL	4/21/2026	The Learning Center	13
LBMS Leadership Team Meeting	All Classes	4/22/2026	Liberty Bell Middle School	4
SHHS Algebra 1 Content Meeting	All Classes	4/28/2026	Science Hill High School	1
			TOTAL	**63**

Updated 12/4/2025

2026 Board Committee Reports

- **Athletic Committee** – Rick Smith, Jonathan Kinnick and Paula Treece
- **Communications Committee** – Celia Martin and Paula Treece
- **Collaborative Learning Council (CLC):**
  (Usually, the 4th Tuesday of every month from 3:30-5:30 pm)
  - January 27, 2026 - Kathy Hall – (Location: Towne Acres)
  - February 24, 2026 - Celia Martin – (Location: Fairmont)
  - March 24, 2026 - Dr. Ginger Carter - (Location: SHHS CTE)
  - August 2026 TBD - Tom Hager – (Location: TBD)
  - September 2026 TBD - Rick Smith – (Location: TBD)
  - October 2026 TBD - Jonathan Kinnick – (Location: TBD)
  - November 2026 TBD - Paula Treece – (Location: TBD)
- **Facilities/Capital Improvements/Site Selection Committee** – Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Finance Committee** – Rick Smith, Tom Hager, Kathy Hall, and Jonathan Kinnick
- **Foundation Board** – Celia Martin and Kathy Hall
- **Policy Committee** – Kathy Hall, plus one other Board Member:

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

- **School Zone Assignment Advisory Committee** – Celia Martin, Tom Hager and Paula Treece
- **Sick Leave Bank Trustee** – Tom Hager
- **Superintendent's Compensation Committee** – Paula Treece (Chair) and Rick Smith
- **Legislative Liaison** – Paula Treece
- **Safety Security Committee** - Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Student Activities Committee** – Rick Smith, Kathy Hall, and Paula Treece
- **JC Council of PTAs Committee** - Paula Treece
- **Hall of Fame Committee –** Paula Treece
- **Student Health Advisory Committee: SHAC -** Dr. Ginger Carter and Paula Treece

COMMITTEE	BOARD REP(S)	CO SUPERVISOR/JCS EMPLOYEE	FREQUENCY / Special Notes
Athletic Committee	Smith, Kinnick, Treece	K. Turner, J. Carter	As needed
Communications Committee	Martin, Treece	C. Brooks	Quarterly
Collaborative Learning Council	Rotates by month	A. Frizzell	Monthly
Facilities/Capital Improvements/Site Selection Committee	Carter, Hall, Kinnick	J. Barnes, G. Wallace, E. Slater	As Needed
Finance Committee	Smith, Hager, Hall, Kinnick	L. Valley	As Needed
Foundation Board	Martin, Hall	M. Stukes	Quarterly
Policy Committee	Hall, + board rotation	A. Forbes	August - January as scheduled
School Zone Assignment Advisory Committee	Martin, Hager, Treece	T. Larkey	As Needed
Sick Leave Bank Trustee	Hager	T. Larkey	As Needed
Superintendent's Compensation Committee	Hall, Smith	L. Valley; A. Forbes	As Needed

Legislative Liaisor	Treece	None	
Safety Security Committee	Carter, Hall, Kinnick	G. Wallace	As Needed
Student Activities Committee	Smith, Hall, Treece	J. Carter	As Needed
JC Council of PTA's Committee	Treece	None	
Hall of Fame Committee	Treece	C. Brooks	As Needed
Student Health Advisory Committee	Carter, Treece	G. Wallace, J. Norton	As Needed