



Tuesday, July 22, 2025
Kingsport City Schools Board of Education Work Session - 6:00 PM

Administrative Support Center, Tennessee Room (3rd Floor)
400 Clinchfield Street
Kingsport, TN 37660 Phone: (423) 378-2102

1. **CALL TO ORDER**
2. **SPECIAL PRESENTATION**
 - 2.1. Ballad Health Presentation (Dr. Matthew Loos/Dr. Jeff Moorhouse)
3. **REPORTS**
 - 3.1. Student Services Report (Mr. Jim Nash)
 - 3.2. Policy Report (Dr. Andy True)
 - 3.3. Data Overview Report (Dr. Chris Hampton)
 - 3.4. BOE Committee Reports (Mrs. Melissa Woods)
 - 3.5. Superintendent Report (Dr. Chris Hampton)
4. **ADJOURNMENT**

Ballad Health Academy

Kingsport City Schools

July 22, 2025



Our mission



Our mission

Honor those we serve by delivering the best possible care



Our vision

Build a legacy of superior health by listening to and caring for those we serve



Our values

Creativity
Caring
Honesty
Respect
Faith
Quality

The why:

- Healthcare shortages are a nationwide crisis
- In rural America, the crisis is even more dramatic
- Coupling an aging rural population with a lack of workforce is devastating to individuals and communities
- The people of the Appalachian Highlands deserve the best possible care

Needs

Historic nursing shortage

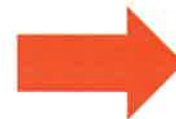
40% vacant nurse positions at Ballad
(1200+ employees)

Ballad Health talent pipeline

Lack of homegrown employees leads to costly outsourcing & overtime

College-going crisis

Students choosing between continuing school and working



Objectives

Develop a sustainable pathway to future-proof, high-demand role

Cultivate and retain home-grown talent in Northeast TN

Create a third way for students to continue education while earning a living wage

Multiple Entry Points

Students become engaged at any point from middle school to 11th grade

Workforce Exposure

Exposure to healthcare jobs and employers during critical decision-making years

Accelerated Licensure

Graduate with CNA/LPN with pathways to RN/BSN (Planned expansion to other healthcare roles)

Commitment

Guaranteed interviews to students upon program completion

Hometown Partner

Ballad provides convenient community locations for clinicals and full-time employment

No-Cost Continuing Education

Students have opportunity to continue education, funded by Ballad

Key Metrics

Increased college-going rate
and postsecondary
attainment

Decreased nursing vacancies
at Ballad Health

Increased average salary
one year after high school
graduation

Improved economic
indicators
(e.g., quality jobs, unemployment,
median annual wage)

Sustainability

Funding

- Pursue existing public funding streams for education and workforce
- Advocate for funding through Governor's budget
- Consider funding available through public partners

Continuous Improvement
Ongoing qualitative evaluation

Breadth of Academy at Full Capacity

Diagnostic services

- **Lab**
 - Phlebotomy
 - MT/MLT
- **Radiology**
 - CT
 - X-ray
 - MRI
- **Respiratory Therapy**
 - EKG technician
 - Echocardiogram tech

Support services

- Front office assistance
- Dietary
- Patient access
- Medical coding/HIM

- Environmental services
- Facility maintenance
- Materials management

- Finance
- Quality
- IT/Cybersecurity
- Marketing

Therapeutic services

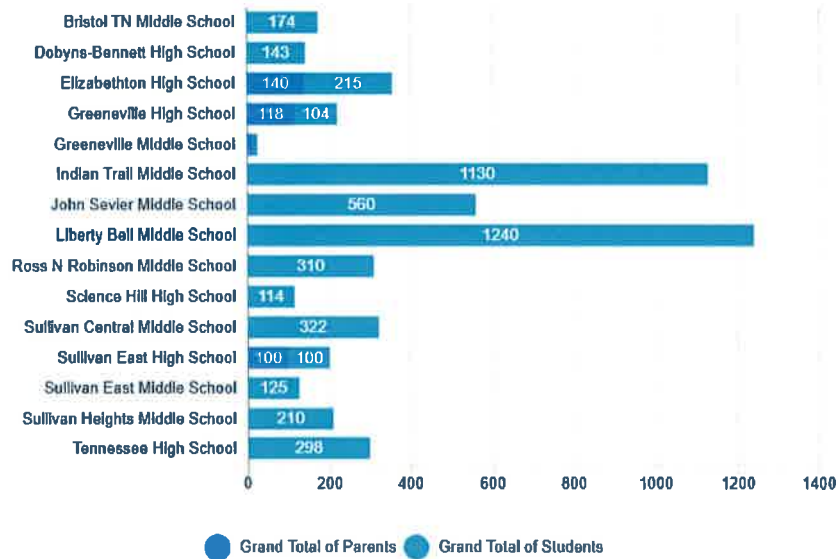
- Physical therapy
- PT assistant
- Medical assistant

- Certified nursing assistant
- Licensed practical nurse
- Registered nurse

- Emergency medical technician
- Paramedic

A Terrific Beginning!

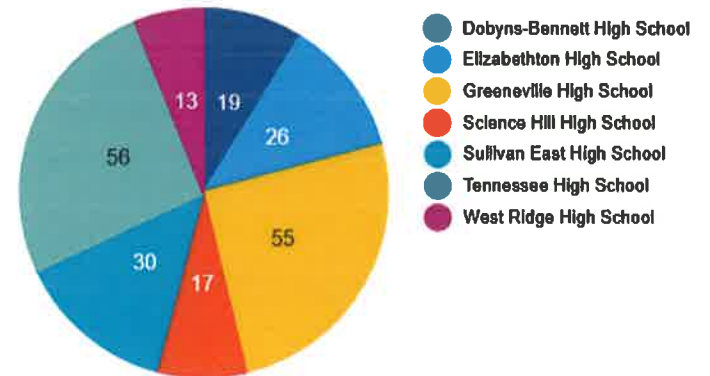
Recruitment Events by School



Total Students Enrolled



Applications by Partner School



THANK YOU!





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KCS Student Services Update

**BOE Worksession
July 22, 2025**

Student Services Topics to Discuss

- Random drug testing review and update
 - Process
 - Events
- School disciplinary update related to drugs (including THC, vaping, and alcohol)

Random Drug Testing Update

- Initial testing started in November, 2024
- Seven testing groups from November through May of the 2024-25 school year
- Randomly selected 20 from the pool each month plus any absences or repeat testers resulting from a positive test
- Testing will resume in August

Random Drug Testing Processes

- Roster of students in athletics and extracurricular sent to independent drug testing company by CSSO
- Independent drug testing company securely sends a list of 20 randomly selected students to district
- High school principals notified day prior to testing date that testing will occur the following day

Random Drug Testing Processes

- On the testing date, designee brings randomly selected roster to school administrators for test administration
- School administrators bring randomly selected students to testing location
- Completion of the random drug testing process takes approximately two to three hours

Random Drug Testing Processes

- Independent drug testing company makes initial contact with parent/guardian in the event of a non-negative result
 - Includes discussion and appropriate documentation for medical instances
 - KCS not involved in those communications
 - Full discussion of non-negative result

Random Drug Testing Processes

- Independent drug testing company communicates results to Chief Student Services Officer (CSSO)
- CSSO contacts parent/guardian for students with positive results
 - Mandatory drug and alcohol program
 - Included in future testing as designated by procedures
 - Communication of suspension from all voluntary extracurricular activities
- CSSO communicates to sponsor of activities

Random Drug Testing Results

- Positive tests
 - Six initial positives during the November - May testing
 - One second positive
 - One refusal to test
- All positives have participated in district provided counseling resources
- Approximately 5% of tests have been positive

School Drug Use Data

		Drugs	Vaping	THC Vaping	Total Vaping	Alcohol
2021-22	High	18	92	not recorded	92	5
	Middle	5	77		77	11*
	Elem	0	5		5	1
2022-23	High	7	148	21	169	8
	Middle	5	122	9	131	6
	Elem	0	13	0	13	0
2023-24	High	14	164	27	191	6
	Middle	6	143	8	151	1
	Elem	0	9	0	9	1
2024-25	High	3	190	53	243	3
	Middle	3	92	5	97	3
	Elem	0	4	0	4	0



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Questions?

**BOE Worksession
July 22, 2025**

KINGSPORT BOARD OF EDUCATION POLICY RECOMMENDATIONS

For: Initial Review

July 22, 2025 - Board of Education Work Session

Policies considered for adoption on 1st Reading

REVISED POLICY – 1st Reading

4.301 – Interscholastic Athletics

Students attending virtual schools will now be permitted to participate in interscholastic athletics in accordance with TSSAA or TMSAA guidelines. Virtual school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students. TSBA has added a provision to the model policy on this aspect.

REVISED POLICY – 1st Reading

4.403 – Library Materials

A recent change to state law clarifies that materials may not be excluded from school libraries solely on the grounds that they are religious.

REVISED POLICY – 1st Reading

4.406 – Use of the Internet

The Teen Social Media Act specifies limits that must be in place for district internet use regarding age-appropriate content and protecting personal information. This new law also requires that districts prevent students from accessing social media platforms on district provided internet unless expressly authorized by a teacher for educational purposes.

REVISED POLICY – 1st Reading

5.119 – Employment of Retirees

Public Chapter 159 makes several changes that will impact employing retirees in the 2025-2026 school year. Importantly, there is now a requirement for a bona fide separation of service prior to reemployment. This includes a sixty day separation of service, and there can be no previous agreement to return to work. TSBA has reworked this model policy to align with the changes to state law.

REVISED POLICY – 1st Reading

5.701 – Classified Substitutes

Public Chapter 235 changes the number of days that a substitute teacher can teach without a license. This was previously set at twenty days and has been increased to thirty.

REVISED POLICY – 1st Reading

6.409 – Child Abuse and Neglect

Tennessee Public Chapter No. 398 of 2025 expands the definition of "abuse" in dependency and neglect cases to include a child witnessing the abuse of another child or person in the home or immediate family. At the suggestion of the Kingsport City Attorney, Board Policy 6.409 is recommended for revision based on this expanded definition.

Kingsport City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 11/12/24
		Rescinds: 4.301	Issued: 07/12/22

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

4 Student athletes shall only be allowed to participate in athletic activities or events that align with the
5 student's sex indicated on his/her original birth certificate.² If the original birth certificate is not available
6 or does not indicate the student's sex at the time of birth, the parent/guardian shall provide medical
7 documentation showing evidence of the student's sex at birth.

8 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
9 principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport
10 are reasonable. Athletic schedules shall be filed in each school principal's office. The principal or his/
11 her designee must accompany an athletic team on trips. Transportation of teams to athletic games is
12 approved by the board, provided the team's school reimburses the board for mileage.

13 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
14 of athletics.³

15 **INSURANCE AND PHYSICAL EXAMINATIONS**

16 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must
17 provide proof of independently secured catastrophic coverage and liability coverage, with the school
18 system as a named insured, of not less than the limits set forth in TCA § 29-20-403.⁴

19 There shall be a complete annual physical examination of every student prior to his/her participation in
20 interscholastic athletics.⁵ Cost of the examination shall be borne by the parent or guardian of the student.
21 These records shall be on file in the principal's office or principal's designee. It shall be the responsibility
22 of the parent(s) or guardian to provide health and hospitalization insurance for all students participating
23 in interscholastic athletics.

24 **SCHEDULING CONFLICTS**

25 No principal or teacher of any school under the control of the board shall dismiss his/her school or any
26 group of students for the purpose of permitting them to practice or play baseball, football, basketball, or
27 any similar game within the regular school hours of any school day of the week without written
28 permission from the superintendent. This does not prevent the inclusion of regular physical training
29 lessons in the daily school program.⁶

30 Students shall not be required to attend a school athletic event, or event related to participation on a
31 school athletic team, if the event is on an official school holiday, observed day of worship, or religious

1 holiday. The student's parent or legal guardian shall notify the coach in writing three (3) full school days
 2 prior to the event.⁷ Prior written notice to the coach or administrator of the school athletic event may not
 3 be required if the absence is due to an unforeseen emergency.

4 **PROHIBITION AGAINST HAZING⁸**

5 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone, or
 6 tolerate hazing activities.

7 **SEVERE WEATHER⁹**

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

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

15 **HOME SCHOOL STUDENT PARTICIPATION¹⁰**

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

20 **VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹**

21 Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA
 22 guidelines. If a school is not a member with these organizations, virtual school students that are zoned
 23 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
 24 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](#)

Cross References

Special Use of School Vehicles 3.402
 Student Insurance Program 3.601
 Extracurricular Activities 4.300
 Attendance 6.200

10. [Public Acts of 2024, Chapter No. 658](#)
11. [Public Acts of 2025, Chapter No. 173](#)

Click here to choose a school board.

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date:
		Rescinds:	Issued:

1 *General*

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

11 Interscholastic athletics shall be administered as a part of the regular school program and shall be the
12 principal's responsibility. Principals shall ensure that school regulations regarding participation in a sport
13 are reasonable. Athletic schedules shall be filed in each principal's office. The principal/designee shall
14 accompany an athletic team on trips. Transportation of teams to athletic games is approved by the Board,
15 provided the team's school reimburses the Board for mileage.

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

19 **INSURANCE & PHYSICAL EXAMINATIONS**

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

25 Prior to participation in interscholastic athletics, every student shall complete an annual physical
26 examination.⁶ The parent(s)/guardian(s) of each student shall be responsible for covering the cost of the
27 examination, and these records shall be on file in the principal's office.

28 **SCHEDULING CONFLICTS**

29 No principal or teacher shall dismiss his/her school or any group of students for the purpose of attending
30 the practice of any interscholastic sport during the school day without written permission from the
31 Board.⁷ This does not prevent regular physical training lessons in the daily school program.

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

5 **SEVERE WEATHER⁴**

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

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

13 **PROHIBITION AGAINST HAZING**

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

16 **HOME SCHOOL STUDENT PARTICIPATION¹⁰**

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

21 **VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹**

22 Virtual school students shall be permitted to participate in accordance with TSSAA or TMSAA
23 guidelines. If a school is not a member with these organizations, virtual school students that are zoned
24 for the school shall be permitted to participate in interscholastic athletics to the same extent as other
25 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



State of Tennessee

PUBLIC CHAPTER NO. 173

SENATE BILL NO. 690

By White, Lowe, Stevens

Substituted for: House Bill No. 355

By Powers, Maberry, McCalmon

AN ACT to amend Tennessee Code Annotated, Title 49, relative to virtual school students.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 16, Part 2, is amended by adding the following as a new section:

(a) If a public school established under the jurisdiction of an LEA is a member of an organization or an association that regulates interscholastic athletic competition, and if such organization or association establishes or maintains eligibility requirements for virtual school students to participate in interscholastic athletics at a member school, then the LEA shall permit participation in interscholastic athletics at the member schools by a virtual school student who satisfies the eligibility requirements established by the organization or association.

(b) If a public school established under the jurisdiction of an LEA offers students the opportunity to participate in interscholastic athletic competition without the school being a member of an organization or an association that regulates interscholastic athletic competition, then the LEA shall permit participation in interscholastic athletics at such school by a virtual school student who is zoned and is otherwise eligible to attend the school.

(c) This section does not guarantee that a virtual school student trying out for an interscholastic athletics team will make the team, nor does it supplant the authority of coaches or other school officials in deciding who makes the team. This section is intended to guarantee only that the virtual school student is not prohibited from trying out for an interscholastic athletics team, if the student is otherwise eligible to participate under the rules of the organization or association, solely by reason of the student's status as a virtual school student.

(d) This section must not be construed to limit or supplant the authority of the organization or association to determine eligibility and to establish, modify, and enforce its rules and eligibility requirements, including those applicable to virtual school students.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.


SENATE BILL NO. 690

PASSED: March 28, 2025


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 11th day of April 2025


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date: 08/13/24
		Rescinds: 4.403	Issued: 08/09/22

1 *General*

2 The Chief Academic Officer – Secondary (for middle and high school) and Chief Academic Officer –
3 Elementary (for Pre-K and elementary schools) shall be responsible for library collection development.
4 The list of library materials shall be posted online. Library materials shall be reviewed to ensure the
5 content aligns with state law.¹

6 The Chief Academic Officer – Secondary and Chief Academic Officer – Elementary shall be responsible
7 for periodically reviewing the district’s library collection in line with the standards established below.
8 Any materials found to be out of alignment with the standards shall be removed, and this action shall be
9 documented in writing and presented to the Superintendent of Schools and the Board.

10 **STANDARDS²**

11 The library collection shall adhere to the following criteria:

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

19 Any materials that meet the following criterial shall be removed and excluded from the district’s library
20 collection:

- 21 1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess
22 violence, or sadomasochistic abuse as defined in state law³;
- 23 2. Are patently offensive as defined in state law; or
- 24 3. Appeal to the prurient interest as defined in state law.

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

26 **COMPLAINTS⁴**

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

- 1 1. Inform the complainant of the selection procedures and make no commitments.
- 2
- 3 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
- 4
- 5 3. Inform the principal (and other appropriate personnel).
- 6
- 7 4. Keep challenged materials available for use during the reconsideration process.
- 8
- 9 5. Upon receipt of the completed form, the principal shall notify the Superintendent of Schools.
- 10
- 11 6. The principal shall request review of the challenged materials by an ad hoc materials review
- 12 committee within forty-five (45) days. The review committee is appointed by the principal and
- 13 includes certified library media personnel, representatives from classroom teachers, one or
- 14 more parents, and may include one or more students. The principal will inform the
- 15 Superintendent of Schools of the review committee's progress.
- 16
- 17 7. The review committee shall take the following steps after receiving the challenged materials:
- 18
 - 19 a. Read, view, or listen to the contested material in its entirety;
 - 20 b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - 21 c. Determine the extent to which the material is appropriate for the age and maturity levels
 - 22 of the students who have access to the materials and whether the material is suitable for,
 - 23 and consistent with, the educational mission of the school;
 - 24 d. Complete the appropriate Checklist for Reconsideration of Library Materials, judging
 - 25 the material for its strength and value; and
 - 26 e. Present a recommendation to the Superintendent of Schools and the Board.
- 27
- 28 8. The Board shall review the recommendation presented by the review committee and make the
- 29 determination whether the material is appropriate for the age and maturity levels of the students
- 30 who have access to the materials and whether the material is suitable for, and consistent with,
- 31 the educational mission of the school.
- 32
- 33 9. If it is determined that the material is not appropriate for the age and maturity levels of the
- 34 students who have access to them or is not suitable for, and consistent with, the educational
- 35 mission of the school, the Board shall require the school to remove the material from the library
- 36 collection.

Legal References

1. [Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853, 102 S. Ct. 2799 \(1982\); TCA 49-6-3803](#)
2. [Public Acts of 2024, Chapter No. 782;](#)
3. [TCA 39-17-901](#)
4. [TCA 49-6-3803](#)
5. [Public Acts of 2025, Chapter No. 270](#)

Cross References

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

Click here to choose a school board.

Monitoring: Review: Annually, in November	Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date:
		Rescinds:	Issued:

1 *General*

2 The **[insert title of employee]** shall be responsible for library collection development. He/she shall post
3 the list of library materials online. Library materials shall be reviewed to ensure the content aligns with
4 state law. Prior to the purchase of new materials, librarians shall review the age and maturity level along
5 with the reading level of the selected items for suitability. ¹ A list of new materials shall be reviewed by
6 **[insert title of employee]**.

7 **[Insert title of employee]** shall be responsible for periodically reviewing the district's library collection
8 in line with the standards established below. **[Note: The Board can create a more specific review**
9 **process.]** Any materials found to be out of alignment with the standards shall be removed, and this action
10 shall be documented in writing and presented to the Director of Schools and the Board.

11 **STANDARDS²**

12 The library collection shall adhere to the following criteria:

13 **[Note: The Board can include local standards.]**

- 14 1. Materials shall be suitable for and consistent with the educational mission of the school;
- 15
- 16 2. Materials shall be appropriate for the age and maturity levels of the students who may access
17 them. The determining factor will be based on an assessment of any mature themes or content
18 (i.e., violence, sexual content, vulgar language, substance abuse);
- 19
- 20 3. Materials shall contain literary, historical, scientific, and/or artistic value and merit;
- 21
- 22 4. The collection as a whole shall offer a variety of viewpoints; and
- 23
- 24 5. Materials shall not be removed on the sole grounds that the item is religious.

25 Any materials that meet the following criteria shall be removed and excluded from the district's library
26 collection:

- 27 1. Contains nudity, descriptions or depictions of sexual excitement, sexual conduct, excess
28 violence, or sadomasochistic abuse as defined in state law³;
- 29

- 1 2. Are patently offensive as defined in state law; or
- 2
- 3 3. Appeal to the prurient interest as defined in state law.

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

5 **COMPLAINTS⁴**

6 **[The following is a suggested review process. The Board has discretion to create its own review**
7 **process. We encourage reaching out to your local board attorney if there are legal concerns.]**

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

- 10 1. Inform the complainant of the selection procedures and make no commitments.
- 11
- 12 2. Request the complainant to submit a Request for Reconsideration of Library Materials form.
- 13
- 14 3. Inform the principal (and other appropriate personnel).
- 15
- 16 4. Keep challenged materials available for use during the reconsideration process.

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

21 After receiving the challenged materials, the following steps should occur:

- 22 1. Read, view, or listen to the contested material in its entirety;
- 23
- 24 2. Check general acceptance of the material by reading recognized and evaluative reviews;
- 25
- 26 3. Determine the extent to which the material is appropriate for the age and maturity levels of the
27 students who have access to the materials and whether the material is suitable for, and
28 consistent with, the educational mission of the school; and
- 29
- 30 4. Complete the appropriate Checklist for Reconsideration of Library Materials, judging the
31 material for its strength and value.

32 The principal shall present a recommendation to the Director of Schools. The Director of Schools shall
33 assess the findings along with the recommendation of the principal and present a recommendation to
34 the Board.

35 The Board shall evaluate the recommendations of the principal and the Director of Schools along with
36 the material to determine whether it is appropriate for the age and maturity levels of the students who
37 have access to the materials and whether the material is suitable for, and consistent with, the

1 educational mission of the school. The Board shall review the findings and affirm, overturn, or modify
2 the decision within sixty (60) days from which the feedback was received.

3 **REMOVAL OF LIBRARY MATERIALS**

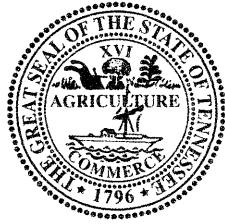
4 If it is determined that the material is not appropriate for the age and maturity levels of the students
5 who have access to them or is not suitable for, and consistent with, the educational mission of the
6 school, the material shall be removed from the library collection.

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



State of Tennessee

PUBLIC CHAPTER NO. 270

SENATE BILL NO. 1112

By Lowe, Rose

Substituted for: House Bill No. 1085

By Greg Martin, Bulso, Stinnett, Reedy, Capley, Todd, Slater

AN ACT to amend Tennessee Code Annotated, Title 49, relative to school materials.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 49-6-3803, is amended by adding the following as a new subsection:

(i) A local board of education or public charter school governing body shall not remove a material from a library collection for the sole reason that the material is religious.

SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 1112

PASSED: April 10, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 24th day of April 2025



BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 07/12/22
		Rescinds: 4.406	Issued: 11/12/19

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

4 **Employees**

5 Any employee who accesses the district's computer system for any purpose agrees to be bound by the
6 terms stated in the Employee Handbook.

7 The superintendent of schools shall develop and implement procedures found in the Employee
8 Handbook and/or the Teacher Technology Expectations document for appropriate Internet use which
9 shall address the following:

- 10 1. Development of the Network and Internet Use Agreement.
- 11 2. General rules and ethics of Internet access.
- 12 3. Guidelines regarding appropriate instruction and oversight of student Internet use.
- 13 4. Prohibited and illegal activities, including but not limited to the following:¹
 - 14 • Sending or displaying offensive messages or pictures
 - 15 • Using obscene language
 - 16 • Harassing, insulting, defaming or attacking others
 - 17 • Damaging computers, computer systems or computer networks
 - 18 • Hacking or attempting unauthorized access to any computer
 - 19 • Violation of copyright laws
 - 20 • Trespassing in another's folders, work or files
 - 21 • Intentional misuse of resources
 - 22 • Using another's password or other identifier (impersonation)
 - 23 • Use of the network for commercial purposes

24 **Students**

25 The superintendent of schools shall develop and implement procedures found in the Student Handbook
26 for appropriate Internet use by students. Procedures shall address the following:

- 27 1. General rules and ethics of Internet use.
- 28 2. Prohibited or illegal activities, including, but not limited to:¹
 - 29 • Sending or displaying offensive messages or pictures
 - 30 • Using obscene language
 - 31 • Harassing, insulting, defaming or attacking others
 - 32 • Damaging computers, computer systems or computer networks

- 1 • Hacking or attempting unauthorized access
- 2 • Violation of copyright laws
- 3 • Trespassing in another's folders, work or files
- 4 • Intentional misuse of resources
- 5 • Using another's password or other identifier (impersonation)
- 6 • Use of the network for commercial purposes
- 7 • Buying or selling on the Internet

8 INTERNET SAFETY MEASURES

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

- 10 • Controlling access by students to inappropriate matter on the Internet and World Wide Web
- 11 • Safety and security of students when they are using electronic mail, chat rooms, and other forms
- 12 of direct electronic communications
- 13 • Preventing unauthorized access, including "hacking" and other unlawful activities by students
- 14 on-line
- 15 • Unauthorized disclosure, use and dissemination of personal information regarding students
- 16 • Restricting students' access to materials harmful to them
- 17 • **Limiting the content accessible by students using the internet access provided by the district to**
- 18 **content that is age-appropriate.⁷**

19 The superintendent of schools/designee shall establish a process to ensure the district's education
20 technology is not used for purposes prohibited by law or for accessing sexually explicit materials. The
21 process shall include, but not be limited to:

- 22 • Utilizing technology that blocks or filters Internet access (for both students and adults) to
- 23 material that is obscene, child pornography or harmful to students³
- 24 • Maintaining and securing a usage log
- 25 • **Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials**
- 26 **that are deemed to be harmful to minors⁸**
- 27 • Monitoring on-line activities of students²

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

30 A written parental consent shall be required prior to the student being granted access to electronic media
31 involving district technological resources. The required permission/agreement form, which shall specify
32 acceptable uses, rules of on-line behavior, access privileges and penalties for policy/procedural
33 violations, must be signed by the parent/legal guardian of minor students (those under 18 years of age)
34 and also by the student. This document shall be executed each year and shall be valid only in the school
35 year in which it was signed unless parent(s) provide written notice that consent is withdrawn. In order
36 to rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old) must
37 provide the Superintendent of Schools with a written request.

1 Complaints alleging a violation of the internet safety measures or regarding technology that blocks or
2 filters Internet access shall be submitted to the director of the KCS Technology Department. All
3 complaints shall be reviewed to determine how to appropriately respond.

4 5 **E-MAIL**

6 All data including e-mail communications stored or transmitted on school system computers shall be
7 monitored. Employees/students have no expectation of privacy with regard to such data. E-mail
8 correspondence may be a public record under the public records law and may be subject to public
9 inspection.⁵

10 **INTERNET SAFETY INSTRUCTION⁶**

11 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
12 computer resources. The director shall provide adequate in-service instruction on internet safety. Parents
13 and students will be provided with material to raise awareness of the dangers posed by the internet and
14 ways in which the internet may be used safely.

15 **SOCIAL NETWORKING**

- 16 1. District staff who have a presence on social networking websites are prohibited from posting
17 data, documents, photographs or inappropriate information that is likely to create a material and
18 substantial disruption of classroom activity.
- 19 2. District staff are prohibited from accessing personal social networking sites on school computers
20 or during school hours except for legitimate instructional purposes.
- 21 3. The Board discourages district staff from socializing with students on social networking
22 websites. The same relationship, exchange, interaction, information, or behavior that would be
23 unacceptable in a non-technological medium is unacceptable when done through the use of
24 technology.

25 **VIOLATIONS**

26 Violations of this policy or a procedure promulgated under its authority shall be handled in accordance
27 with the existing disciplinary procedures of this District.

28 **VENDOR CONTRACTS³**

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

Legal References

1. TCA 39-14-602
2. 47 USCA § 254 (h)(5)(A) – (C), 254(l); 47 CFR § 54.520(c)(1)(i); 20 USCA § 7131
3. Public Acts of 2022, Chapter No. 1002
4. TCA 39-17-901; Public Acts of 2022, Chapter No. 1002
5. TCA 10-7-512
6. TCA 49-1-221
7. Public Acts of 2025, Chapter No. 195

Cross References

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

Click here to choose a school board.

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

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

4 **EMPLOYEES**

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

9 The Director of Schools shall develop and implement procedures for appropriate internet use which shall
10 address the following:

- 11 1. Development of the Network and Internet Use Agreement;
- 12
- 13 2. General rules and ethics of internet access;
- 14
- 15 3. Guidelines regarding appropriate instruction and oversight of student internet use;
- 16
- 17 4. A uniform signature block for use by all district employees; and
- 18
- 19 5. Prohibited and illegal activities including, but not limited to, the following:¹
 - 20 • Sending or displaying offensive messages or pictures;
 - 21 • Using obscene language;
 - 22 • Harassing, insulting, defaming, or attacking others;
 - 23 • Damaging computers, computer systems, or computer networks;
 - 24 • Hacking or attempting unauthorized access to any computer;
 - 25 • Violation of copyright laws;
 - 26 • Trespassing in another's folders, work, or files;
 - 27 • Intentional misuse of resources;
 - 28 • Using another's password or other identifier (impersonation);
 - 29 • Using the network for commercial purposes; and
 - 30 • Buying or selling on the internet.

1 STUDENTS

2 The Director of Schools shall develop and implement procedures for appropriate internet use by students.
3 Procedures shall address the following:

- 4 1. General rules and ethics of internet use; and
- 5
- 6 2. Prohibited or illegal activities including, but not limited to:¹
 - 7 • Sending or displaying offensive messages or pictures;
 - 8 • Using obscene language;
 - 9 • Harassing, insulting, defaming, or attacking others;
 - 10 • Damaging computers, computer systems, or computer networks;
 - 11 • Hacking or attempting unauthorized access;
 - 12 • Violation of copyright laws;
 - 13 • Trespassing in another's folders, work, or files;
 - 14 • Intentional misuse of resources;
 - 15 • Using another's password or other identifier (impersonation);
 - 16 • Using the network for commercial purposes; and
 - 17 • Buying or selling on the internet.

18 INTERNET SAFETY MEASURES²

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

- 20 1. Limiting the content accessible by students using the internet access provided by the district to
21 content that is age-appropriate;
- 22
- 23 2. Protecting the safety and security of students when they are using electronic mail, chat rooms,
24 and other forms of direct electronic communications using internet access provided by the
25 district;
- 26
- 27 3. Preventing unauthorized access, including "hacking" and other unlawful activities by students
28 online;
- 29
- 30 4. Restricting students' access to materials harmful to them; and
- 31
- 32 5. Preventing students from using internet access provided by the district to access websites, web
33 applications, or software that does not protect students against the disclosure, use, or
34 dissemination of their personal information.

35 The Director of Schools/designee shall establish a process to ensure the district's education technology
36 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process shall
37 include, but not be limited to:

- 38 1. Utilizing technology that filters, blocks, or otherwise prevents internet access (for both students
39 and adults) to material that is obscene or pornographic;³
- 40

- 1 2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials
2 that are deemed to be harmful to minors;⁴
3
- 4 3. Maintaining and securing a usage log; and
5
- 6 4. Monitoring online activities of students.²

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

9 A written parental consent shall be required prior to the student being granted access to electronic media
10 involving district technological resources. The required permission/agreement form, which shall specify
11 acceptable uses, rules of online behavior, access privileges, and penalties for policy/procedural
12 violations, must be signed by the parent/guardian of minor students (those under 18 years of age) and
13 also by the student. This document shall be executed each year and shall be valid only in the school year
14 in which it was signed unless parent(s)/guardian(s) provide written notice that consent is withdrawn. In
15 order to rescind the agreement, the student's parent/guardian (or the student who is at least 18 years old)
16 must provide the Director of Schools with a written request.

17 **[Note: Insert the following language if the district contracts for the provision of digital or online**
18 **materials created and marketed for K-12.]** Complaints alleging a violation of the internet safety
19 measures shall be submitted to **[insert title of employee]**. All complaints shall be reviewed to determine
20 how to appropriately respond.

21 **EMAIL**

22 Users with network access shall not utilize district resources to establish electronic mail accounts through
23 third-party providers or any other nonstandard electronic mail system. All data including email
24 communications stored or transmitted on school district computers shall be monitored.
25 Employees/students have no expectation of privacy with regard to such data. Email correspondence may
26 be a public record under the public records law and may be subject to public inspection.⁵

27 **INTERNET SAFETY INSTRUCTION⁶**

28 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
29 computer resources. The Director of Schools shall provide adequate in-service instruction on internet
30 safety. Parent(s)/guardian(s) and students will be provided with material to raise awareness of the
31 dangers posed by the internet and ways in which the internet may be used safely.

32 **SOCIAL NETWORKING**

- 33 1. Students are prohibited from accessing social media platforms using district internet except when
34 expressly authorized by a teacher for educational purposes.⁷
- 35 2. District staff who have a presence on social networking websites are prohibited from posting
36 data, documents, photographs, or inappropriate information that is likely to create a material and
37 substantial disruption of classroom activity.

1 3. District staff are prohibited from accessing personal social networking sites on school computers
2 or during school hours except for legitimate instructional purposes.

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

7 VIOLATIONS

8 Violations of this policy or a corresponding administrative procedure shall be handled in accordance
9 with the existing disciplinary procedures of the district.

10 VENDOR CONTRACTS⁸

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

Legal References

1. [TCA 39-14-602](#)
2. [47 USCA § 254 \(h\)\(5\)\(A\) – \(C\), 254\(l\); 47 CFR § 54.520\(e\)\(1\)\(i\); 20 USCA § 7131; 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



State of Tennessee

PUBLIC CHAPTER NO. 195

HOUSE BILL NO. 825

By Representatives Maberry, Renea Jones, Hardaway, Parkinson, Davis, McCalmon,
Terry, Keisling, Littleton, Reedy

Substituted for: Senate Bill No. 811

By Senators Powers, Crowe, Jackson, Reeves, Rose, Walley, Yager

AN ACT to amend Tennessee Code Annotated, Title 49, relative to internet safety.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 6, is amended by adding the following as a new part:

49-6-4601.

This act is known and may be cited as the "Teen Social Media and Internet Safety Act."

49-6-4602.

As used in this part, unless the context otherwise requires:

(1) "Department" means the department of education;

(2) "Internet" means the combination of computer facilities and electromagnetic transmission media, and related equipment and software, comprising the interconnected worldwide network of computer networks that employ the Transmission Control Protocol/Internet Protocol or any successor protocol to transmit information; and

(3) "Social media" means a form of interactive electronic communication through an internet website or application by which a user creates a service-specific identifying user profile to connect with other users of the internet website or application for the purpose of communicating and sharing information, ideas, news, stories, opinions, images, videos, and other content.

49-6-4603.

(a)

(1) By January 1, 2026, the department shall develop guidance for LEAs and public charter schools to instruct students in grades six through twelve (6-12) who are enrolled in the LEA or public charter school on social media and internet safety.

(2) The department shall update the guidance developed pursuant to this subsection (a), if necessary, to reflect changes in social media use, emergent technologies, and new threats to teens using social media.

(3) The guidance developed pursuant to this subsection (a) must conform with the requirements established in § 49-6-4604.

(b) Beginning with the 2026-2027 school year, each LEA and public charter school that enrolls students in any of the grades six through twelve (6-12) shall instruct students in grades six through twelve (6-12) using the guidance developed by the department pursuant to subsection (a).

HB825

(c) If a parent or guardian of a student wishes to excuse the parent's or guardian's student from only a portion of the social media and internet safety instruction provided pursuant to subsection (b), then the parent or guardian must submit a request, in writing, to the student's teacher or school principal. If the parent or guardian wishes to excuse the parent's or guardian's student from all of the social media and internet safety instruction provided pursuant to subsection (b), then the parent or guardian must submit a request, in writing, to the student's school principal. A student who is excused from any or all portions of social media and internet safety instruction must not be penalized for grading purposes if the student satisfactorily performs alternative lessons.

49-6-4604.

(a) The social media and internet safety guidance developed in § 49-6-4603(a) must include:

- (1) Time management and healthy behaviors on social media;
- (2) The negative effects of social media on mental health, including addiction to social media;
- (3) The distribution of information on social media;
- (4) How social media manipulates behavior;
- (5) The permanency of sharing materials online;
- (6) How to use social media safely, including:
 - (A) Maintaining personal security;
 - (B) Preventing oversharing of personal information;
 - (C) Identifying cyberbullying, predatory behavior, and signs of potential human trafficking; and
 - (D) Reporting suspicious behavior encountered on social media to the appropriate authorities; and
- (7) Emphasizing the importance of evaluating information generated by artificial intelligence and understanding the potential for misinformation when using artificial intelligence.

(b) The social media and internet safety guidance developed pursuant to § 49-6-4603(a) may include the benefits of social media use; provided, that the guidance must only include the benefits of social media related to:

- (1) Career and resume building for future academic or employment opportunities;
- (2) Sharing information with family and friends; and
- (3) Safely connecting with other users with similar interests.

49-6-4605.

Beginning with the 2025-2026 school year, each LEA and public charter school shall prohibit students from accessing a social media platform using the internet access provided by the LEA or public charter school, except when expressly authorized by a teacher for educational purposes only.

SECTION 2. Tennessee Code Annotated, Section 49-1-221(a)(1), is amended by adding the following as new subdivisions:

- (G) Limit the content accessible by students using internet access provided by the LEA to content that is age-appropriate;

HB825

(H) Protect the safety and security of students accessing email, chat rooms, and other forms of direct, electronic communication using internet access provided by the LEA; and

(I) Prevent students from using internet access provided by the LEA to access websites, web applications, or software that does not protect students against the disclosure, use, or dissemination of their personal information.

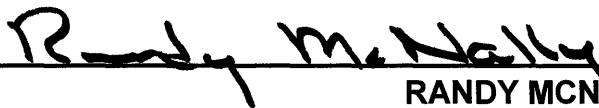
SECTION 3. Section 2 of this act takes effect July 1, 2025, the public welfare requiring it. All other sections of this act take effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 825

PASSED: April 3, 2025



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 11th day of April 2025



BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: 12/12/23
		Rescinds: 5.119	Issued: 08/09/22

1 *General*

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

4 **Prior to commencement of reemployment, the Director of Schools shall provide the required**
5 **employment information to the Tennessee Consolidated Retirement System (TCRS). In order to be**
6 **eligible for employment after retirement, a TCRS member must comply with the following:**

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

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

13 Retired members under the Tennessee Consolidated Retirement System (TCRS) may be employed for
14 up to one hundred twenty (120) days per year without loss of retirement benefits. Retired members may
15 substitute teach for additional days.¹

16 **GENERAL EMPLOYMENT CONTRACTS**

17 The Superintendent of Schools may employ retired teachers. Retirement benefits will not be lost or
18 suspended under certain conditions which include, but are not limited to, the following:²

- 19 1. The retired teacher shall hold a valid license and shall not be entitled to tenure status;
20
- 21 2. The retired teacher shall not be eligible to accrue additional retirement benefits, accrue leave, or
22 receive medical insurance coverage; and
23
- 24 3. The salary paid to the retired teacher shall not be less than the rate of compensation set by the
25 Board for teachers with no experience filling similar positions or more than eighty-five percent
26 (85%) of the rate of compensation set by the Board for teachers with comparable training and
27 years of experience filling similar positions.

28 **ADDITIONAL EMPLOYMENT OPTION FOR RETIREES³**

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

- 4 1. The retired member has been retired for at least sixty (60) calendar days;
- 5
6 2. The retirement benefit payable to the retired member is reduced to seventy percent (70%) of the
7 retirement allowance;
- 8
9
10 3. The retired member is not drawing disability retirement benefits; and
- 11
12 4. The retired member can't accrue additional retirement benefits.

13 The Superintendent of Schools shall notify TCRS of the member's reemployment.

14 Once the retired member is hired by the district, the district shall pay TCRS as prescribed by state law.
15 The school district shall pay to TCRS during the period of reemployment the greater of (1) a payment
16 equal to the amount the school district would have contributed to TCRS; or (2) an amount equal to five
17 percent (5%) of the retired member's pay rate.
18

Legal References

1. TCA 8-36-805; Public Acts of 2023, Chapter No. 425
2. TCA 8-36-821; Public Acts of 2023, Chapter No. 425
3. TCA 8-36-822; Public Acts of 2023, Chapter No. 425

Cross References

Application and Employment 5.106
Substitute Teachers 5.701

Click here to choose a school board.

Monitoring: Review: Annually, in January	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

1 *General*¹

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

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

12 **EMPLOYMENT CONTRACTS FOR UP TO 120 DAYS**²

13 Retired members under TCRS may be employed for up to one hundred twenty (120) days per year
14 without loss of retirement benefits. Retired members may substitute teach for additional days.

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

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

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

27

28

1 **HARD TO FILL POSITIONS³**

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

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

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

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

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

Legal References

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

Cross References

Application and Employment 5.106
Substitute Teachers 5.701



State of Tennessee

PUBLIC CHAPTER NO. 159

SENATE BILL NO. 251

By Yager, Reeves

Substituted for: House Bill No. 313

By Marsh, Hawk

AN ACT to amend Tennessee Code Annotated, Section 8-25-213 and Title 8, Chapter 36, Part 8, relative to reemployment after retirement.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-36-805, is amended by deleting the section and substituting:

(a) A retired member or prior class member of the retirement system, and a retiree of a local retirement fund receiving benefits in accordance with chapter 35, part 3 of this title may return to service temporarily in a position covered by the retirement system and continue to draw the person's retirement allowance; provided, that all of the following conditions are met:

(1) The retired member must have had a bona fide separation of service. For purposes of this section, a "bona fide separation of service" means a separation of service where there is:

(A) No prearranged agreement, whether verbal or in writing, prior to the member's retirement between the member and a participating employer in the retirement system for the member to return to work for the employer after retirement; and

(B) A complete separation of service, from all employment in a position or positions covered by the retirement system, for at least sixty (60) calendar days between the member's effective date of retirement and the first day of work for the employer as a retiree;

(2) During a twelve-month period, the retiree must not work more than one hundred twenty (120) days or the equivalent of one hundred twenty (120) days, or if employed as a teacher by an institution of higher learning, twenty-four (24) quarter credit hours or eighteen (18) semester credit hours;

(3) The entire compensation payable to the retired member for the temporary employment period must not exceed an amount equal to the sum of sixty percent (60%) of the annual full-time salary received by the retired member in the year immediately prior to the member's last paid day of covered employment, adjusted by five percent (5%) for each year since the member's last paid day of covered employment or by such other percentage as may be determined by the treasurer and the commissioner of human resources. In determining the percentage for a given year, the treasurer and the commissioner of human resources may consider any matter which, in their discretion, they deem relevant, including, but not limited to, the condition of the labor market and the ability to fill the respective positions;

(4) The retired member may work beyond the one hundred twenty (120) days prescribed in subdivision (a)(2) if employed as a substitute teacher in a public school system; provided, that the compensation payable to the retired member for such work does not exceed the rate of compensation set by the public school system for substitute teachers filling similar vacant positions, and the total salary paid to any

such retired member for teaching during the twelve-month period does not exceed the pertinent pro rata share of average salary being paid at the institution in the academic discipline concerned;

(5) The head of the employing entity or the head's designee:

(A) Certifies to the retirement division the member's name, period to be employed, number of days to be worked, compensation to be paid, anticipated termination date, and that there was no explicit prearrangement at the time of the member's retirement for future employment with the new employing entity after the member's retirement. The certification must be made in the manner prescribed by the retirement division and must be filed annually, if applicable, and acknowledged by the member;

(B) Submits a statement showing working hours and compensation for the retiree when requested; and

(C) Is subject to audit to verify working hours and the compensation being paid;

(6) If the period of return to service or the compensation therefor exceed that specified in this section, then the person's monthly retirement allowance must be reduced by the greater of the following:

(A) Each day worked in excess of the limitation must result in the loss of one-twentieth (1/20) of the monthly retirement allowance; or

(B) Any compensation received in excess of the limitation must reduce the retirement allowance payable by the ratio the compensation exceeds the limitation;

(7) The retirement system may obtain reimbursement for any retirement benefits overpaid as a result of a retiree's reemployment in excess of that permitted by this section, by deductions from a retiree's monthly benefit;

(8) The retired member, if otherwise eligible, may participate in the state's 401(k) or 457(b) deferred compensation plans, but is not eligible to accrue additional retirement benefits in the retirement system as a result of the member's reemployment; and

(9) The retiree is not drawing disability retirement benefits under this chapter.

(b) For a member whose effective date of retirement was in fiscal years 2022-2023, 2023-2024, or 2024-2025, with the state fiscal year being from July 1 to June 30, if the retirement system discovers that the member did not have a bona fide separation of service, then the member must be treated as receiving an in-service distribution and the retirement system shall make any required tax reporting changes to reflect the in-service distribution in prior years. After July 1, 2025, the identified members may be temporarily reemployed pursuant to this chapter after a bona fide separation of service.

SECTION 2. Tennessee Code Annotated, Section 8-36-809, is amended by deleting the section and substituting:

Notwithstanding another law to the contrary, a retired member or prior class member of the retirement system, and any retired member of a local retirement fund receiving benefits pursuant to chapter 35, part 3 of this title may be reemployed in a position covered by the retirement system without the loss or suspension of the retired member's retirement system benefits; provided, that the following conditions are met, as certified by the employer:

(1) The retired member must have had a "bona fide separation of service". For purposes of this section, a "bona fide separation of service" means a separation of service where there is:

(A) No prearranged agreement, whether verbal or in writing, prior to the member's retirement between the member and a participating employer in the retirement system for the member to return to work for the employer after retirement; and

(B) A complete separation of service from all employment in a position or positions covered by the retirement system of at least sixty (60) calendar

days between the member's effective date of retirement and the first day of work for the employer as a retiree;

(2) The retired member is reemployed in a hard-to-fill position. For purposes of this section, a "hard-to-fill position" means a position where one (1) or more of the following conditions are met:

(A) The employer is experiencing difficulty in recruiting and retaining qualified employees for the position;

(B) The position requires specialized certification, credentials, or education;

(C) The demand for the position exceeds the supply;

(D) The position is in high demand in the marketplace;

(E) The position is filled by key personnel;

(F) The position requires specific skills and experience; or

(G) The position has other unique recruitment or retention issues identified and documented by the employer;

(3) During the reemployment, the retirement benefit payable to the retired member must be reduced to seventy percent (70%) of the retirement allowance the member would have otherwise been entitled to receive;

(4) The retired member's reemployment must not exceed one (1) year; however, the retired member may be reemployed for additional one-year periods, provided, that the conditions contained in this section are met for each period of reemployment;

(5) To fund the liability created by this section, the retired member's new employer shall pay to the retirement system during each period of reemployment the greater of:

(A) A payment equal to the amount the employer would have contributed to the retirement system had the retired member been a member of the retirement system during the period of reemployment; or

(B) An amount equal to five percent (5%) of the retired member's earnable compensation;

(6) The retired member, if otherwise eligible, may participate in the state's 401(k) or 457(b) deferred compensation plans, but is not eligible to accrue additional retirement benefits in the retirement system as a result of the member's reemployment;

(7) Prior to the commencement of each reemployment of the retired member, the head of the retired member's new employer, or the head's designee:

(A) Notifies the retirement division of the retired member's reemployment with documents or information required by the retirement system; and

(B) Certifies in writing to the retirement division that:

(i) The position is a hard-to-fill position;

(ii) The retired member has the requisite experience and training for the position to be filled;

(iii) No other qualified persons are reasonably available to fill the position; and

(iv) There was no explicit prearrangement at the time of the member's retirement for future employment with the new employing entity after the member's retirement; and

(C) Makes the certification in the manner prescribed by the retirement division, file the certification annually, if applicable, and ensure the certification is acknowledged by the member; and

(8) The retiree is not drawing disability retirement benefits under this chapter.

SECTION 3. Tennessee Code Annotated, Section 8-36-801(c), is amended by deleting the second sentence and substituting:

This subsection (c) does not apply to retirees who return to service in a position covered by the retirement system as provided in § 8-36-805, § 8-36-809, § 8-36-810, § 8-36-818, or § 8-36-820.

SECTION 4. Tennessee Code Annotated, Section 8-25-213(1), is amended by deleting the subdivision and substituting:

(1) Is subject to the applicable work and compensation limits set forth in § 8-36-805(a).

SECTION 5. Tennessee Code Annotated, Sections 8-36-821 and 8-36-822, are amended by deleting the sections in their entireties.

SECTION 6. Section 5 takes effect January 1, 2026, the public welfare requiring it. All remaining sections of this act take effect July 1, 2025, the public welfare requiring it.


SENATE BILL NO. 251

PASSED: March 31, 2025


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 11th day of April 2025


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Classified Substitutes	Descriptor Code: 5.701	Issued Date: 09/10/24
		Rescinds: 5.701	Issued: 11/12/19

- 1 Substitutes shall be secured on an as needed basis when employees are absent from work. A substitute must
- 2 have a minimum of a high school diploma or equivalent and complete the application process, including a criminal
- 3 background check.¹

- 4 Substitutes must complete a training session prior to substituting in Kingsport City Schools. The Superintendent
- 5 of Schools shall be responsible for ensuring that there are appropriate training and development programs for
- 6 substitute teachers that includes the annual school safety training required by state law.²

- 7 **When substituting for a regular teacher who has been absent for thirty (30) consecutive days, a substitute teacher**
- 8 **shall possess a teaching certificate with endorsement in the discipline(s) to be taught or shall be a retired teacher**
- 9 **that held the appropriate endorsement.³**

- 10 The Superintendent is directed to establish a pay schedule and plan for substitutes for classified staff.

- 11 On an annual basis, the Superintendent, with input from the Supervisors, will determine which substitutes
- 12 performed at an acceptable level. Substitutes who performed below an acceptable level shall not be reemployed.

Legal References

1. [TCA 49-5-413\(a\)](#)
2. [Public Acts of 2024, Chapter No. 735; TCA 49-6-805\(7\)](#)
3. [Public Acts of 2025, Chapter No. 235](#)

Click here to choose a school board.

Monitoring: Review: Annually, in February	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: Click here to enter a date.
		Rescinds:	Issued:

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

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

7 **APPLICATION/QUALIFICATIONS**

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

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

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

13 A list of substitute teacher(s) will be prepared by the **[Director of Schools, Personnel Director, etc.]**
14 who will maintain file(s) which may include transcripts, credentials, recommendations, and other
15 pertinent information.

16 **COMPENSATION**

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

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

22 **CERTIFICATION**

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

1 **EMERGENCY NEEDS**

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

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

8 **TRAINING AND ORIENTATION**

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

12 **RESPONSIBILITIES**

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

15 **RE-EMPLOYMENT/TERMINATION**

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

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

Legal References

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

Cross References

- Background Investigations 5.118
Employment of Retirees 5.119



State of Tennessee

PUBLIC CHAPTER NO. 235

SENATE BILL NO. 1272

By Johnson, White

Substituted for: House Bill No. 1308

By Lamberth, Cochran, Haston, Davis, Littleton

AN ACT to amend Tennessee Code Annotated, Title 8, Chapter 50, Part 8; Title 49, Chapter 1, Part 6; Title 49, Chapter 1, Part 9; Title 49, Chapter 10, Part 14; Title 49, Chapter 16, Part 2; Title 49, Chapter 18, Part 1; Title 49, Chapter 2, Part 1; Title 49, Chapter 3, Part 1; Title 49, Chapter 3, Part 3; Title 49, Chapter 6, Part 10; Title 49, Chapter 6, Part 30; Title 49, Chapter 6, Part 31; Title 49, Chapter 6, Part 41; Title 49, Chapter 6, Part 50; Title 49, Chapter 1, Part 2 and Chapter 1005 of the Public Acts of 2024, relative to education.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 8-50-814(a)(2), is amended by deleting the subdivision and substituting instead:

(2) "Eligible employee" means a teacher, principal, supervisor, or other individual required by law to hold a valid license of qualification for employment in the public schools of this state and who meets the following requirements:

(A) Has a valid license of qualification, or an emergency credential issued by the department of education pursuant to § 49-5-106, required for the position the employee holds;

(B) Has been employed full time with the same local education agency or public charter school for at least twelve (12) consecutive months in a position for which the employee is required by law to hold a valid license of qualification, or an emergency credential issued by the department of education pursuant to § 49-5-106, at the time of the birth, adoption, or stillbirth of the employee's child; and

(C) Has held a valid license of qualification or an emergency credential issued by the department of education pursuant to § 49-5-106, for the entire twelve (12) consecutive months of employment with the local education agency or public charter school.

SECTION 2. Tennessee Code Annotated, Section 8-50-814(d)(2), is amended by deleting the subdivision and substituting instead:

(2) Each local board of education and public charter governing body shall adopt a policy that requires the six (6) workweeks of paid leave granted pursuant to this section to be:

(A)(i) Taken consecutively, except in extenuating circumstances, as determined and approved by the director of schools or the director of the public charter school, as applicable; or

(ii) Taken non-consecutively, but in increments of no less than one (1) week; and

(B) Used within twelve (12) months of the birth or stillbirth of the employee's child or the employee's adoption of a newly placed minor child.

SECTION 3. Tennessee Code Annotated, Section 49-1-201(c)(11), is amended by deleting the subdivision and substituting instead:

(11) Upon request of the comptroller of the treasury, report the average daily membership of the preceding year, as determined and taken from the daily membership reports of the teachers and other officers of the various cities and counties, and the school census, as determined by the scholastic census enumeration;

SECTION 4. Chapter 1005 of the Public Acts of 2024, is amended by deleting Section 5 and by deleting subsection (f) in Section 6.

SECTION 5. Tennessee Code Annotated, Section 49-1-225(f), is amended by deleting the language "By July 1, 2025, and by each July 1 thereafter" and substituting instead "By February 1, 2026, and by each February 1 thereafter".

SECTION 6. Chapter 1005 of the Public Acts of 2024, is amended by deleting "Sections 4-6" wherever it appears in Sections 7 and 8 and substituting "Sections 4 and 6".

SECTION 7. Tennessee Code Annotated, Section 49-1-907, is amended by deleting the section.

SECTION 8. Tennessee Code Annotated, Section 49-2-136, is amended by deleting subsection (b).

SECTION 9. Tennessee Code Annotated, Section 49-3-108, is amended by deleting subsection (c) and substituting:

(c)(1) An LEA's allocated education funding must not decrease more than five percent (5%) from one (1) year to the next year. If an LEA's TISA allocation decreases by more than five percent (5%) from the LEA's TISA allocation for the prior school year, then the department shall allocate additional funds to the LEA in an amount such that the decrease in the LEA's TISA allocation for the current year is only five percent (5%), except that the department shall not allocate additional funds to an LEA pursuant to this subsection (c) if the department is required to allocate additional funds to the LEA pursuant to subsection (b).

(2) Beginning with allocations for the 2025-2026 school year, for purposes of implementing subdivision (c)(1), the department shall determine whether an LEA is eligible for additional funds pursuant to subdivision (c)(1) based on funds generated by students in non-virtual schools only.

SECTION 10. Tennessee Code Annotated, Section 49-3-359(c)(2), is amended by deleting "June 1" and substituting "July 31".

SECTION 11. Tennessee Code Annotated, Section 49-3-359(d), is amended by deleting the language "BEP" and substituting instead "TISA".

SECTION 12. Tennessee Code Annotated, Section 49-6-1012(g), is amended by deleting the subsection and substituting instead:

(g) Upon request of the education committee of the senate and the committee of the house of representatives having jurisdiction over academic acceleration, the department of education shall submit a report to the requesting committee on the implementation of this section.

SECTION 13. Tennessee Code Annotated, Section 49-6-3004(e), is amended by deleting the subsection and substituting instead:

(e)(1) A local board of education, private school, or church-related school that exceeds the full six and one-half (6 1/2) hours instructional time required by law by one-half (1/2) hour daily for the full academic year must be credited with the additional instructional time. The excess instructional time may be accumulated in amounts up to, but not exceeding, thirteen (13) instructional days each year, referred to as "stockpile days". Stockpile days may only be applied toward meeting instructional time requirements missed due to:

(A) Dangerous or extreme weather conditions;

(B) Serious outbreaks of illness affecting or endangering students or staff;

(C) Natural disaster or dangerous structural or environmental conditions rendering a school unsafe for use;

(D) School-wide or district-wide instructional planning meetings, parent-teacher conferences, or other similar meetings; or

(E) Faculty professional development that is in compliance with state law and the rules and policies established by the state board of education.

(2) Stockpile days may only be used in whole day (six and one-half (6 1/2) hours); half (1/2) day; or one-third (1/3) day increments.

(3) A local board of education, private school, or church-related school shall maintain documentation of the purpose for each stockpile day used as required by the department of education, including reasons for school closures and agendas for professional development for audit purposes.

(4) An unused accumulated stockpile day must not be used for the purpose of ending the school year early and cannot be carried over from one (1) school year to the next.

SECTION 14. Tennessee Code Annotated, Section 49-6-3004(i)(1), is amended by deleting the language "two (2) days" and substituting instead "five (5) days".

SECTION 15. Tennessee Code Annotated, Section 49-6-3004(i)(7)(A), is amended by deleting the subdivision and substituting:

(A) When possible and safe, as determined by the LEA, make school meals available to students in accordance with the school nutrition program requirements on days that remote instruction is provided pursuant to this subsection (i); and

SECTION 16. Tennessee Code Annotated, Section 49-6-3115, is amended by deleting subdivision (f)(2) and substituting:

(2) Subject to appropriation, the department may use funds to administer a grant program to assist LEAs and public charter schools in providing academic tutoring supports to students.

SECTION 17. Tennessee Code Annotated, Section 49-6-4108(a), is amended by deleting the first sentence of the subsection and substituting:

Upon the request of the department of education, each LEA shall submit a report to the department detailing the LEA's use of corporal punishment.

SECTION 18. Tennessee Code Annotated, Section 49-6-4108(c), is amended by deleting the subsection.

SECTION 19. Tennessee Code Annotated, Section 49-6-5001(c), is amended by adding the following as a new subdivision:

(4) A child in the custody of this state must not be denied admission to any school or school facility if the child has not been immunized or is unable to produce immunization records due to being in the custody of this state. The enrolling school shall comply with all federal laws pertaining to the educational rights of children in state custody, including, but not limited to, 20 U.S.C. § 6311(g)(1)(E).

SECTION 20. Tennessee Code Annotated, Section 49-10-1405, is amended by deleting subdivision (a)(1) and substituting:

(1) Remit funds to a participating student's IEA on at least a quarterly basis. Any funds awarded under this part are the entitlement of only the eligible student under the supervision of the student's parent. The maximum annual amount to which an eligible student is entitled under this part is equal to the amount representing the base funding allocation and the average special education funds generated by students with disabilities under the Tennessee investment in student achievement formula for the LEA in which the student's enrollment is reported for purposes of this part; provided, that if a participating student participated in the program in the 2024-2025 school year, then that participating student must not receive an annual amount in the 2025-2026 school year or a subsequent school year that is less than the annual amount the participating student received in the 2024-2025 school year. For purposes of funding calculations under this subdivision (a)(1),

each participating student must be counted in the enrollment figures for the LEA in which the student resides and is zoned to attend. The IEA funds must be subtracted from the state funds otherwise payable to the LEA;

SECTION 21. Tennessee Code Annotated, Section 49-10-1402(3)(A), is amended by adding the following as a new subdivision:

(xi) Deafness;

SECTION 22. Tennessee Code Annotated, Section 49-3-312(a), is amended by deleting the language "twenty (20)" and substituting instead the language "thirty (30)".

SECTION 23. Tennessee Code Annotated, Section 49-18-109, is amended by deleting the section.

SECTION 24. Tennessee Code Annotated, Section 49-1-228, is amended by adding the following as a new subsection:

(i) Notwithstanding subsection (a), student achievement, student growth, or any other student data that serves as an indicator of performance for a student who enrolls in, or transfers to, a public school for less than fifty percent (50%) of the school year must not be used to assign a letter grade to the receiving school for purposes of this section. The data described in this subsection (i) may be used to assign a letter grade to the school in which the student was enrolled for fifty percent (50%) or more of the respective school year.

SECTION 25. Tennessee Code Annotated, Section 49-1-602, is amended by adding the following as a new subsection:

(f) Notwithstanding another law to the contrary, the state board of education shall not include in the performance goals and measures for a public school or LEA, the student achievement, student growth, or any other student data that serves as an indicator of performance for a student who enrolls in, or transfers to, the public school or LEA for less than fifty percent (50%) of the school year. The data described in this subsection (f) may be included in the performance goals and measures for the public school or LEA in which the student was enrolled for fifty percent (50%) or more of the respective school year, if applicable.

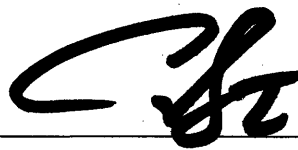
SECTION 26. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 1272

PASSED: April 17, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 23rd day of April 2025



BILL LEE, GOVERNOR

Document: Tenn. Code Ann. § 49-3-312

Tenn. Code Ann. § 49-3-312

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Current through the 2024 Regular Session.

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[Chapter 3 Finances](#) [Part 3 Education Finance](#)

49-3-312. Substitute teachers.

(a) A substitute teacher substituting for a regular teacher on leave authorized for a period not exceeding twenty (20) consecutive teaching days is not required to possess a teacher's license.

(b) A substitute teacher who is a retired teacher is not required to continue to renew the teacher's license in order to work as a substitute teacher. The rate of compensation for a retired teacher without an active teaching license must not be less than the rate of compensation set by the LEA for a retired teacher with an active teaching license. This subsection (b) only applies to retired teachers who retired after July 1, 2011 through July 1, 2016.

History

Acts 1977, ch. 289, § 9; T.C.A., § 49-611; Acts 1996, ch. 764, § 1; 2001, ch. 284, § 8; 2017, ch. 387, §§ 1, 2.

TENNESSEE CODE ANNOTATED

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Kingsport City Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Child Abuse and Neglect	Descriptor Code: 6.409	Issued Date: 08/13/24
		Rescinds: 6.409	Issued: 07/12/22

1 GENERAL

2 The Superintendent of Schools shall:¹

- 3 1. Designate one employee as the Child Abuse Coordinator (the Coordinator) and an additional
4 employee to serve as the Alternate Child Abuse Coordinator (the Alternate) for each school and
5 submit this information to the Department of Children's Services;
- 6 2. Require that the Coordinator and the Alternate receive appropriate training;
- 7 3. Supply the Coordinator with all necessary resources;
- 8 4. Ensure that all employees working directly with students annually complete the child abuse
9 training program required by state law.²

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

12 REPORTING

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

19 Child abuse exists when a person under the age of eighteen is suffering from, has sustained or may be
20 in immediate danger of suffering from or sustaining a wound, injury, disability or physical or mental
21 condition caused by brutality, neglect or other actions or inactions, **or witnesses either abuse of another
22 child in the person's immediate family or household, or domestic abuse, as defined in TCA 36-3-601,
23 or another member of the person's immediate family or household.**⁹ Neglect occurs when a child's
24 health and welfare is adversely affected due to inadequate care. Staff members who know or suspect
25 that any child is suffering from abuse or neglect shall report such harm immediately.³

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

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

1 The identity of the person reporting shall remain confidential except when the juvenile court
2 determines otherwise.

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

5 The Superintendent shall establish and disseminate procedures for reporting child abuse or neglect and
6 the investigation process.

7 **INVESTIGATIONS DUTY TO COOPERATE**

8 School administrators and employees have a duty to cooperate, provide assistance and information in
9 child abuse investigations⁷ including permitting child-abuse review teams to conduct interviews while
10 the child is at school. The principal may control the time, place and circumstances of the interview, but
11 may not insist that a school employee be present, even if the suspected abuser is a school employee or
12 another student. The principal is not in violation of any laws by failing to inform parents that the child
13 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; Public Acts of 2024, Chapter No. 571](#)
2. [TCA 37-1-408](#)
3. [TCA 37-1-403\(a\)\(1\); TCA 37-1-412; TCA 37-1-602; TCA 37-1-605\(a\)\(4\)](#)
4. [TCA 37-1-403\(a\)\(2\); TCA 49-6-1601](#)
5. [TCA 49-6-1601\(d\)\(1\)\(B\)\(v\)](#)
6. [TCA 37-1-403\(b\)](#)
7. [TCA 37-1-611\(b\)](#)
8. [Tenn. Op. Atty. Gen. No. 87-101 \(June 9, 1987\)](#)
9. [Public Acts of 2025, Chapter No. 398](#)

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



State of Tennessee

PUBLIC CHAPTER NO. 398

SENATE BILL NO. 1241

By Jackson, Rose

Substituted for: House Bill No. 1360

By Littleton, Farmer, Hardaway, Bricken

AN ACT to amend Tennessee Code Annotated, Title 36; Title 37 and Title 39, relative to child abuse.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 37-1-102(b)(1), is amended by adding the following as a new subdivision:

(C) A person under eighteen (18) years of age witnesses either abuse of another child in the person's immediate family or household, or domestic abuse, as defined in § 36-3-601, of another member of the person's immediate family or household;

SECTION 2. Tennessee Code Annotated, Title 37, Chapter 2, Part 4, is amended by adding the following as a new section:

Notwithstanding another law to the contrary, if a child has been removed from the custody of a parent or legal guardian due to a finding of abuse, as defined in § 37-1-102, and placed in foster care with the department or in the care of an agency as provided in § 37-2-403, then reunification with the parent must not occur unless the parent has achieved sufficient progress on the parent's permanency plan responsibilities to make reunification safe and the child has received any mental health counseling deemed necessary for reunification.

SECTION 3. Tennessee Code Annotated, Section 37-2-403(a), is amended by adding the following as a new subdivision:

(8) The permanency plan for a child in foster care as a result of abuse or neglect that includes as a permanency goal the return of the child to the parent must include in the parent's statement of responsibilities a requirement that the parent complete appropriate services to address domestic violence, if the reason for the child's placement in foster care included witnessing or being subjected to domestic abuse by the parent.

SECTION 4. Tennessee Code Annotated, Section 37-5-105, is amended by adding the following as a new subdivision:

(18) By January 31, 2026, and each year semiannually thereafter, report to the chair of the judiciary committee of the senate, and the chairs of the committees of the house of representatives having jurisdiction over judiciary matters and matters related to children and family affairs, the number of children who were removed into foster care due to allegations of domestic abuse. The report must include information on the number of children who were returned home, the number of children who remained in the custody of the department, and other outcomes.

SECTION 5. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 1241

PASSED: April 16, 2025



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 5th day of May 2025



BILL LEE, GOVERNOR

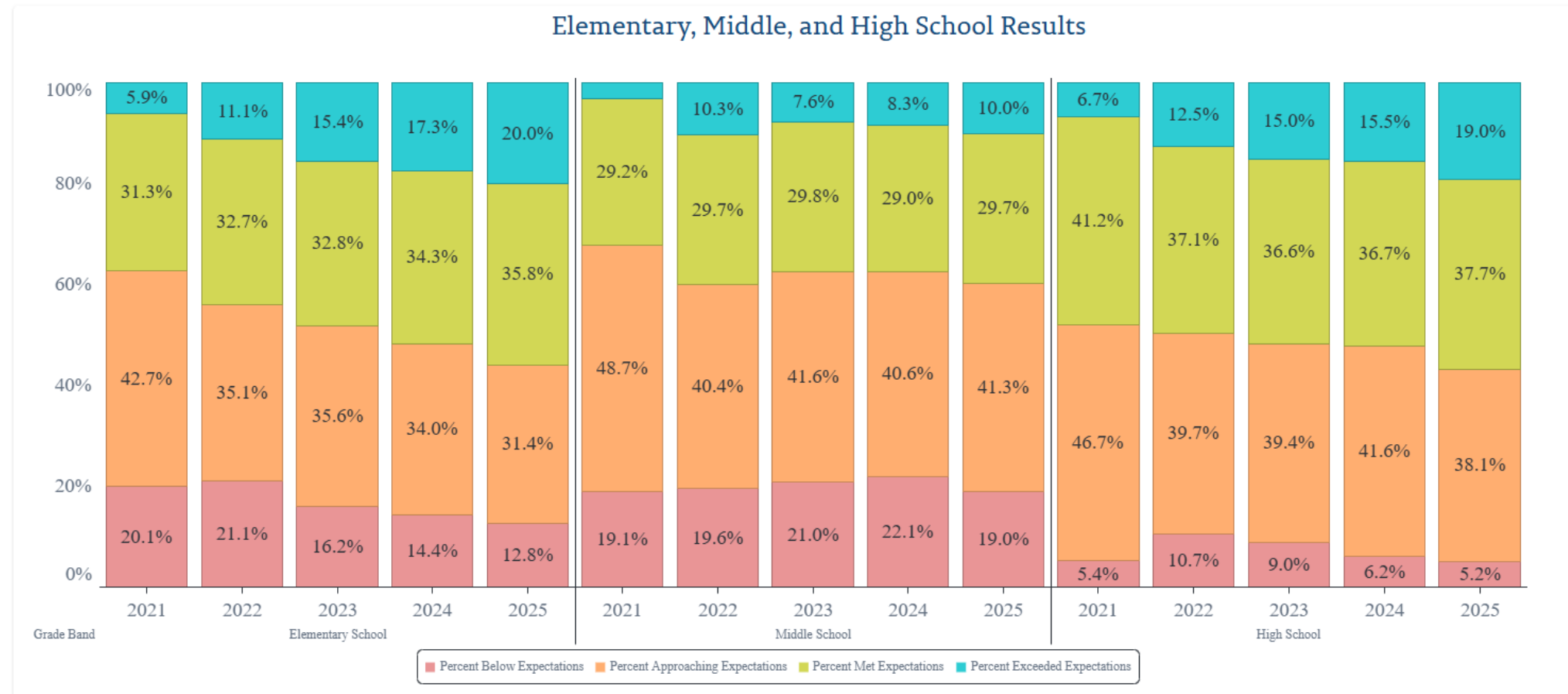
2024-25 Data Presentation

BOE Work Session- July 22, 2025



District Data

Overall ELA

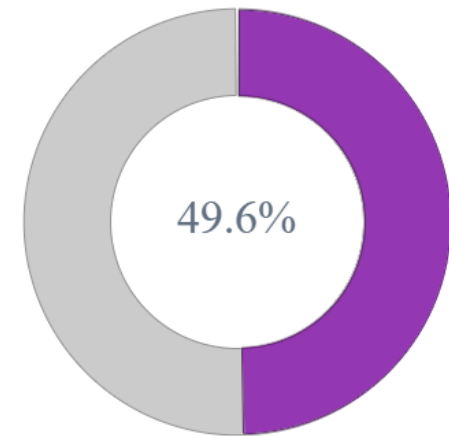


Grade 3 ELA

Performance Levels - District Results

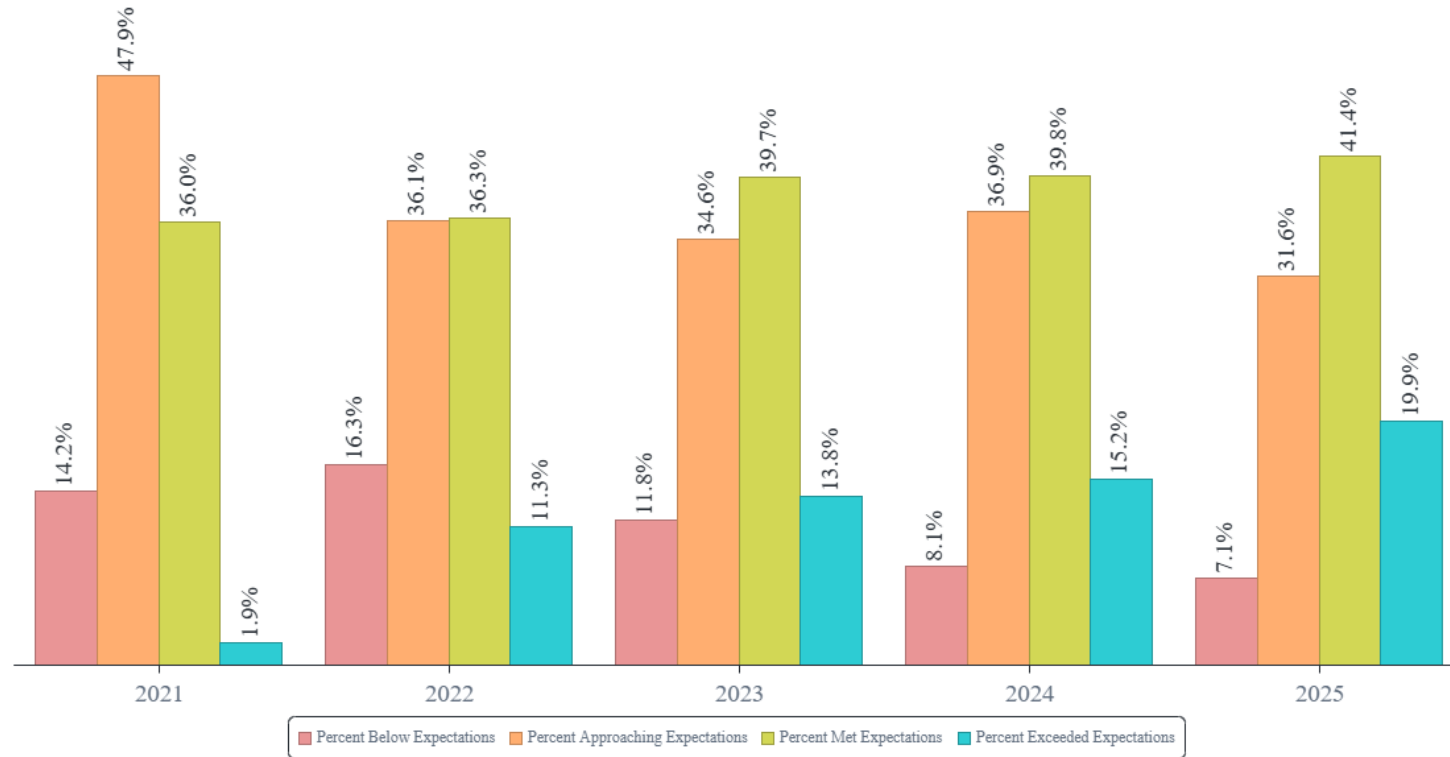


2025 Proficiency Rate
(Met + Exceeded Expectations)

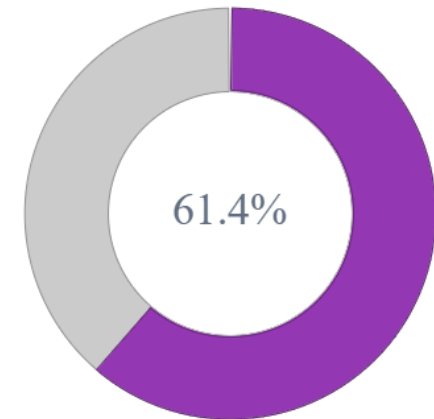


Grade 4 ELA

Performance Levels - District Results



2025 Proficiency Rate
(Met + Exceeded Expectations)

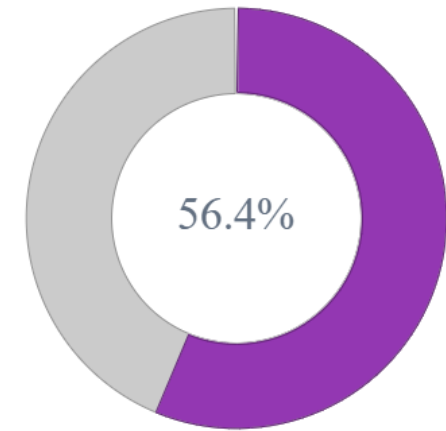


Grade 5 ELA

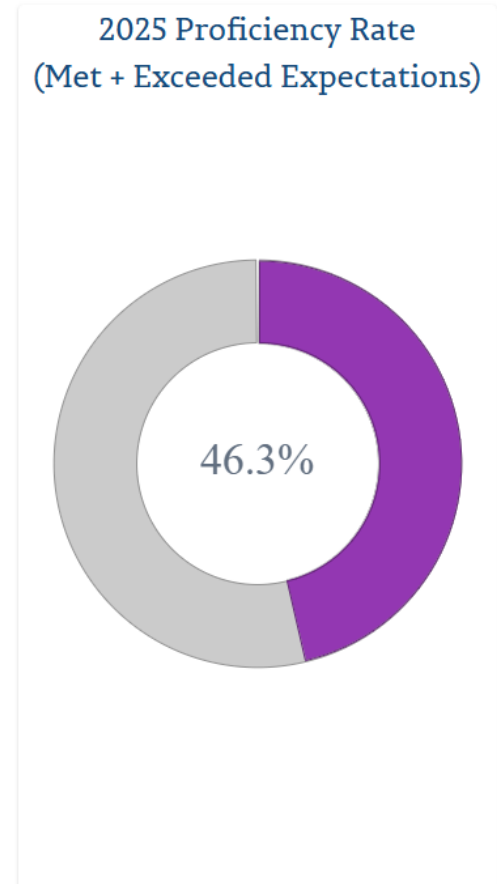
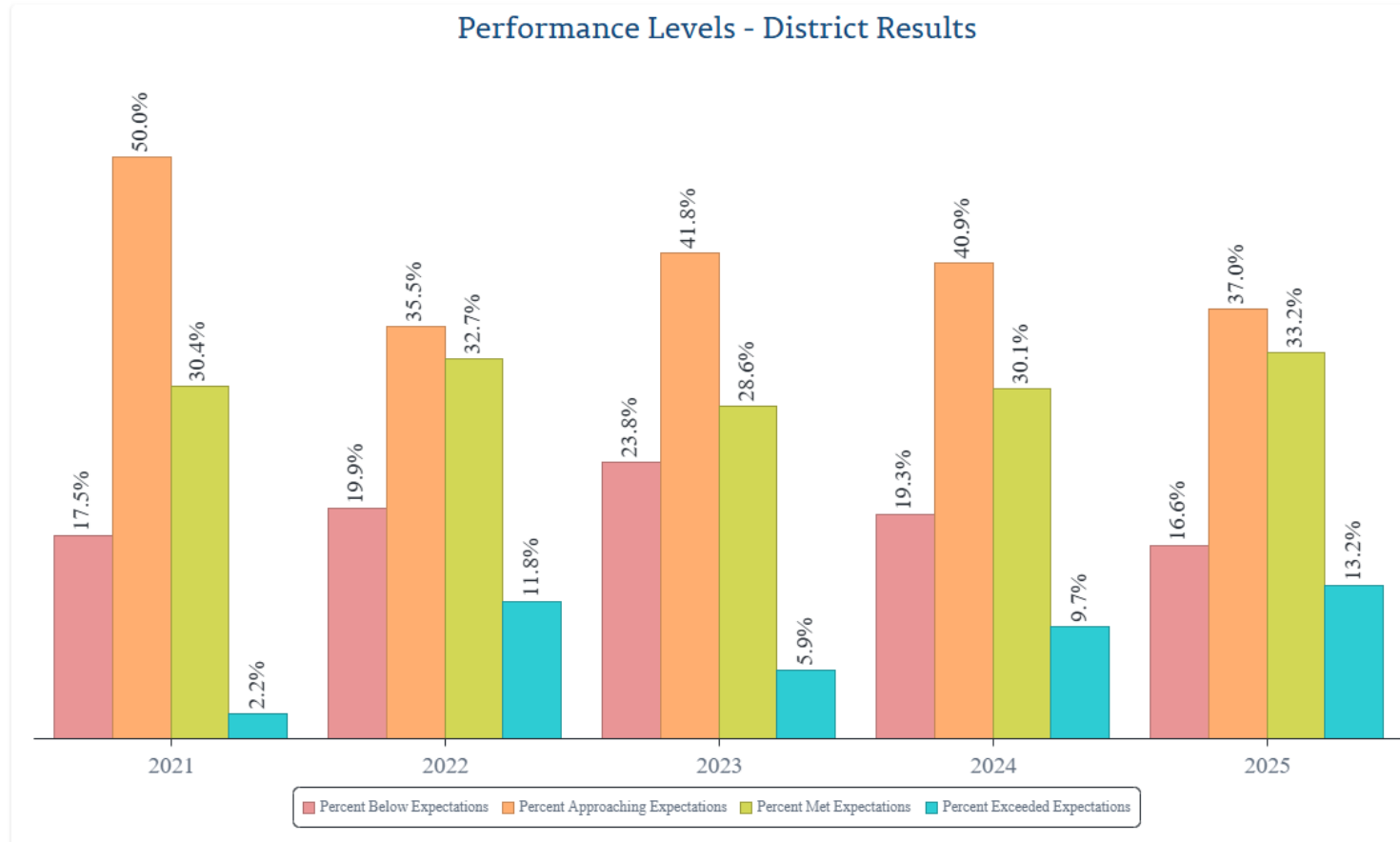
Performance Levels - District Results



2025 Proficiency Rate
(Met + Exceeded Expectations)



Grade 6 ELA

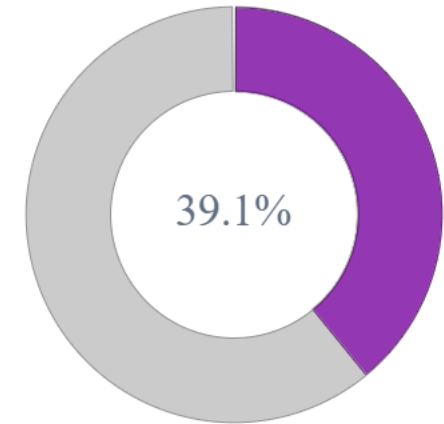


Grade 7 ELA

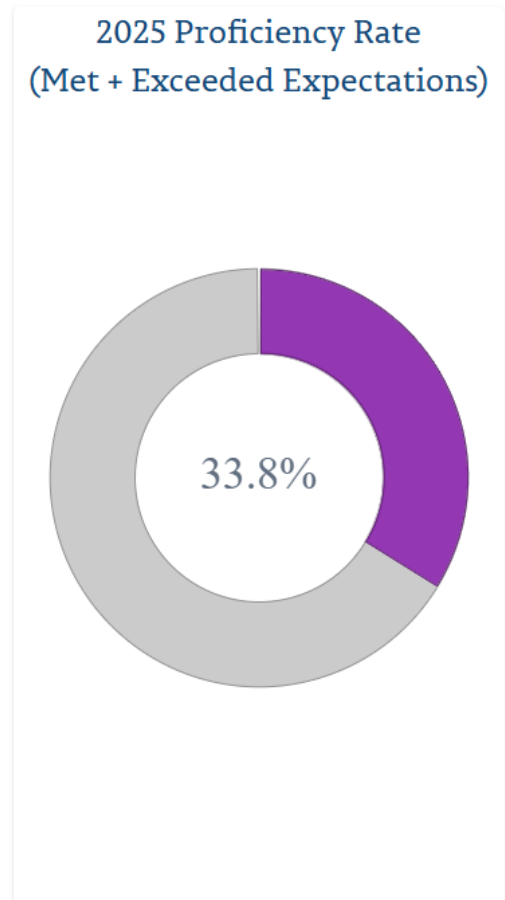
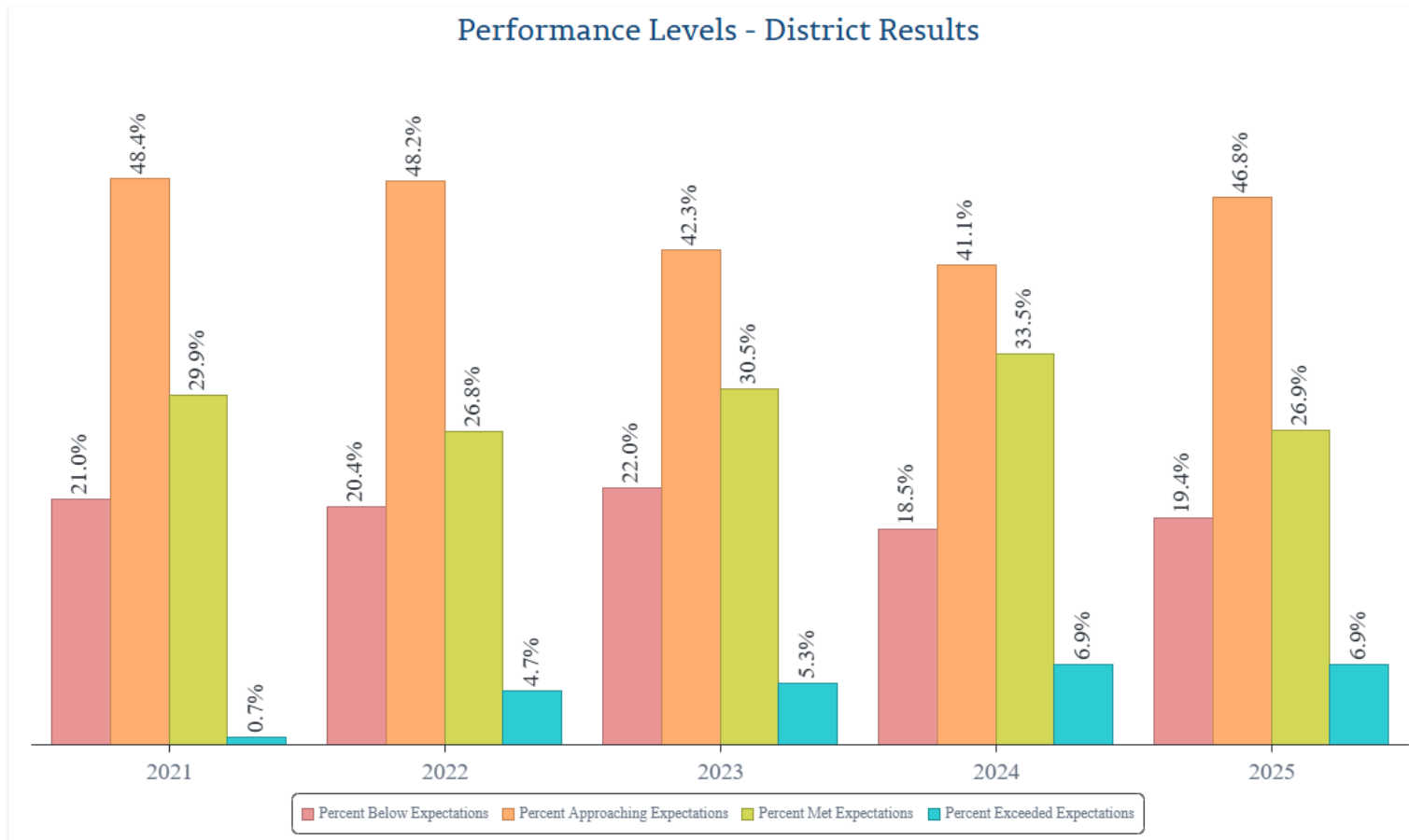
Performance Levels - District Results



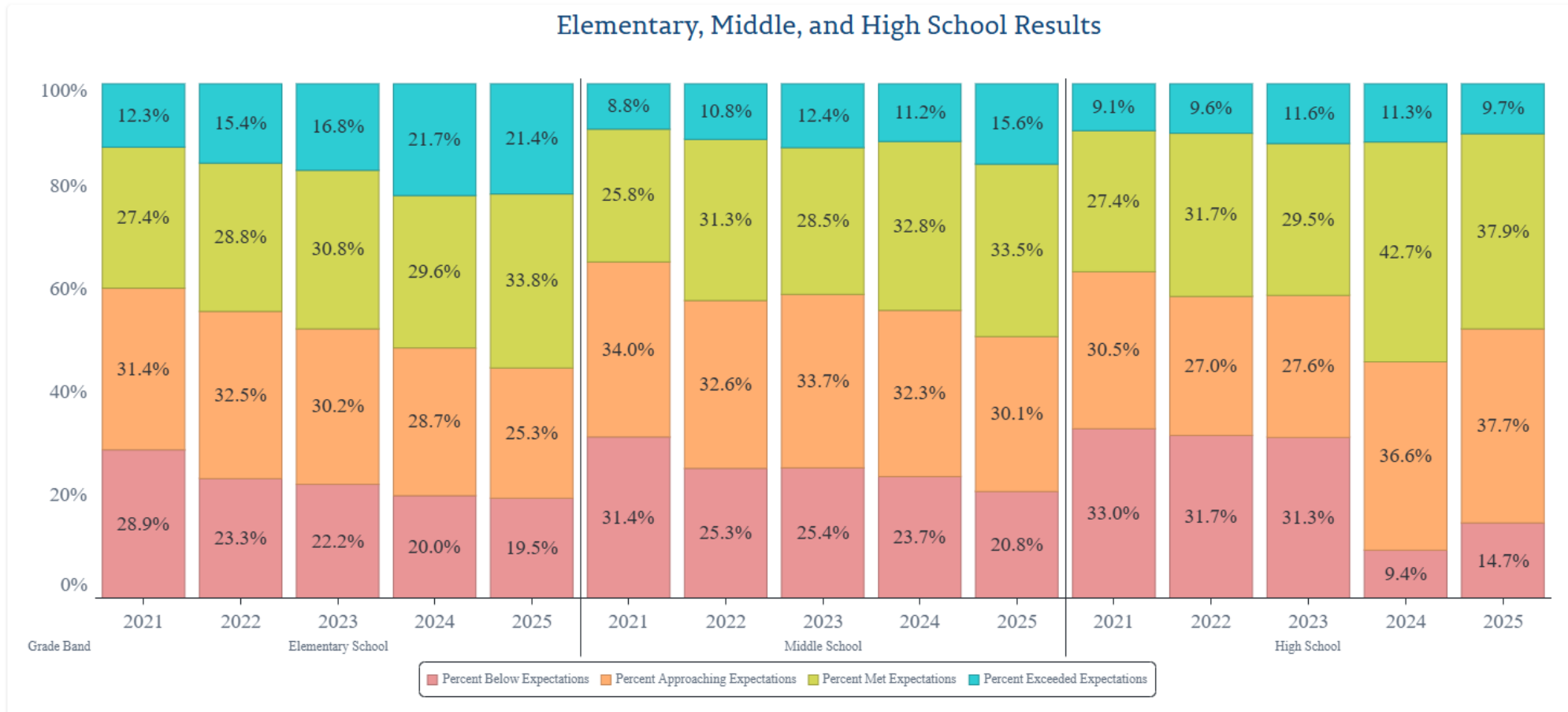
2025 Proficiency Rate
(Met + Exceeded Expectations)



Grade 8 ELA

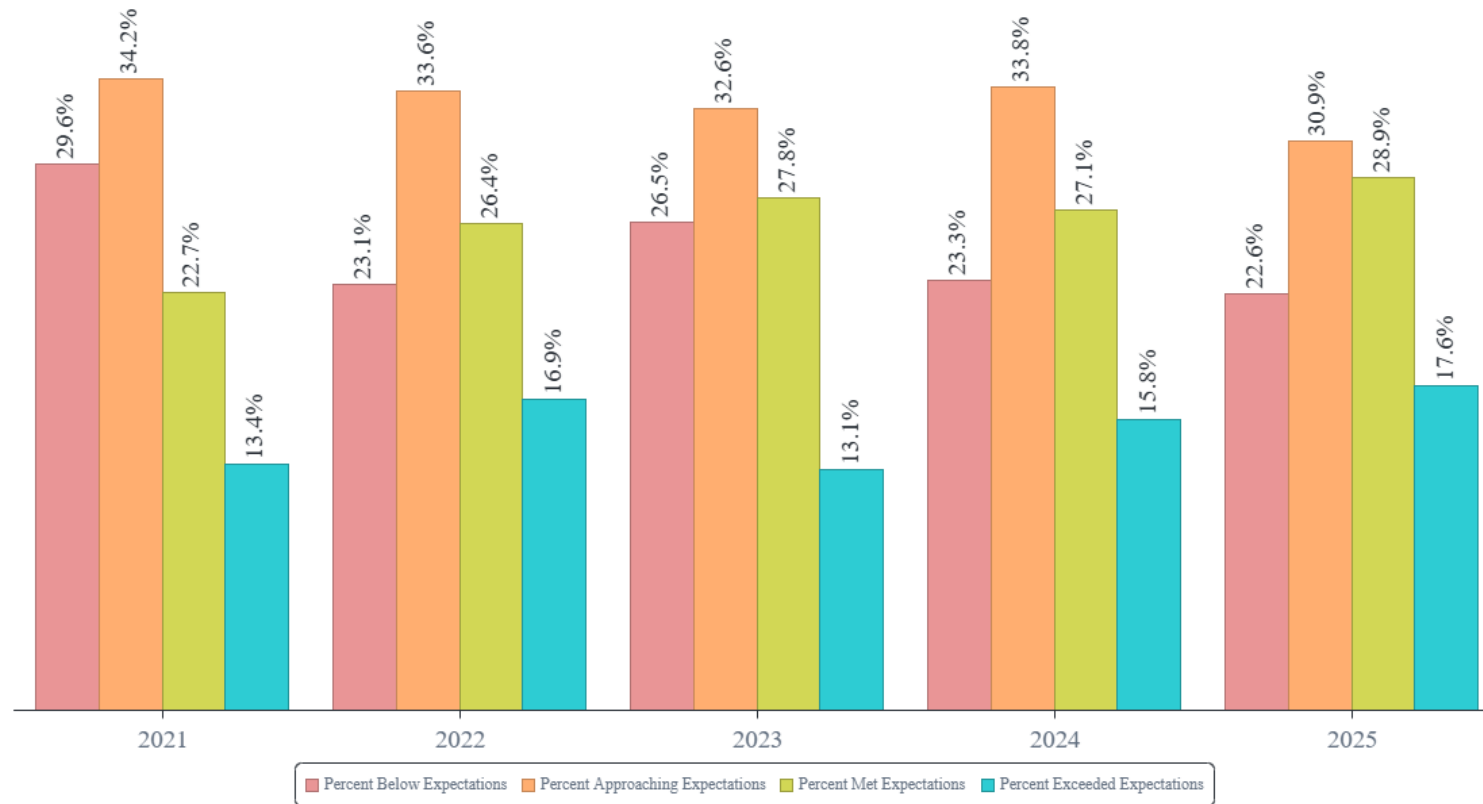


Overall Math

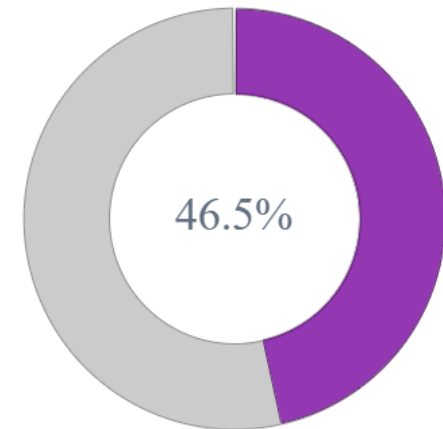


Grade 3 Math

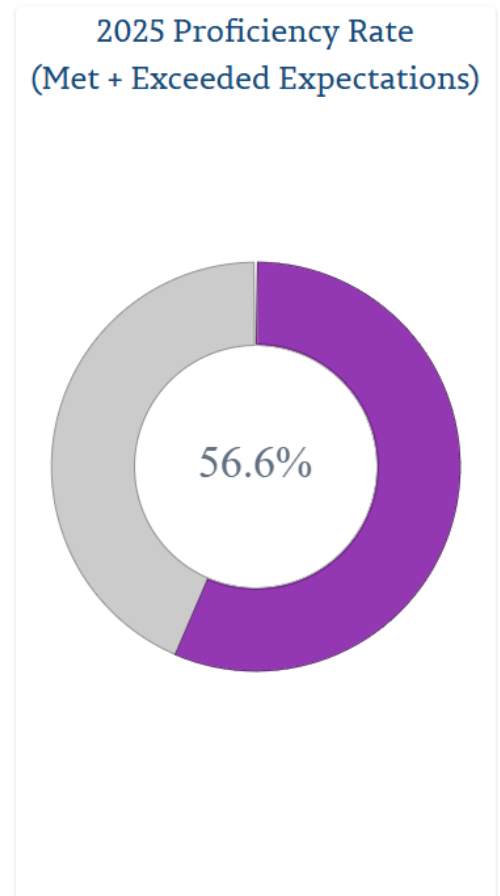
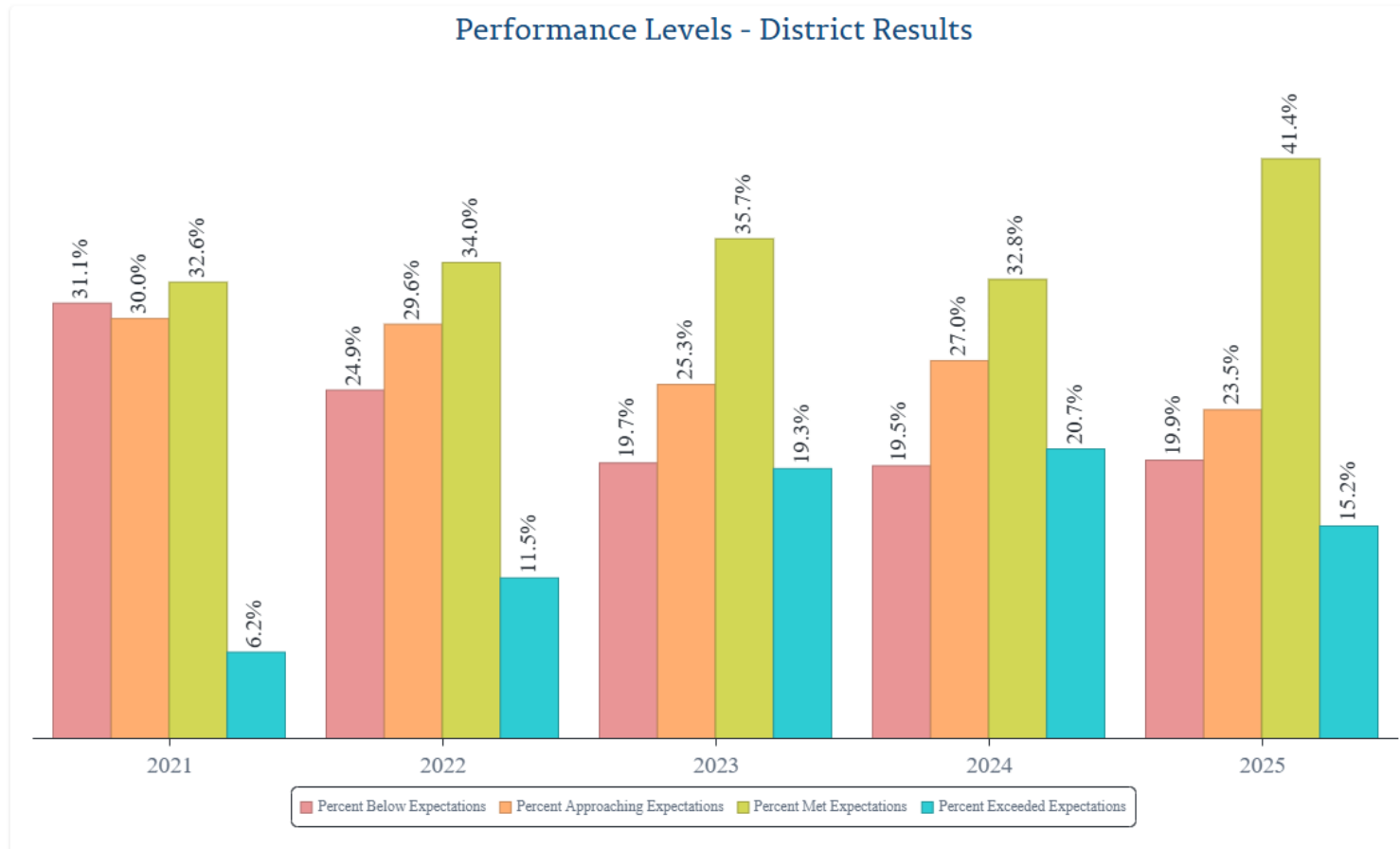
Performance Levels - District Results



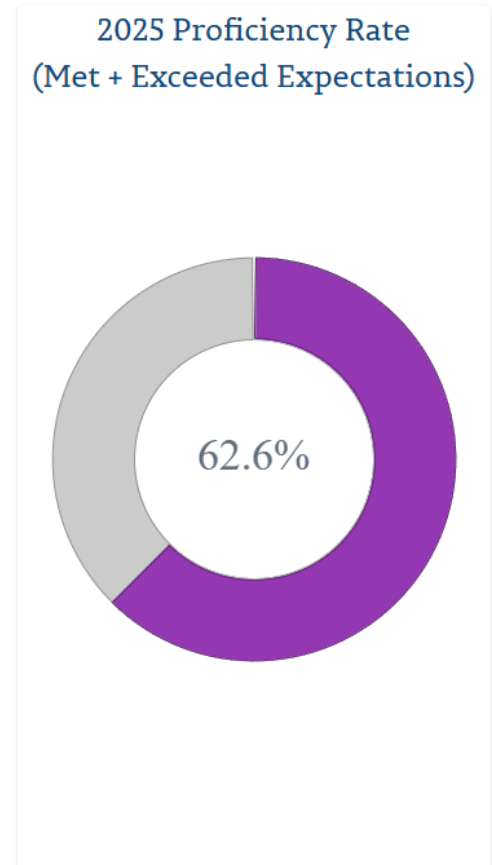
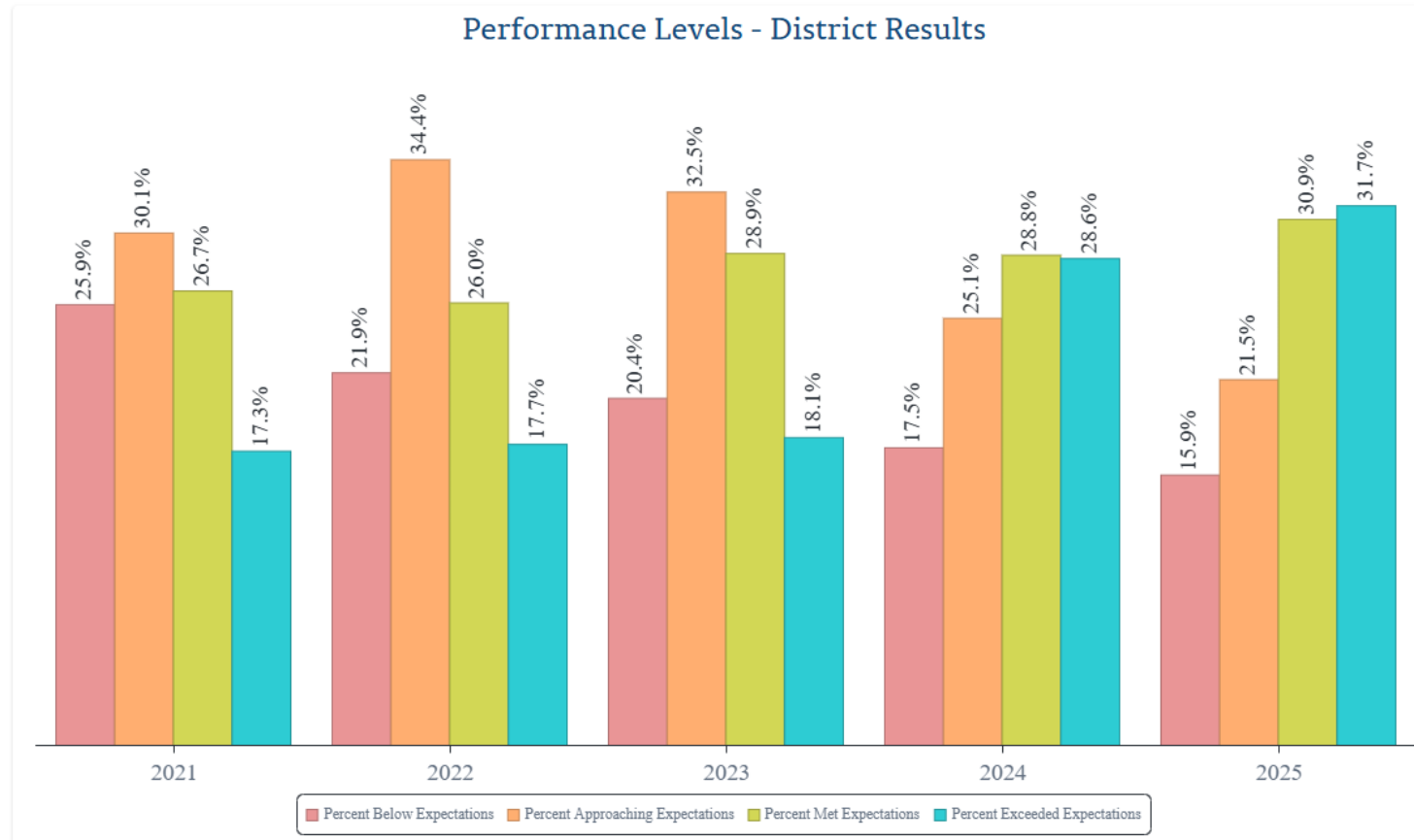
2025 Proficiency Rate
(Met + Exceeded Expectations)



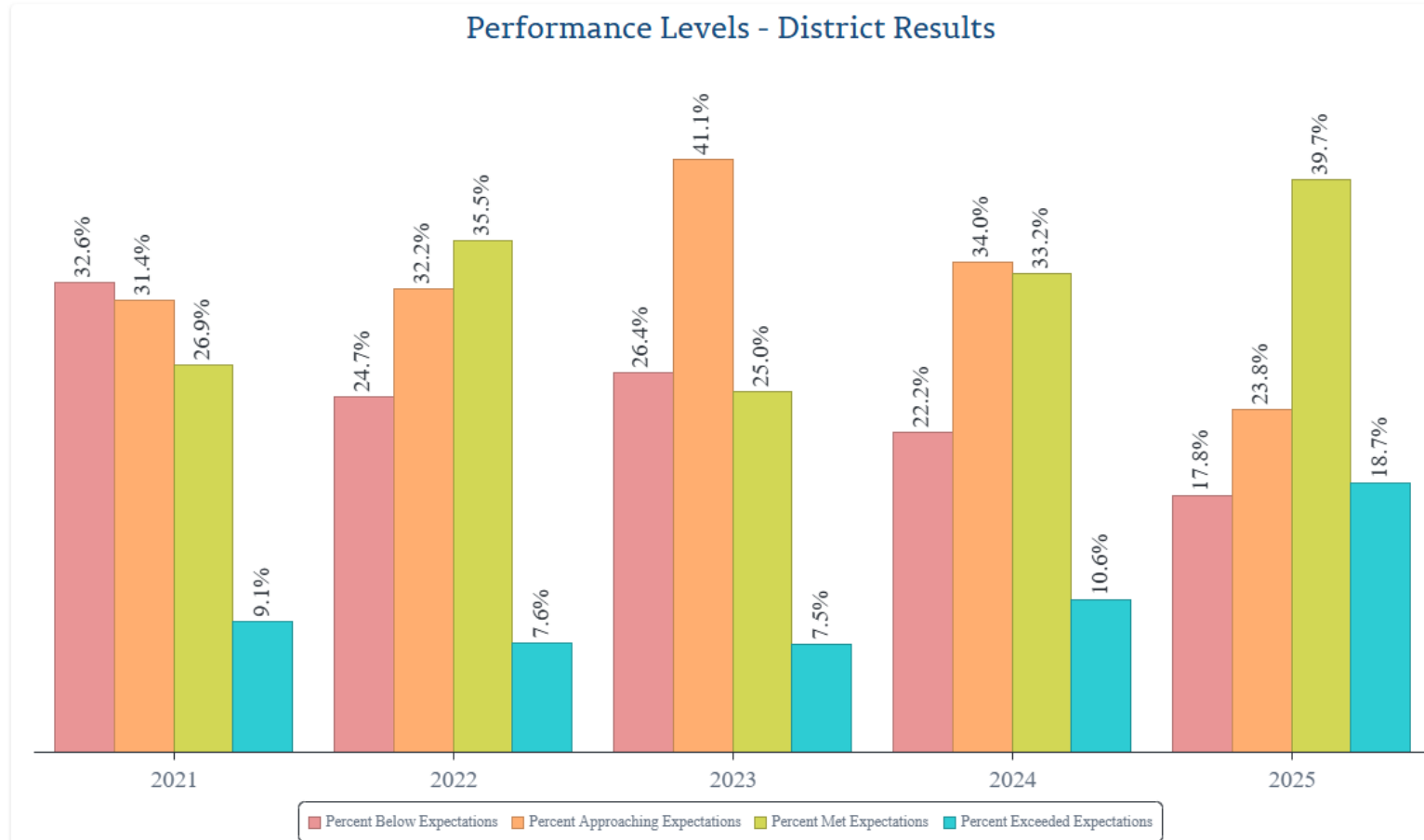
Grade 4 Math



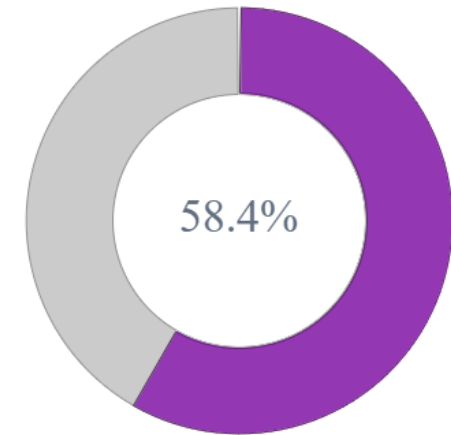
Grade 5 Math



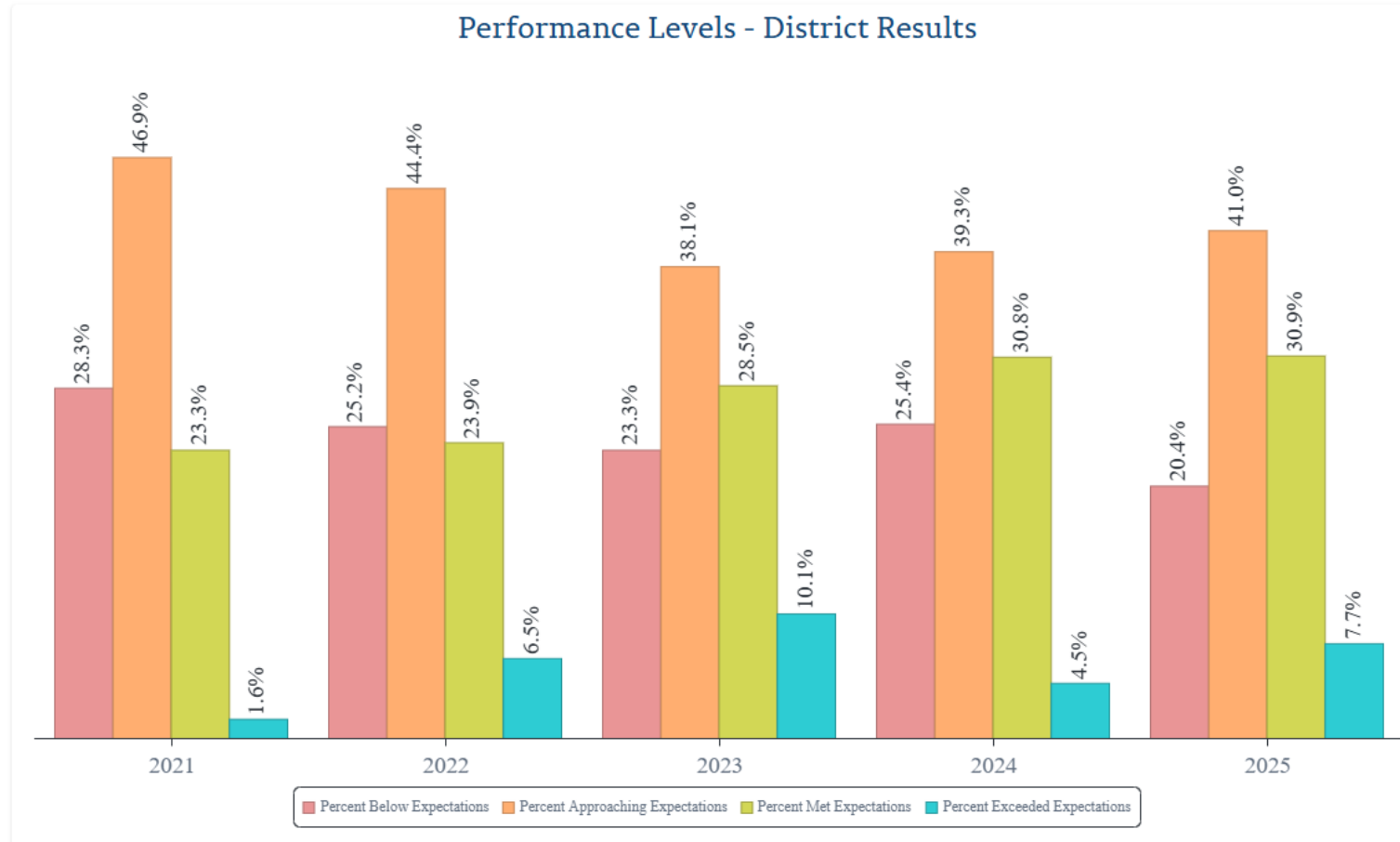
Grade 6 Math



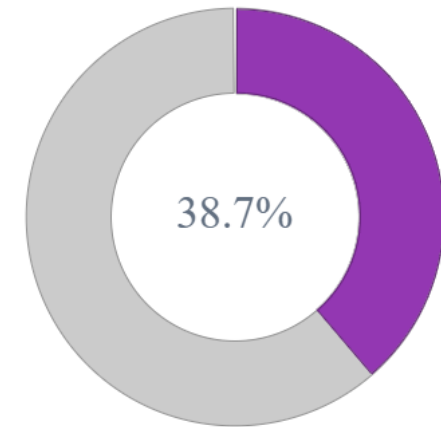
2025 Proficiency Rate
(Met + Exceeded Expectations)



Grade 7 Math

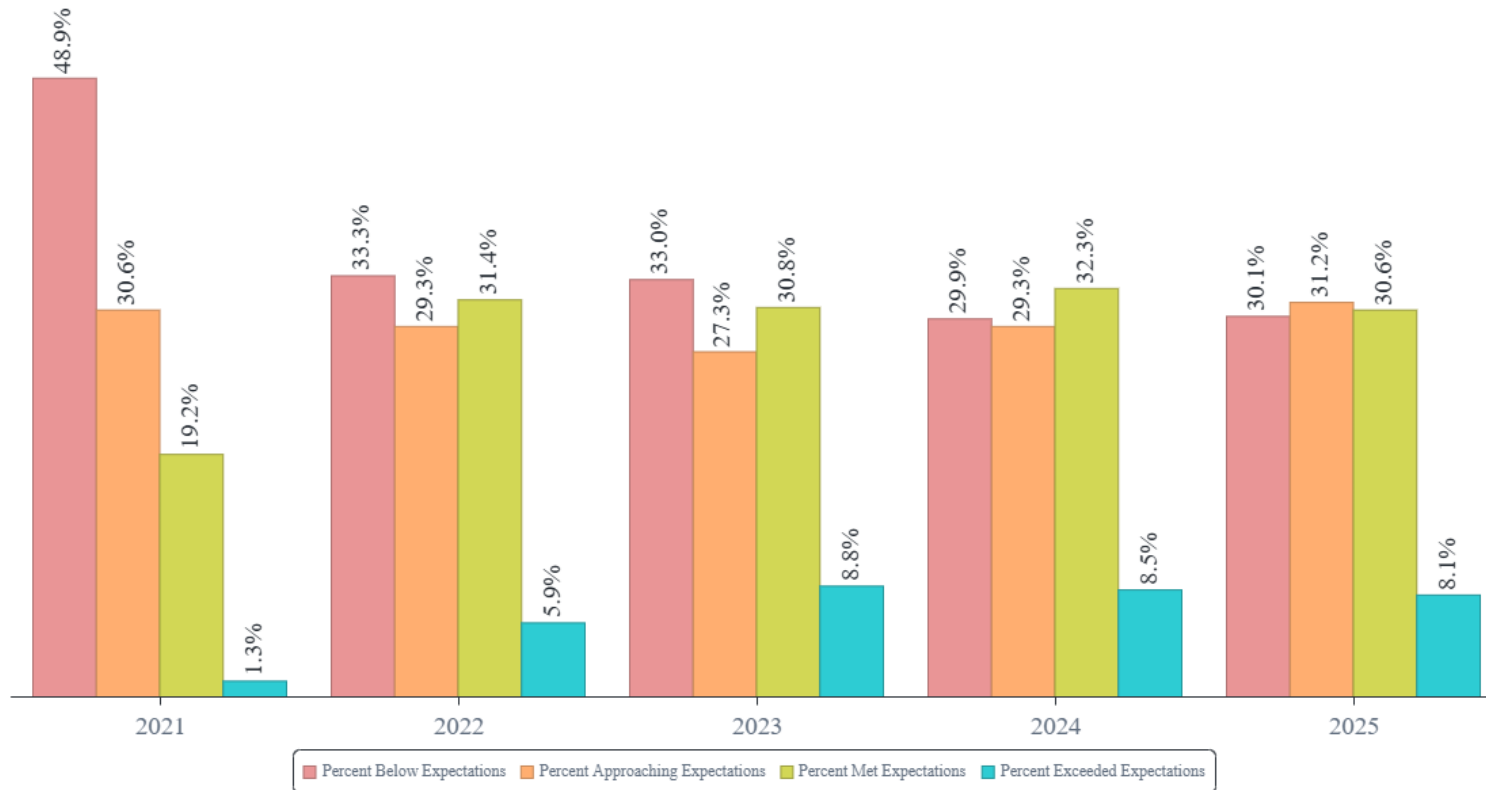


2025 Proficiency Rate
(Met + Exceeded Expectations)

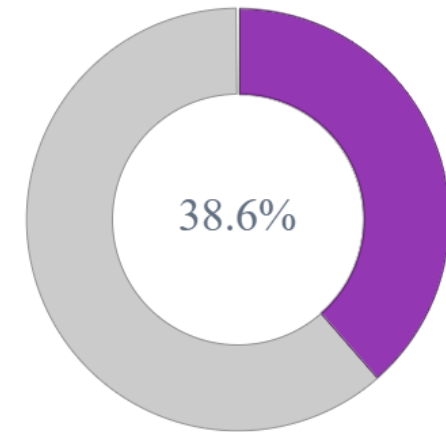


Grade 8 Math

Performance Levels - District Results

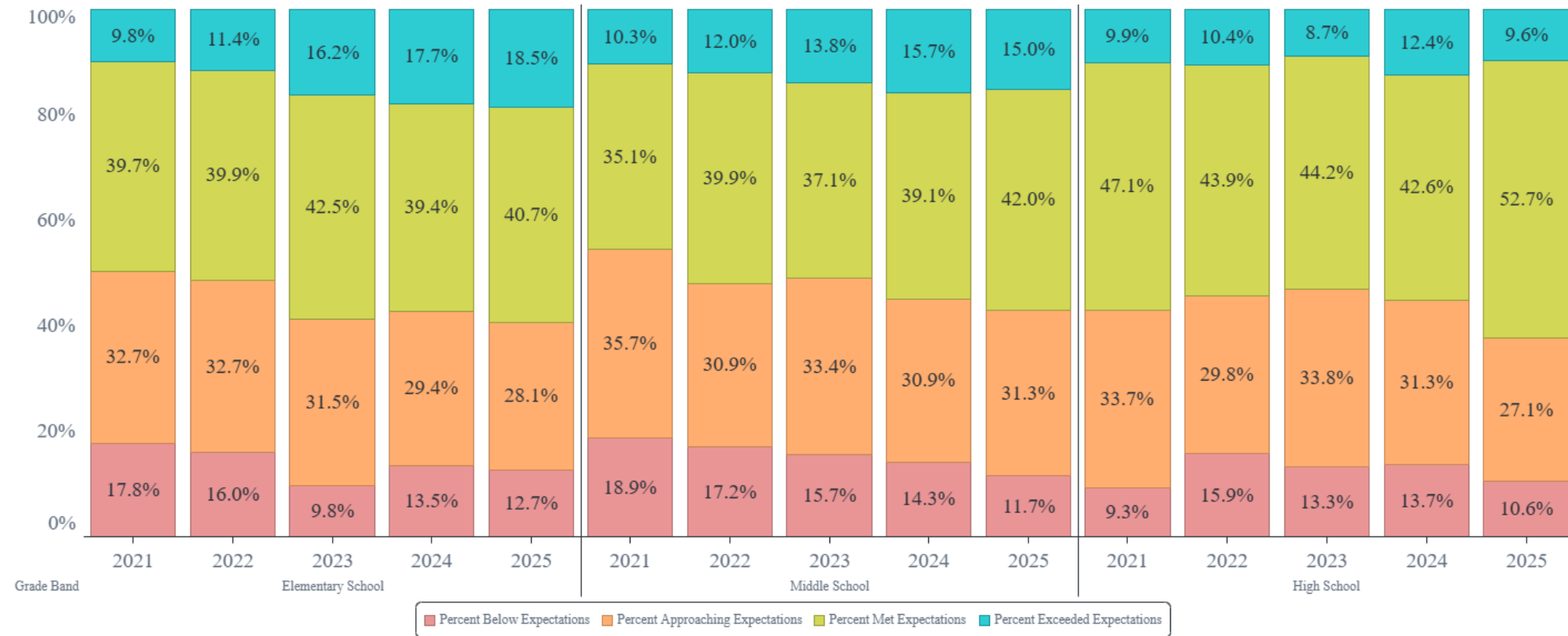


2025 Proficiency Rate
(Met + Exceeded Expectations)

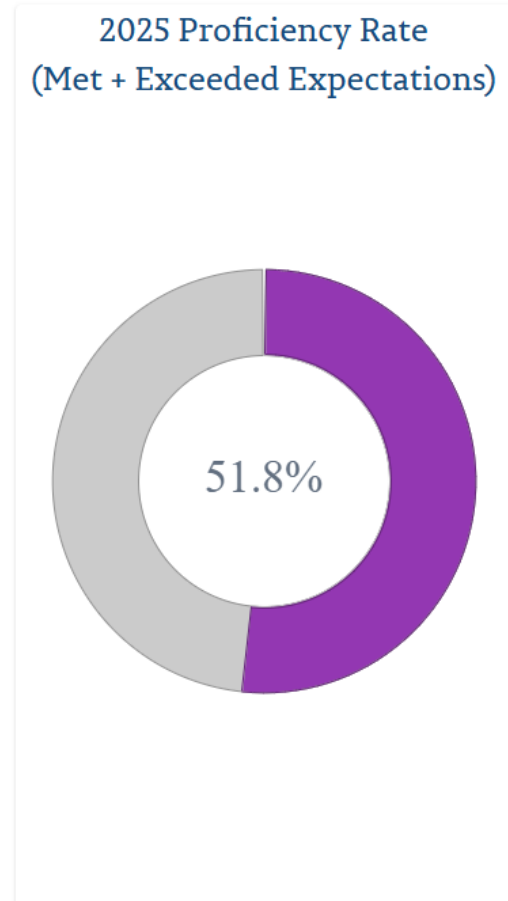
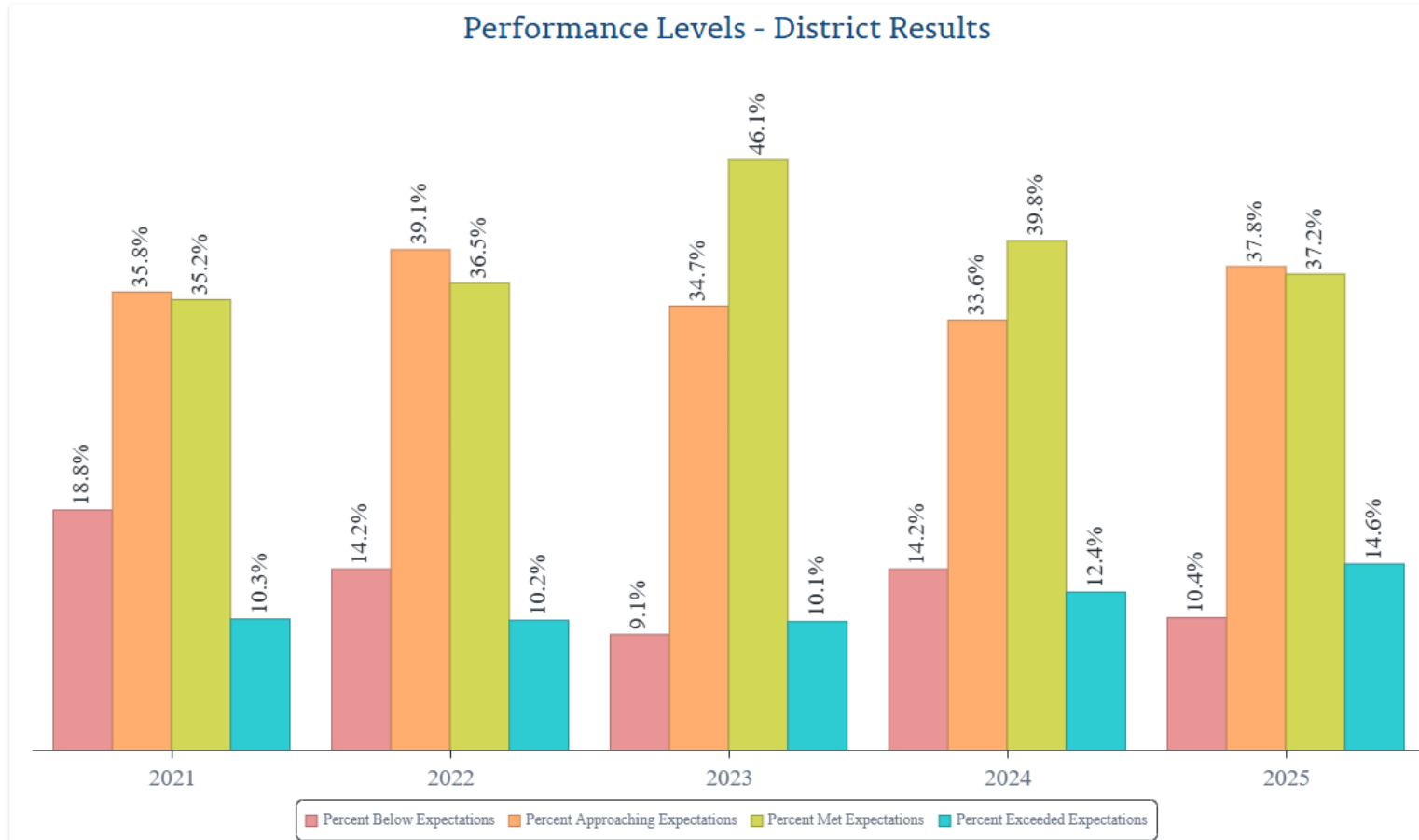


Overall Science

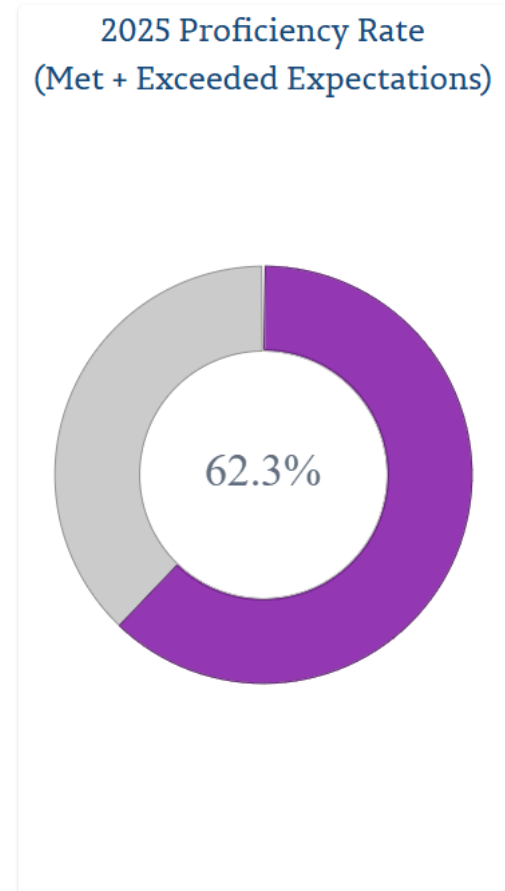
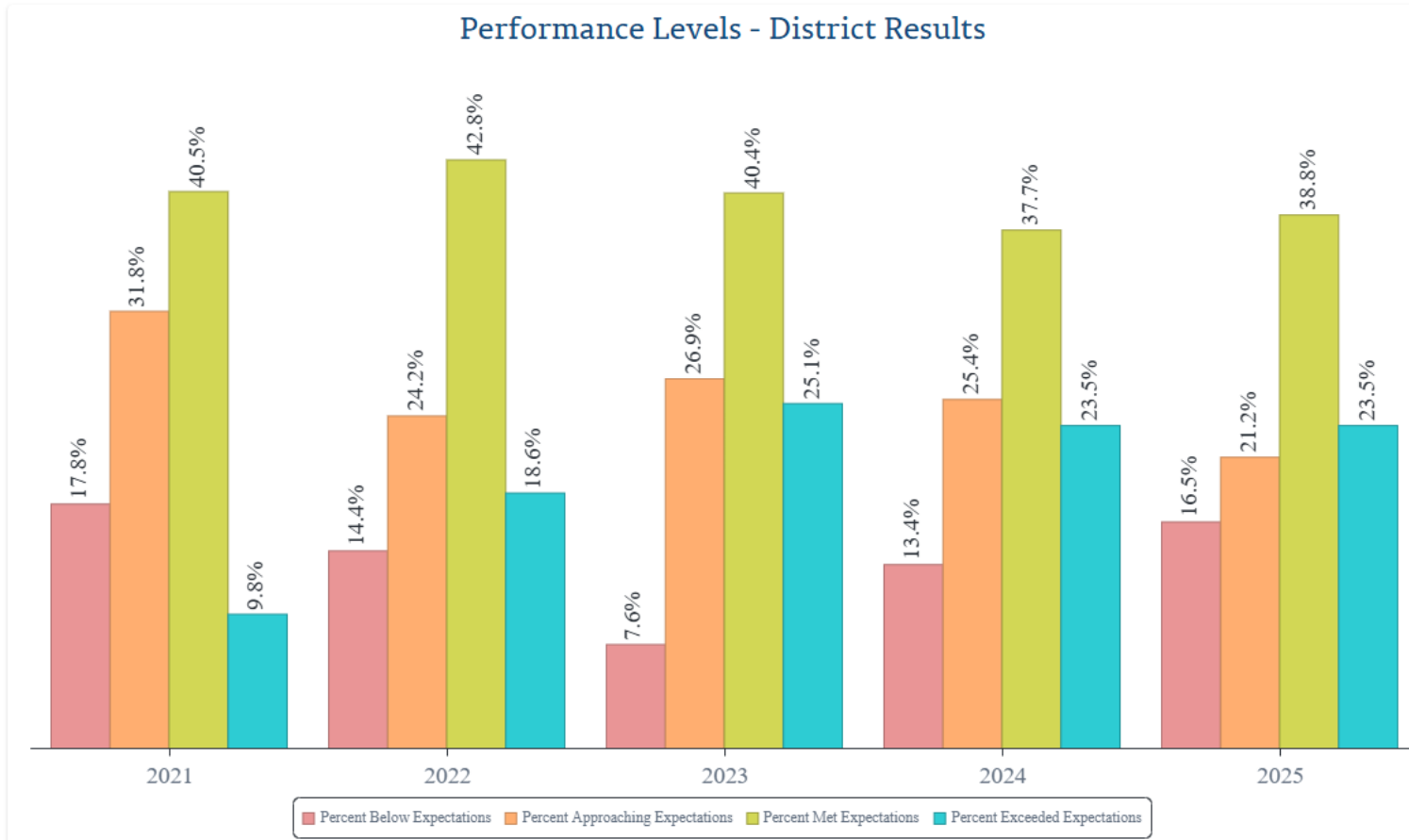
Elementary, Middle, and High School Results



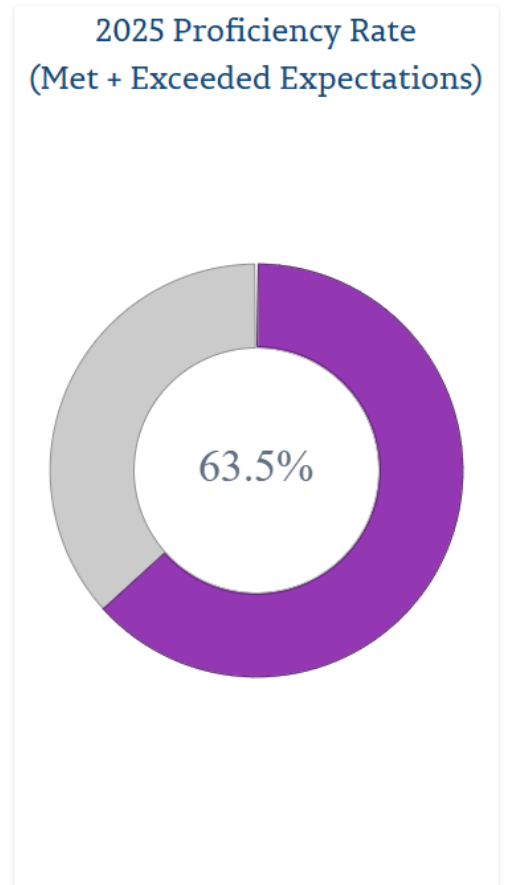
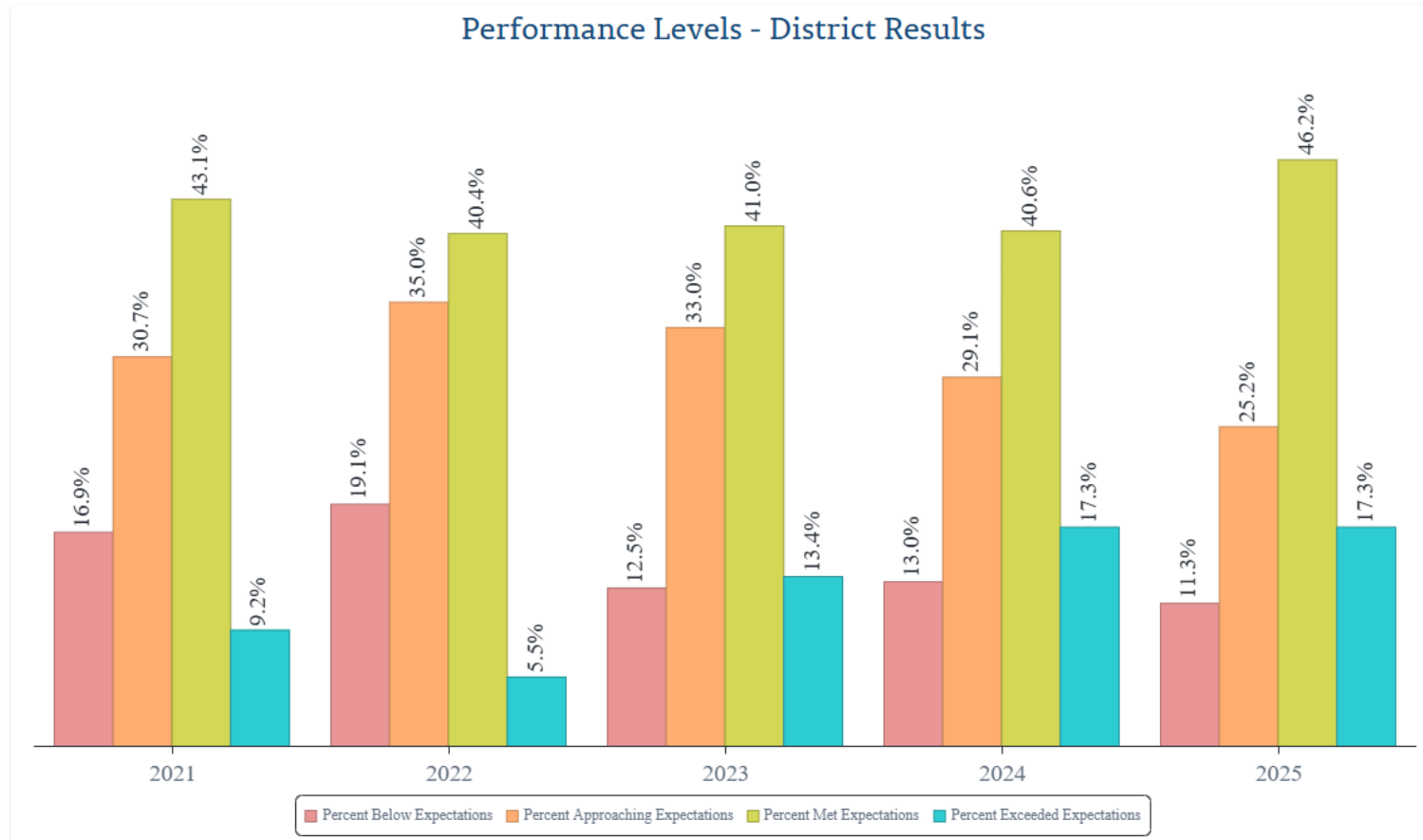
Grade 3 Science



Grade 4 Science

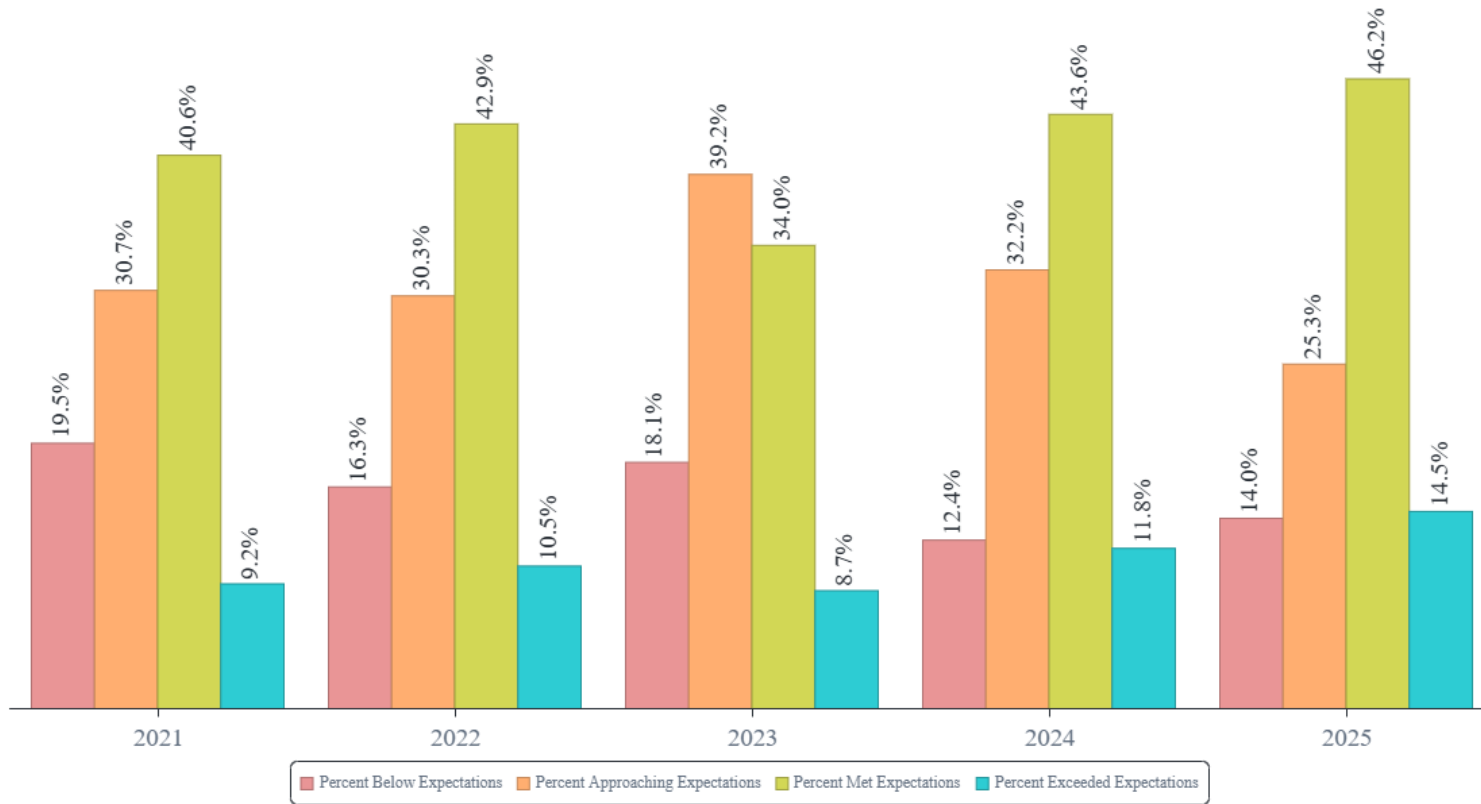


Grade 5 Science

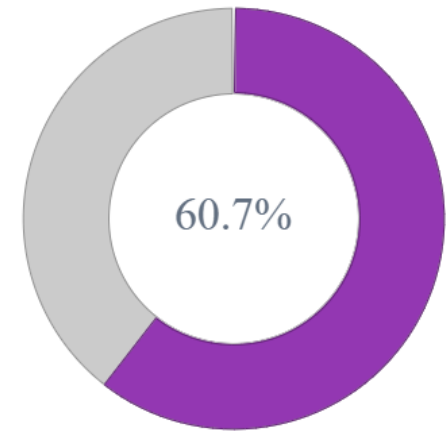


Grade 6 Science

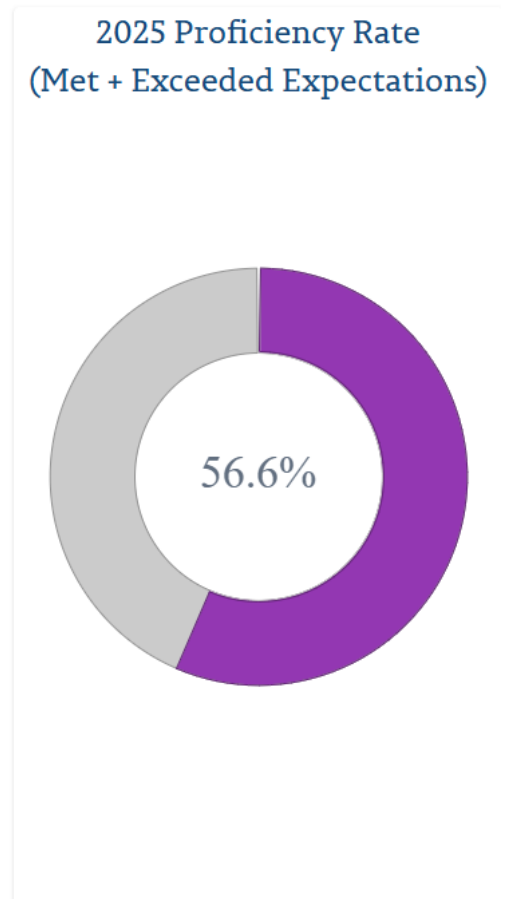
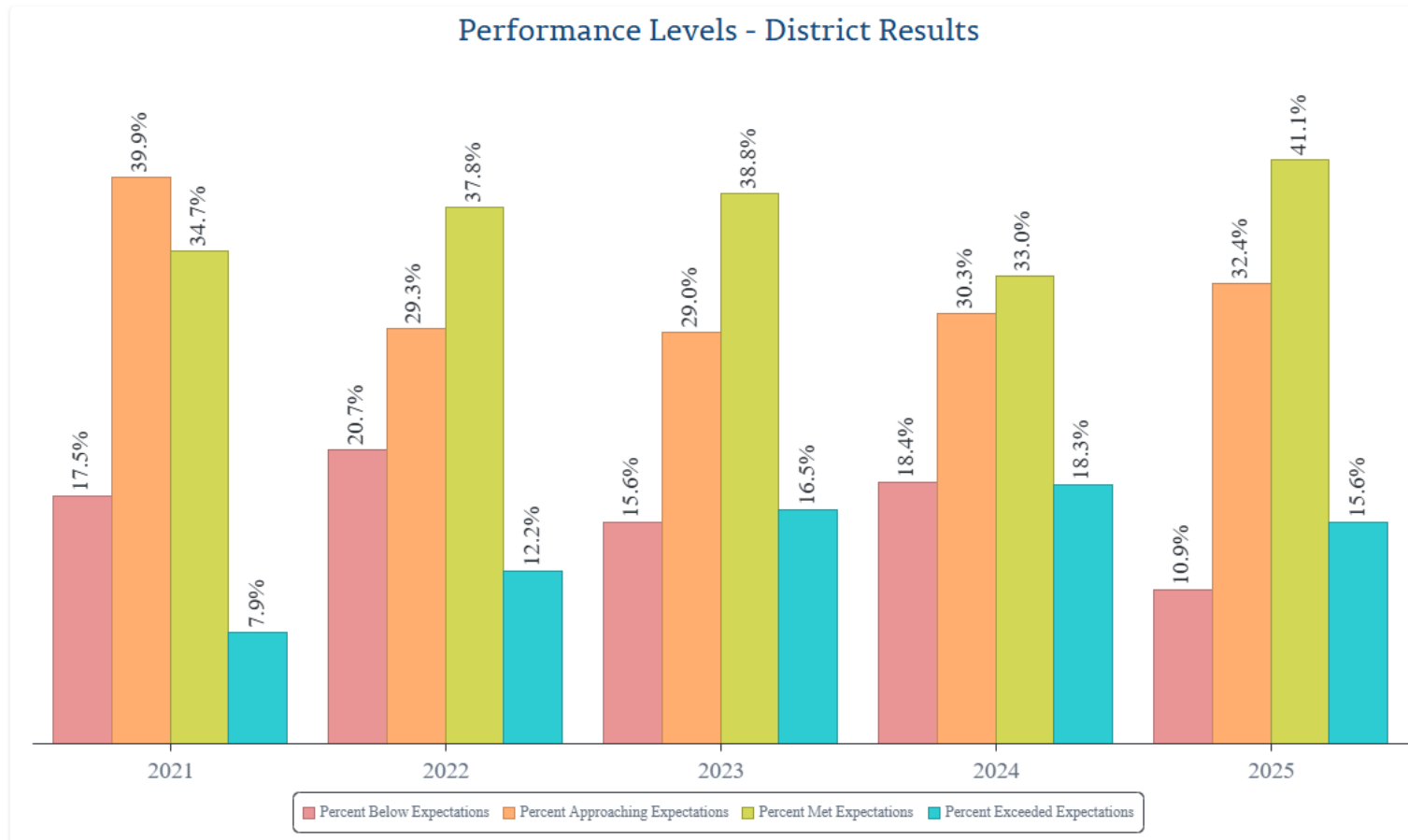
Performance Levels - District Results



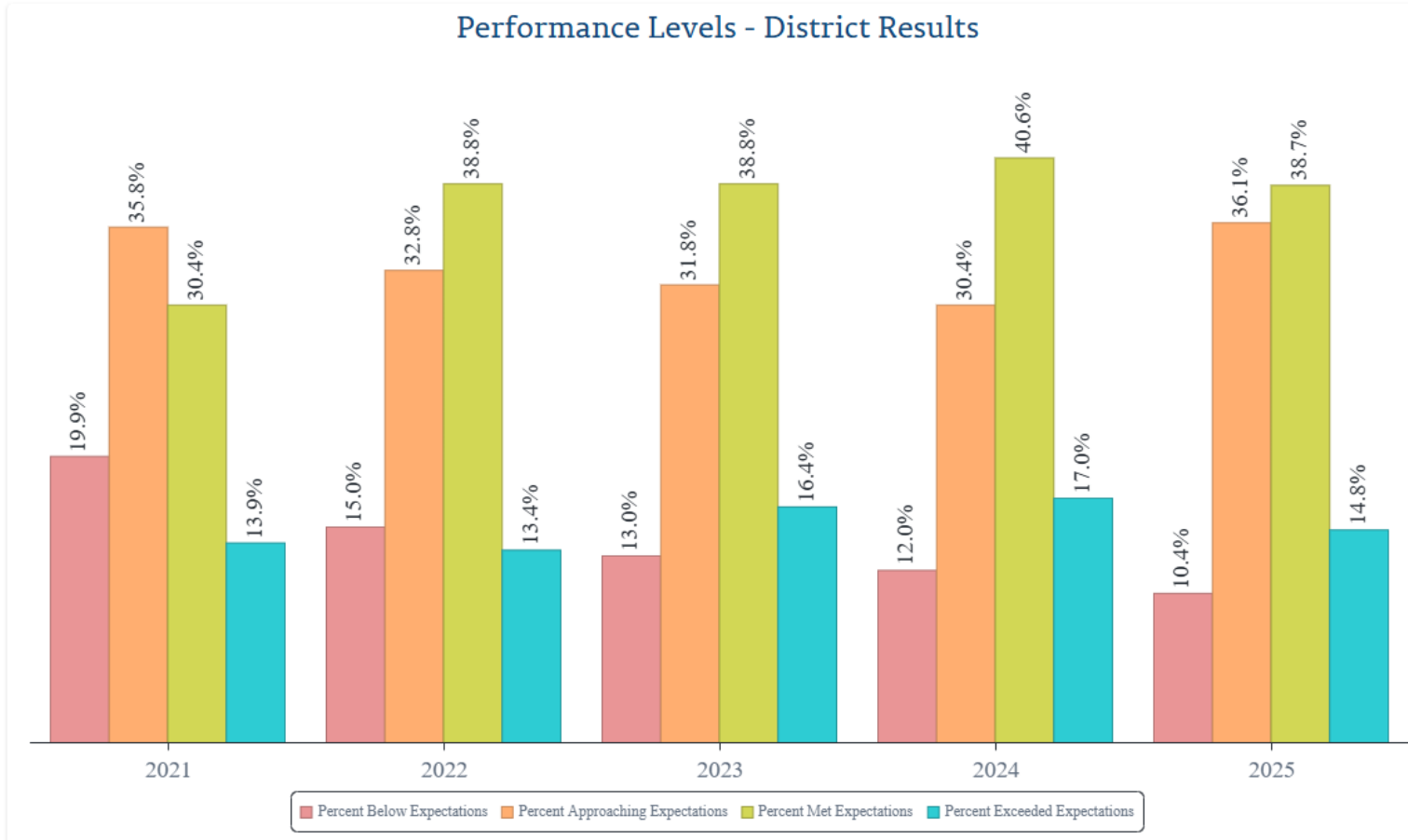
2025 Proficiency Rate
(Met + Exceeded Expectations)



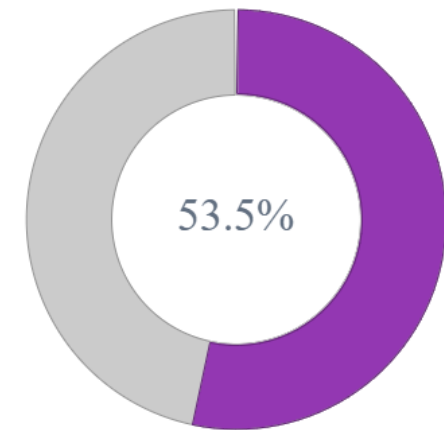
Grade 7 Science



Grade 8 Science

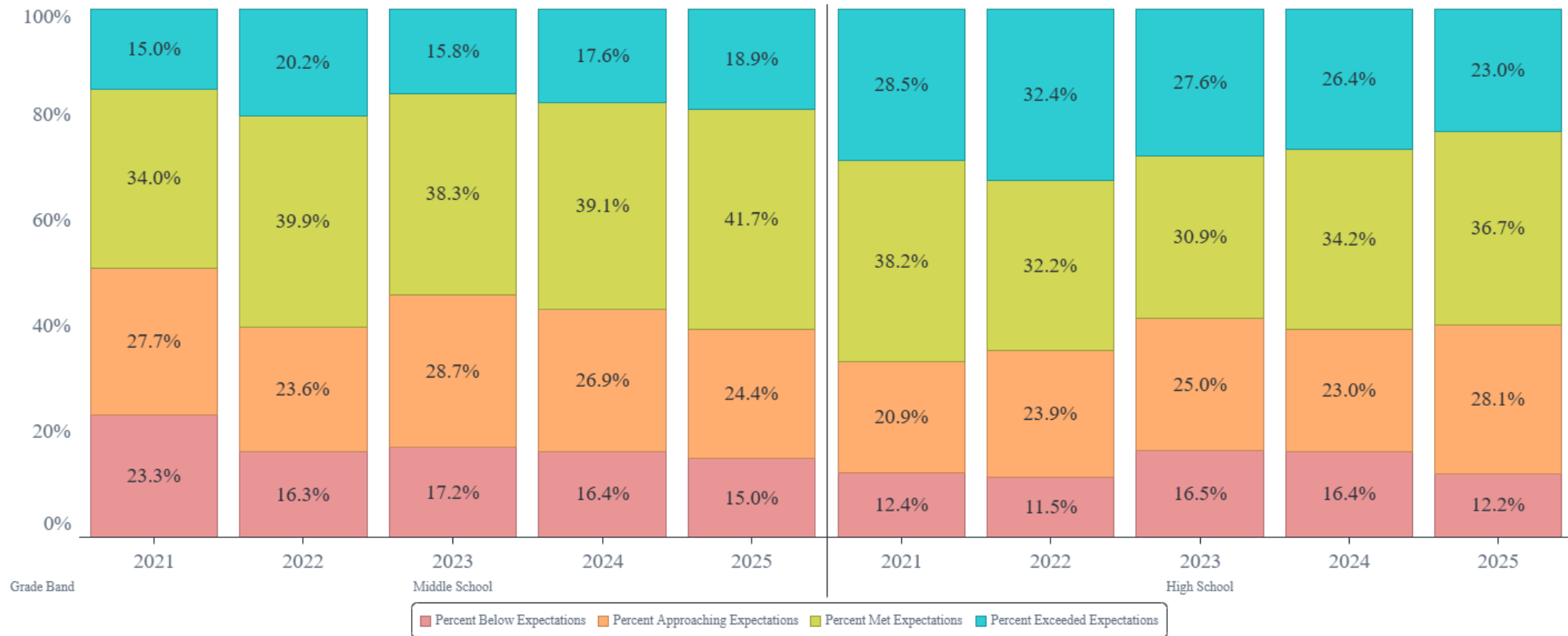


2025 Proficiency Rate
(Met + Exceeded Expectations)

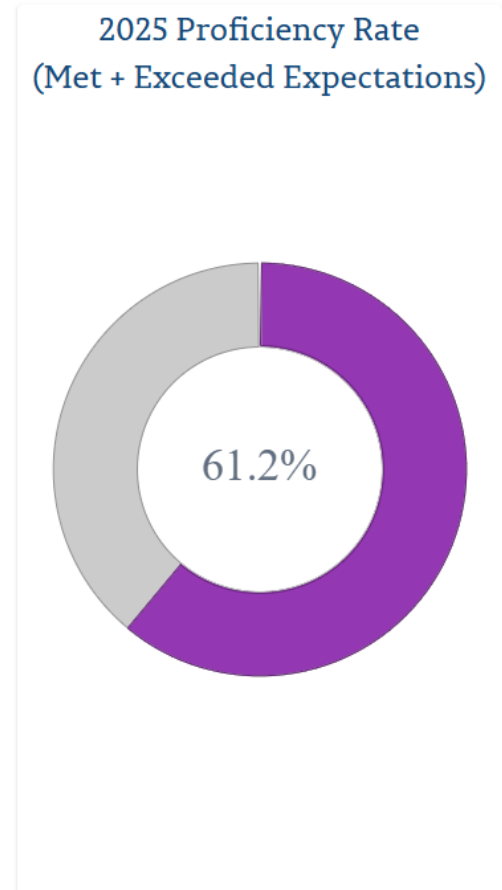
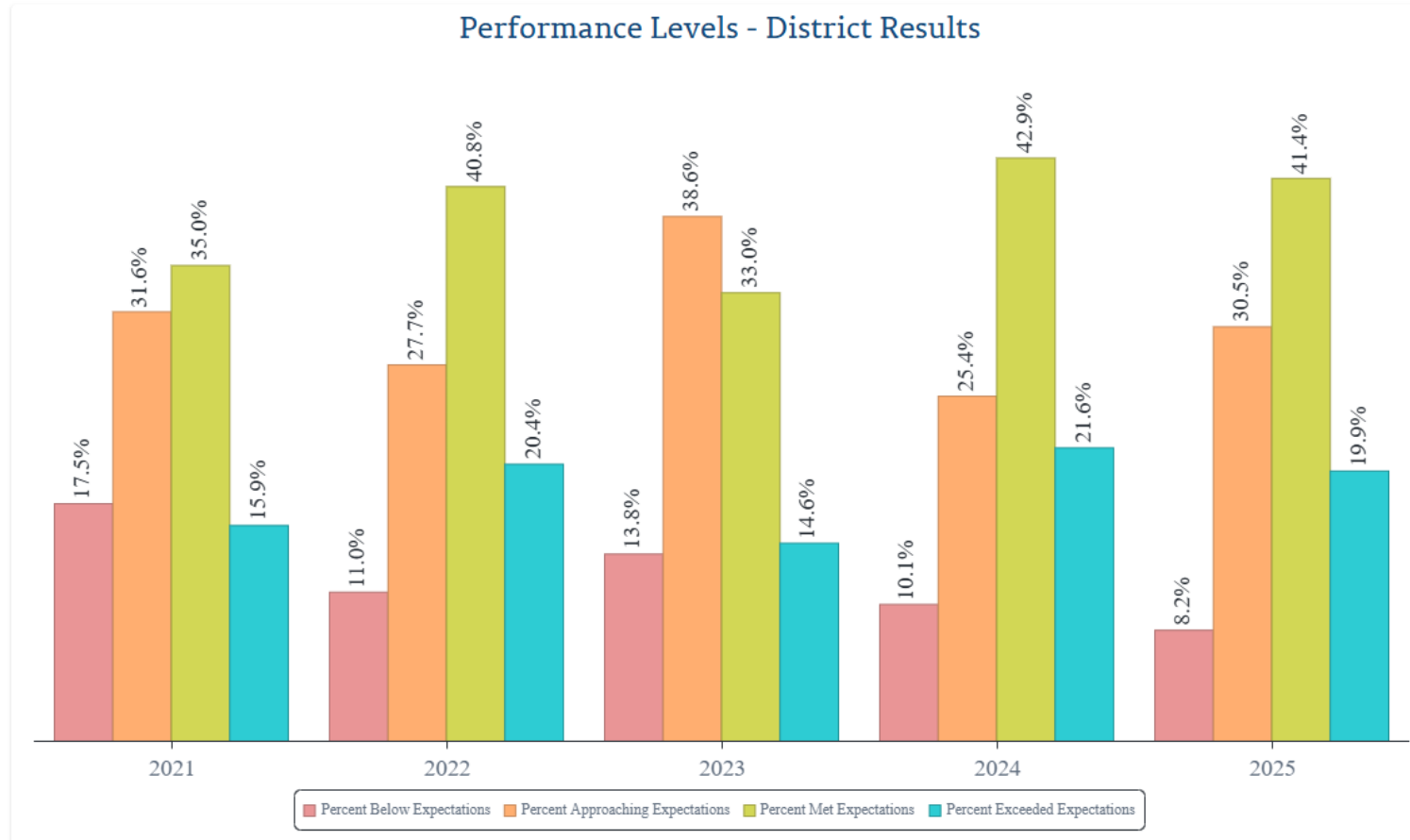


Overall SS

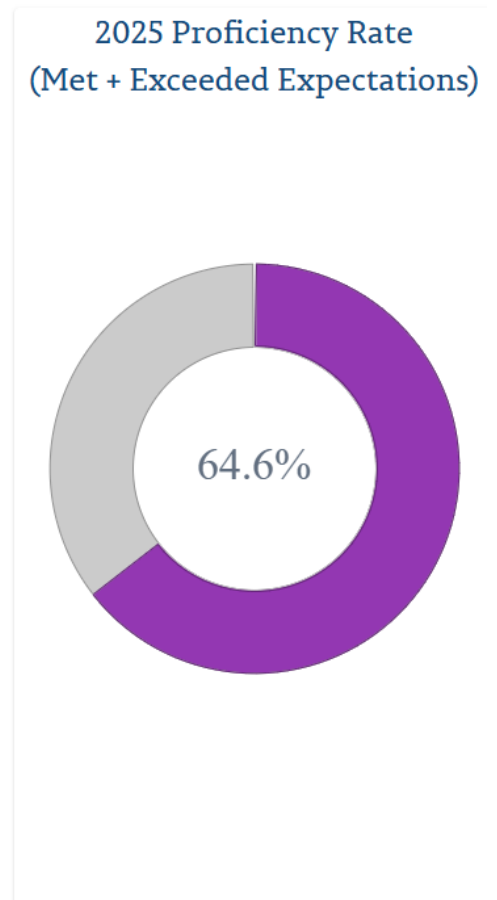
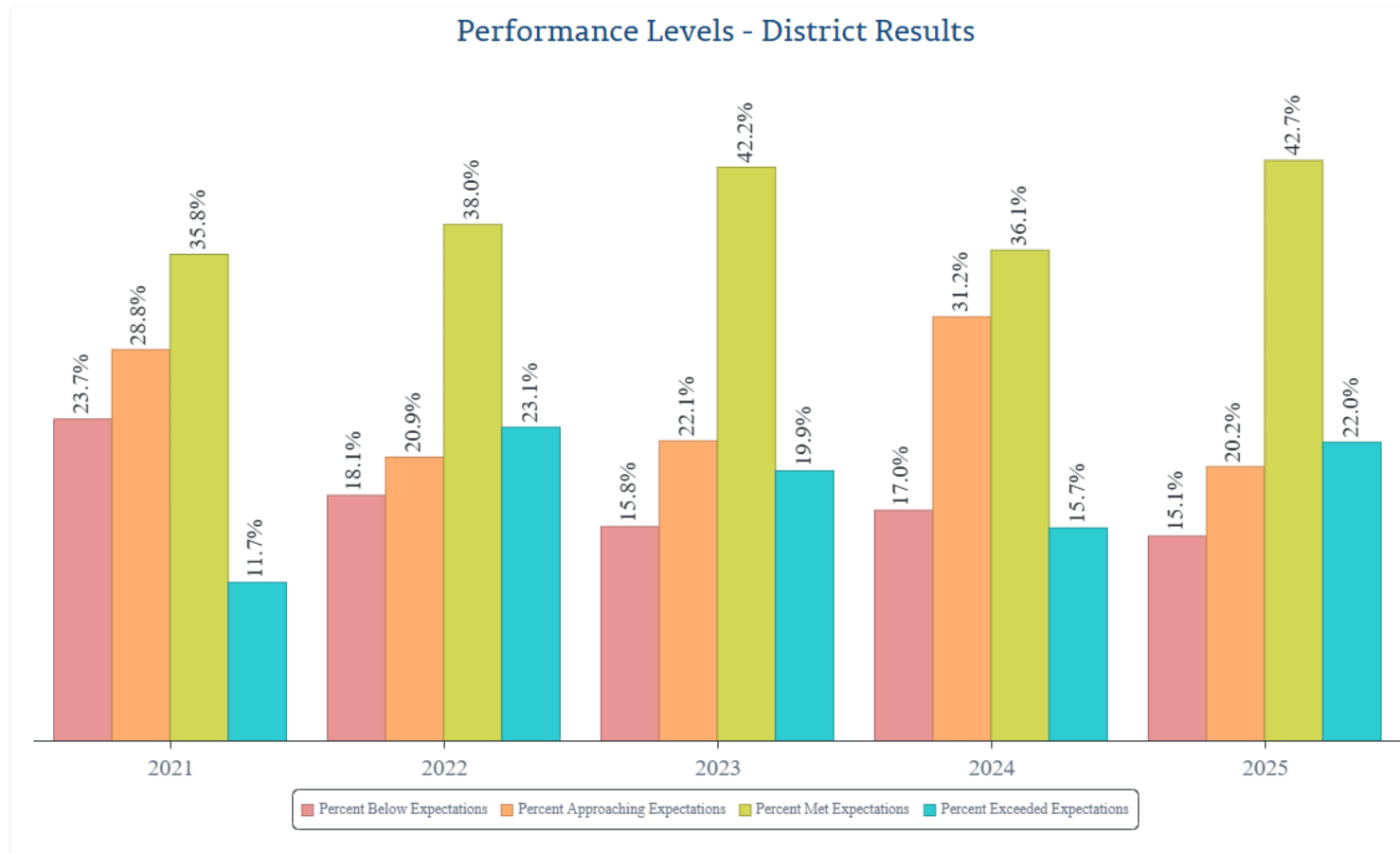
Elementary, Middle, and High School Results



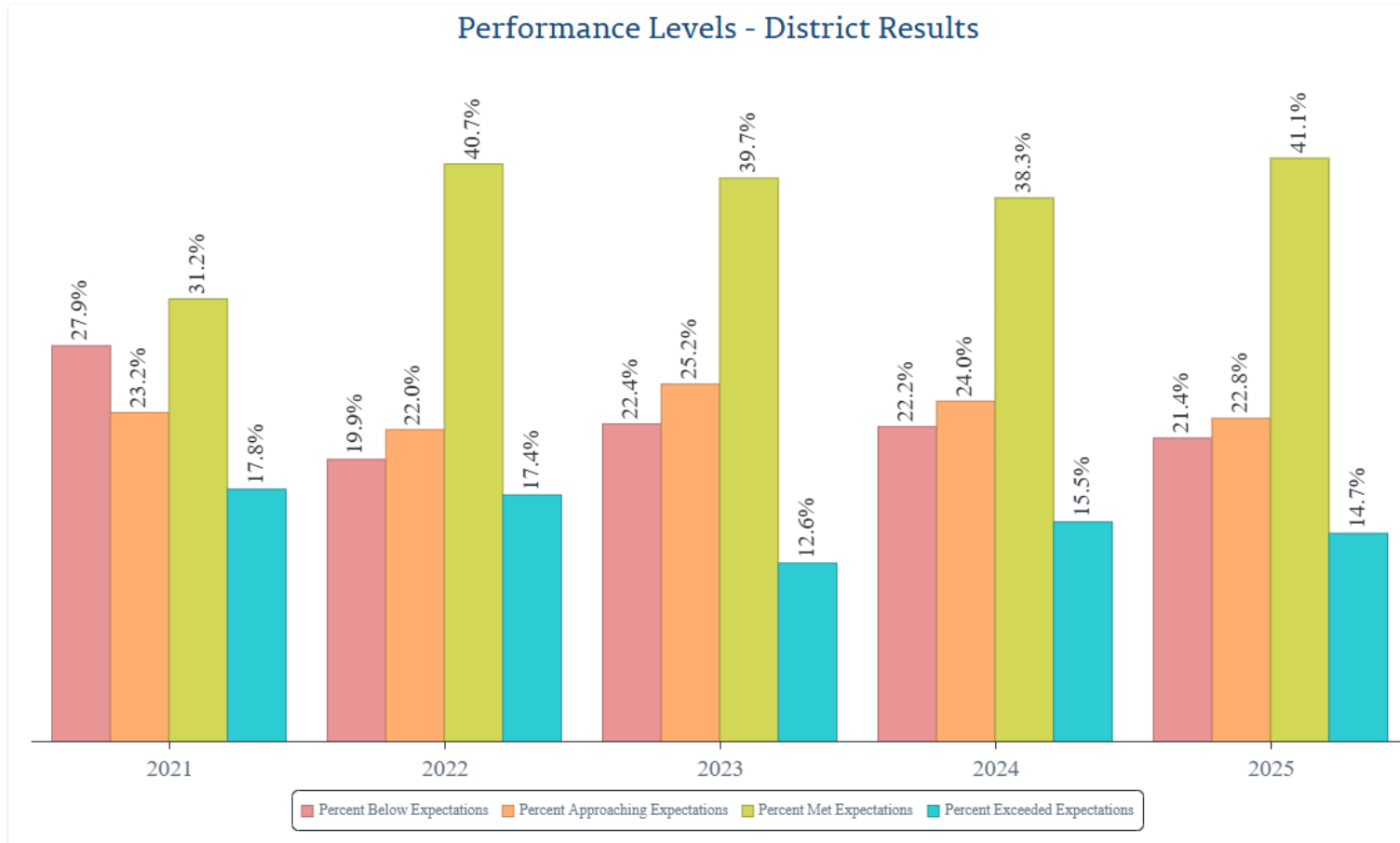
Grade 6 SS



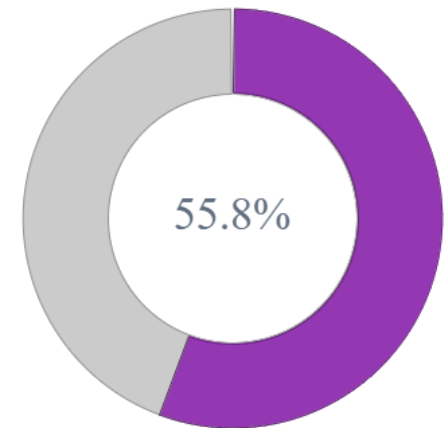
Grade 7 SS



Grade 8 SS

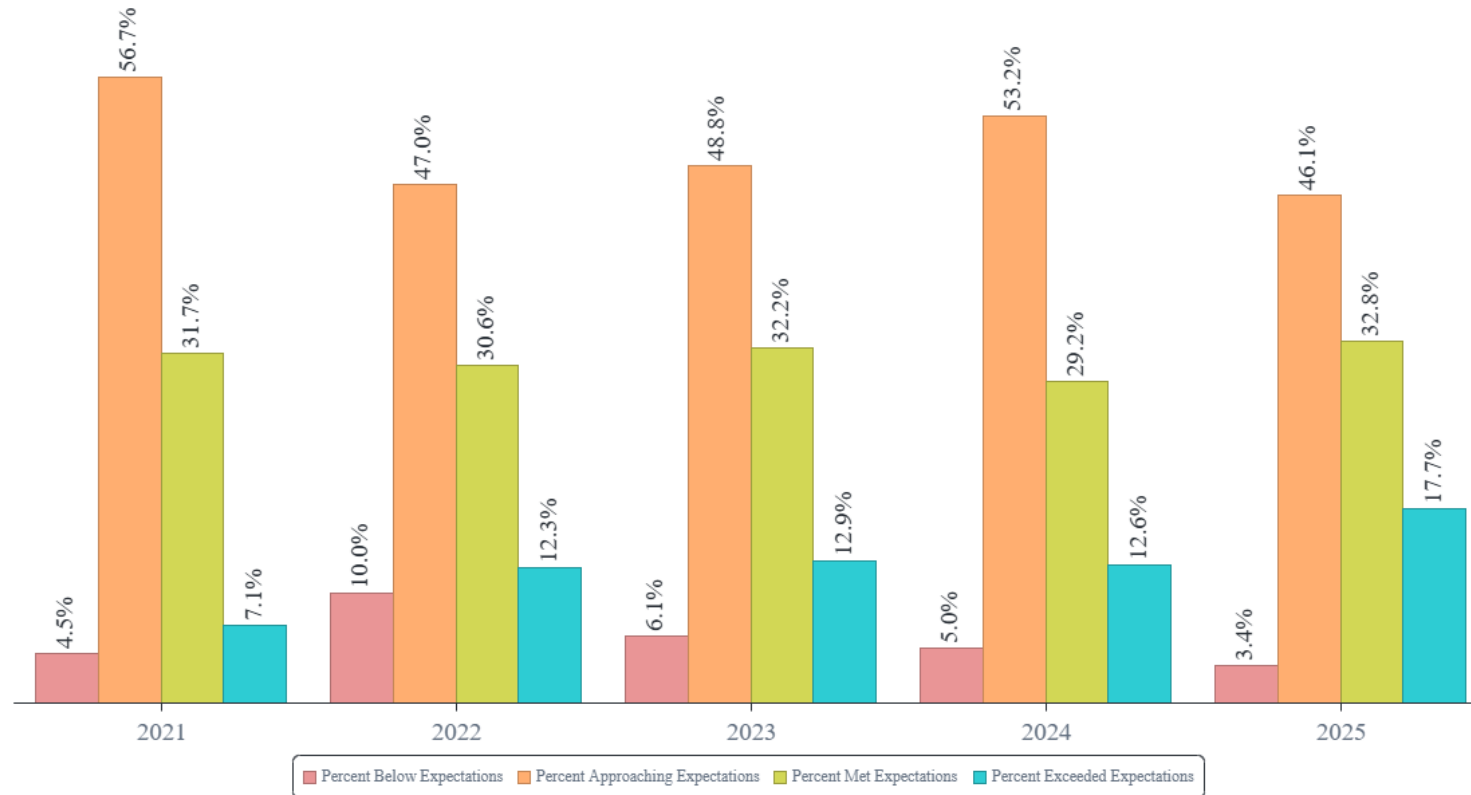


2025 Proficiency Rate
(Met + Exceeded Expectations)

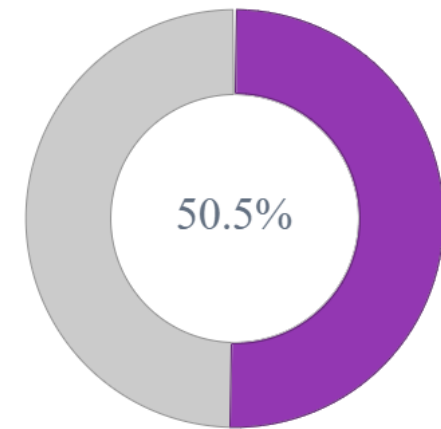


English I

Performance Levels - District Results

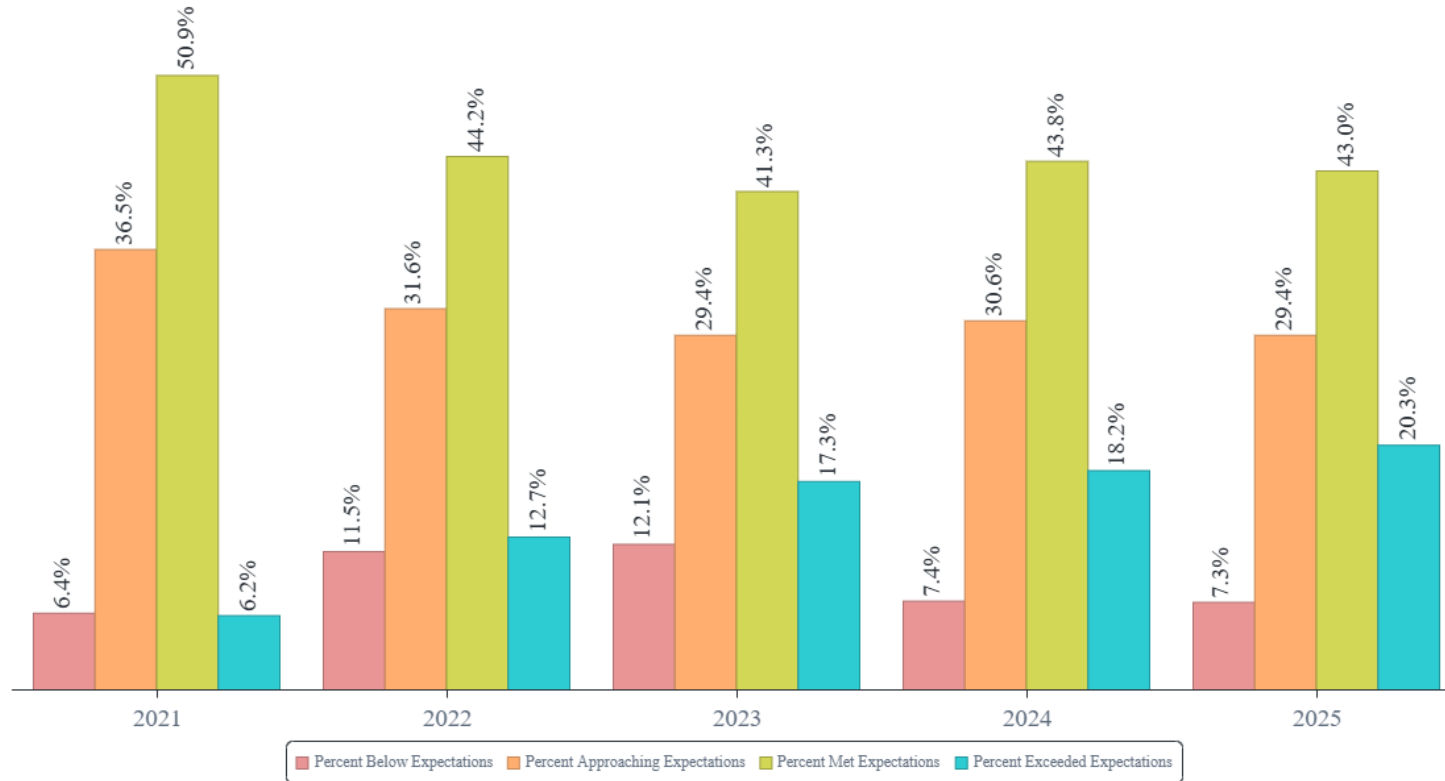


2025 Proficiency Rate
(Met + Exceeded Expectations)

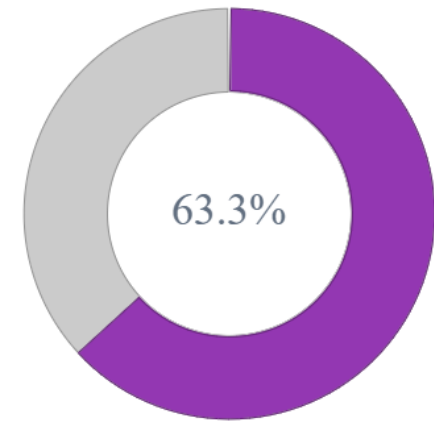


English II

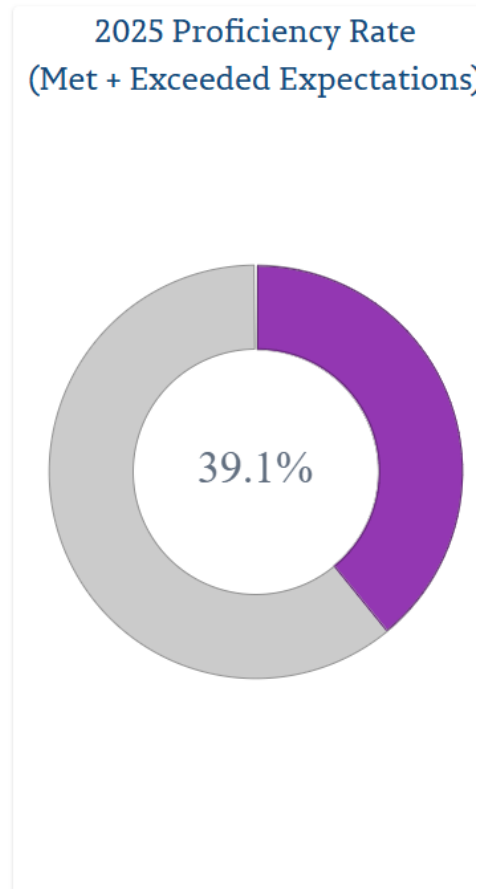
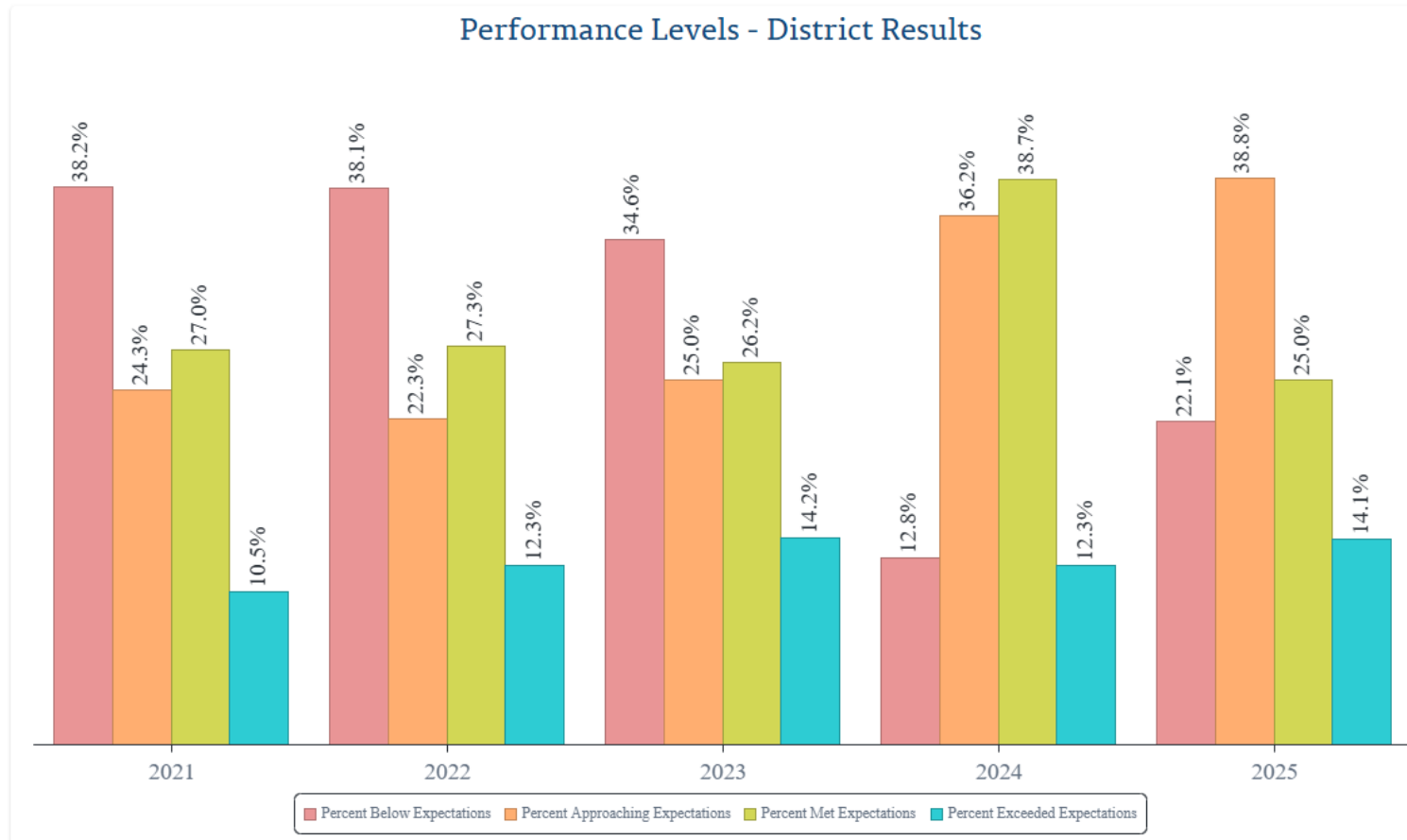
Performance Levels - District Results



2025 Proficiency Rate
(Met + Exceeded Expectations)

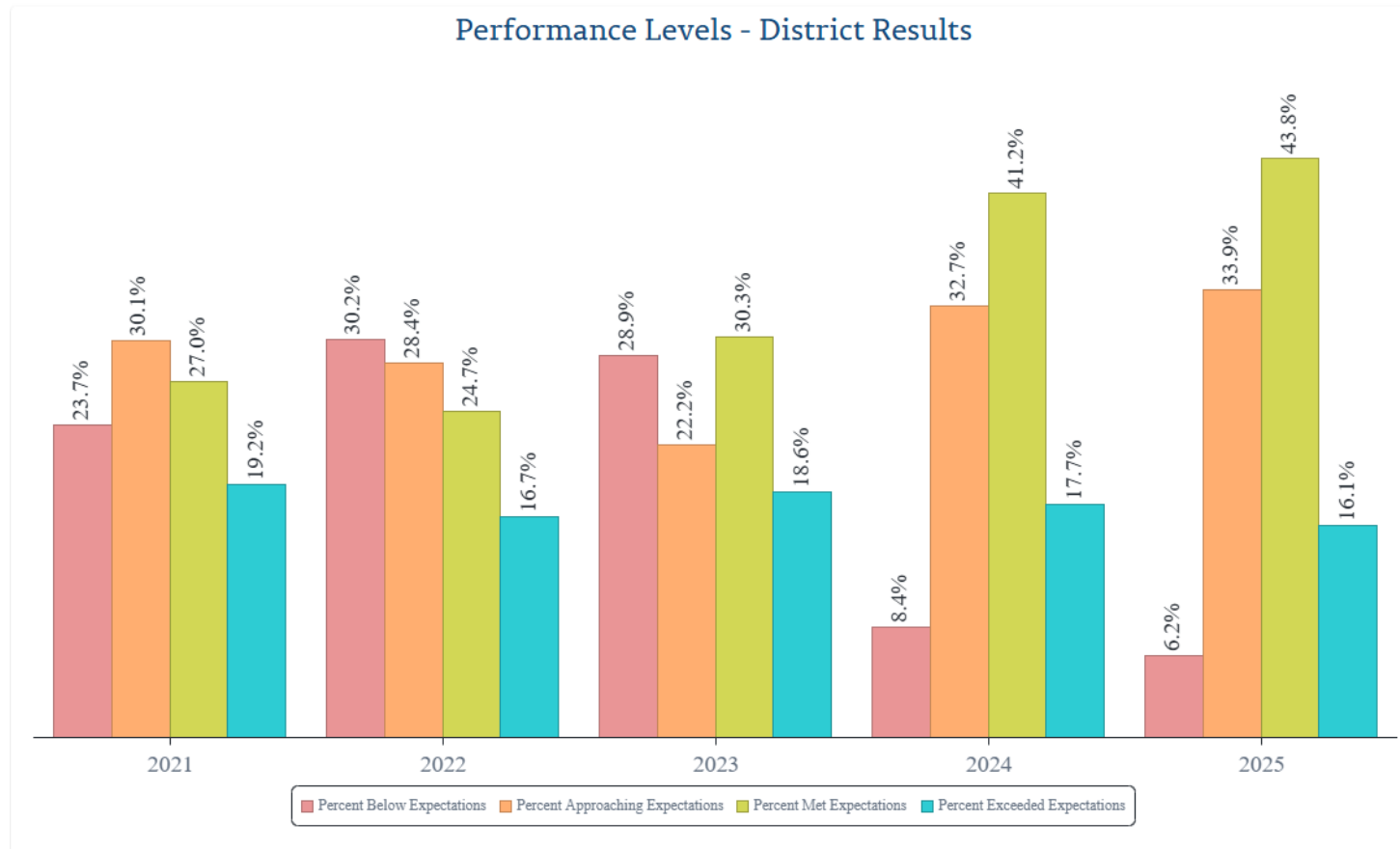


Algebra I

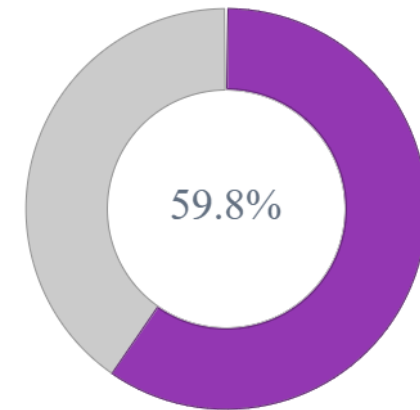


This includes middle school Algebra I EOC.

Geometry



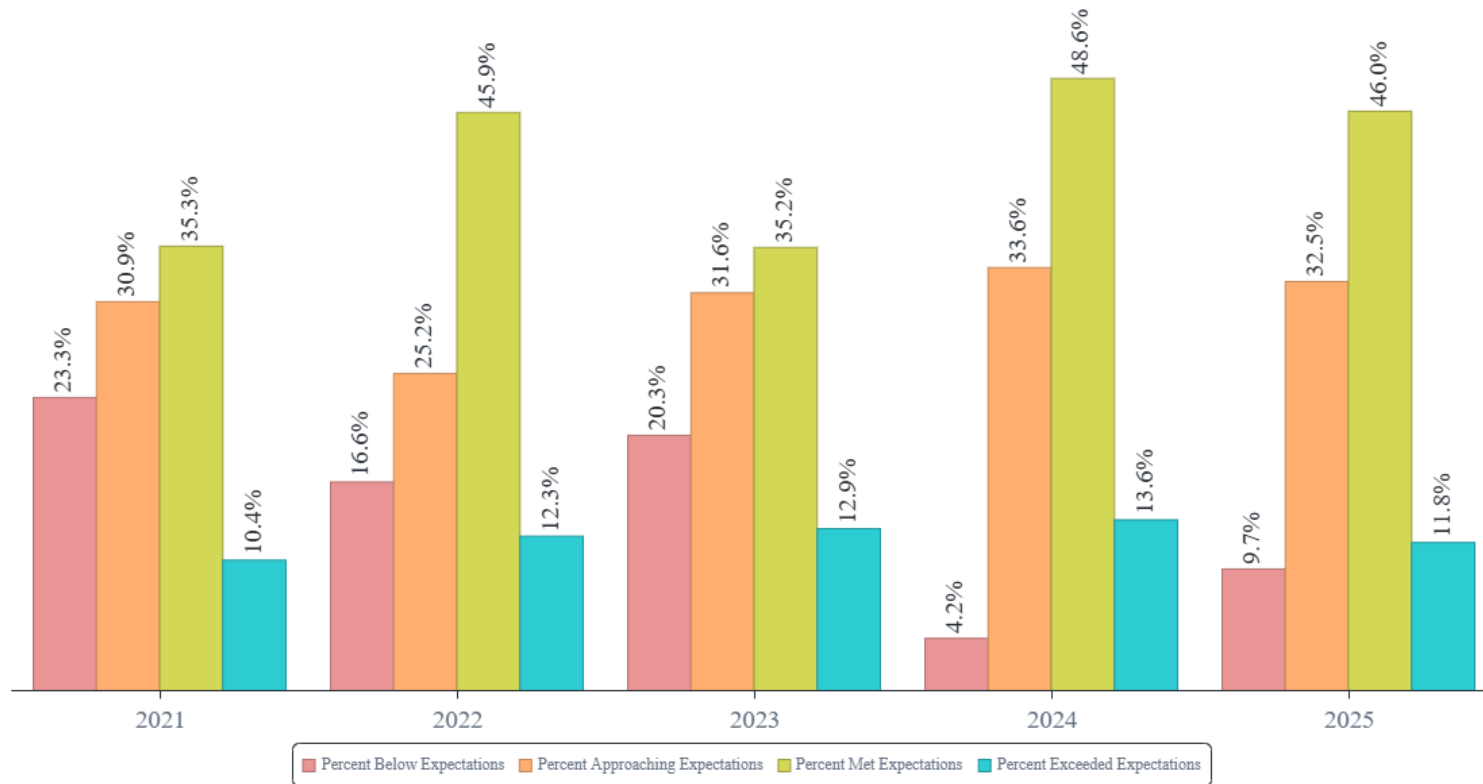
2025 Proficiency Rate
(Met + Exceeded Expectations)



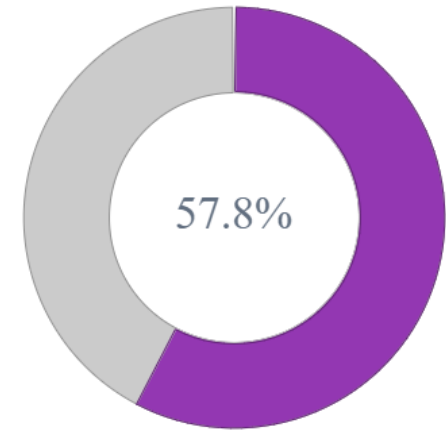
This includes middle school Geometry EOC.

Algebra II

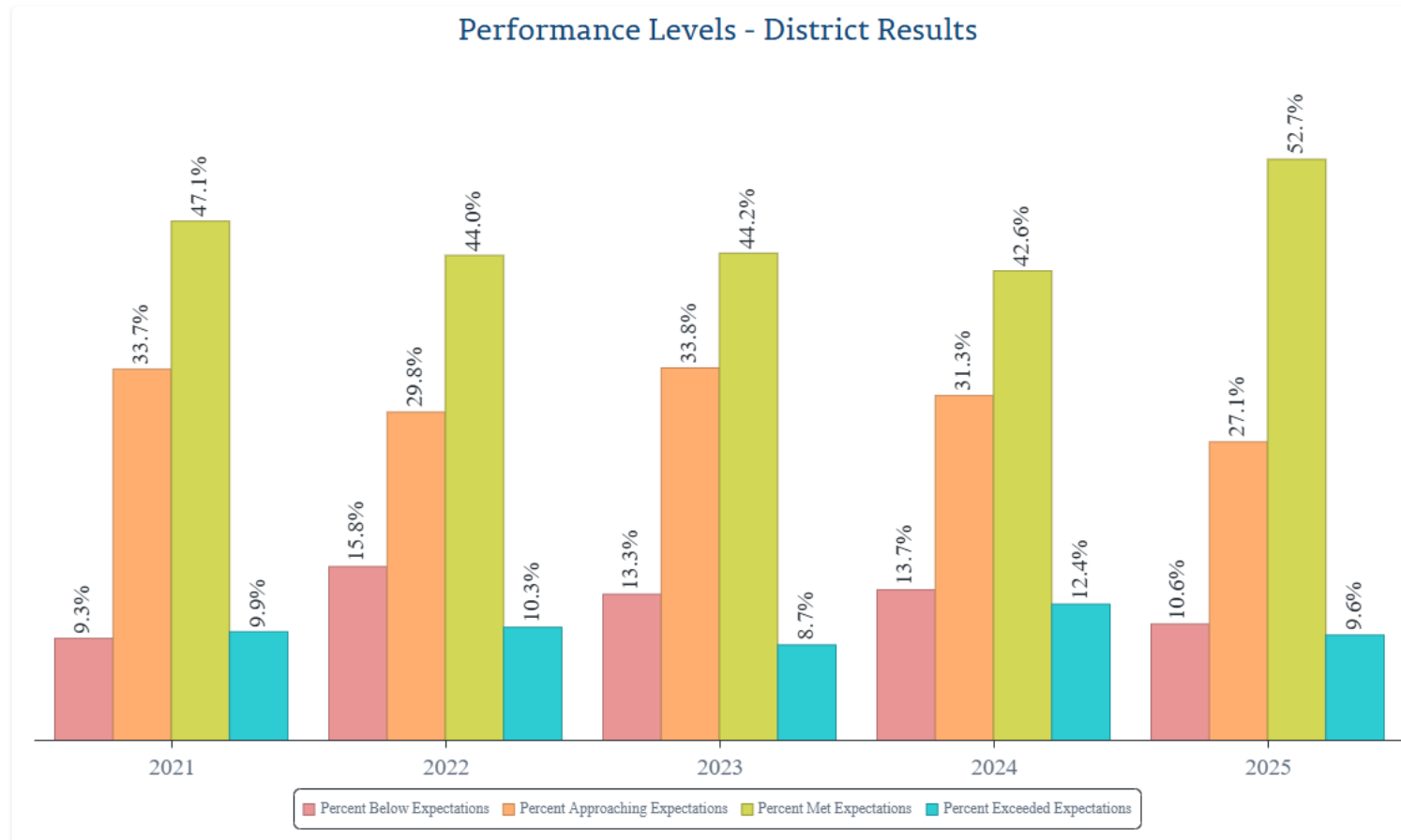
Performance Levels - District Results



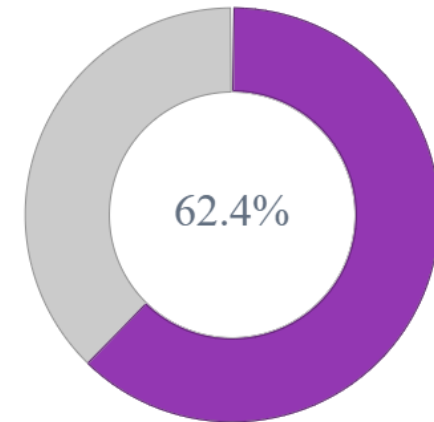
2025 Proficiency Rate
(Met + Exceeded Expectations)



Biology

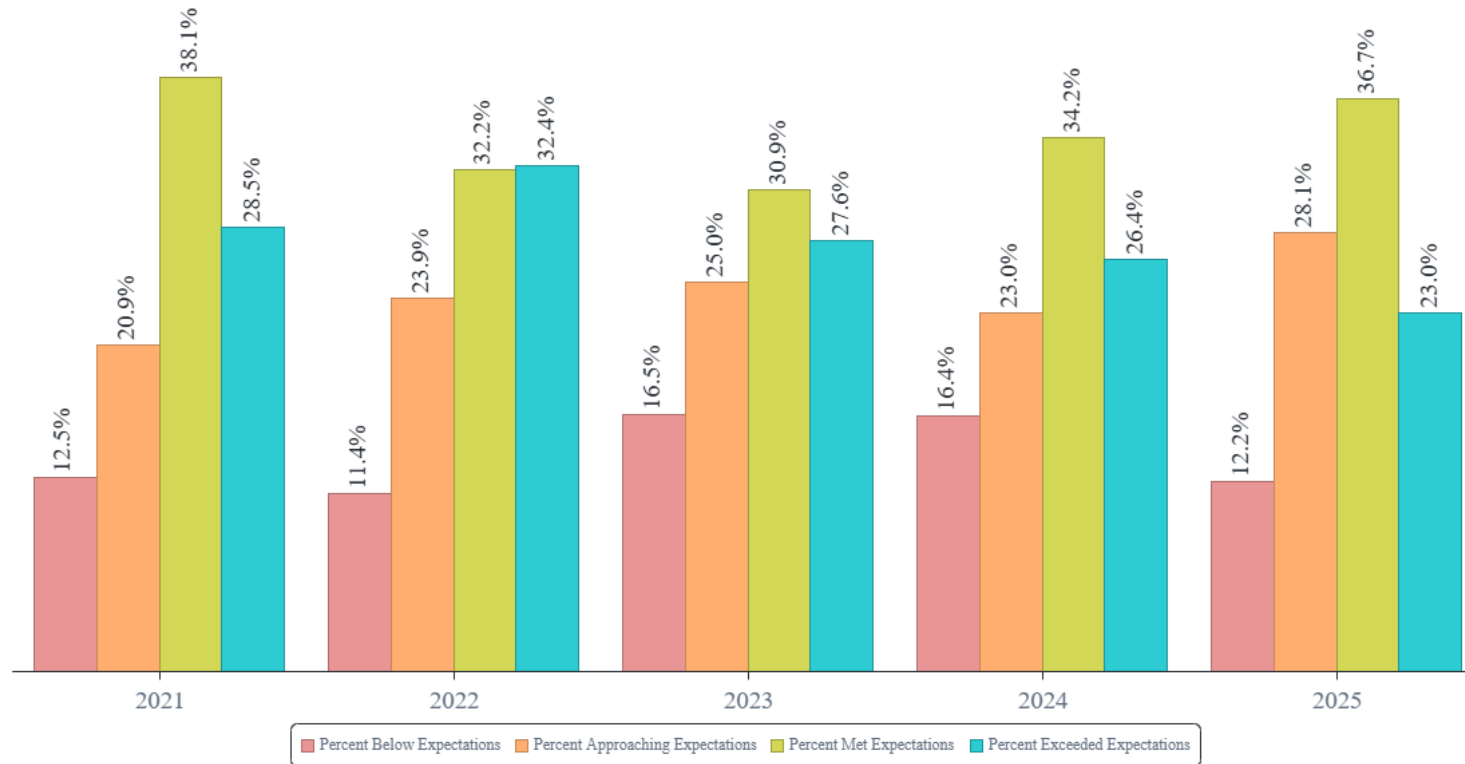


2025 Proficiency Rate
(Met + Exceeded Expectations)

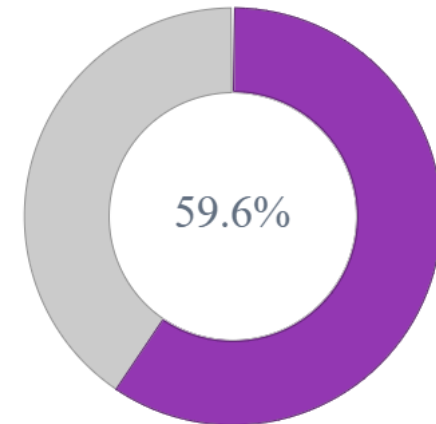


US History

Performance Levels - District Results



2025 Proficiency Rate
(Met + Exceeded Expectations)



Overall Summaries

ELA

- Overall ELA (ACH and EOC) = 3.6% point increase
- Overall ELA (Elementary) = 4.2% point increase
- Overall ELA (Middle) = 2.4% point increase
- Overall ELA (High) = 4.5% point increase
- Overall ELA (ACH) = 3.3% point increase
- Grade 2 ELA = 6.6% point increase
- Grade 3 ELA = .5% point increase
- Grade 4 ELA = 6.4% point increase
- Grade 5 ELA = 5.7% point increase
- Grade 6 ELA = 6.5% point increase
- Grade 7 ELA = 7.3% point increase
- Grade 8 ELA was the only ACH grade level in ELA that did not surpass its previous year's proficiency percent.

Math

- Overall Math (ACH and EOC) = 1.4% point increase
- Overall Math (Elementary) = 3.9% point increase
- Overall Math (Middle) = 5.1% point increase
- Overall Math (High) = saw a decline
- Overall Math (ACH) = 4.8% point increase
- Grade 2 Math = 3.4% point increase
- Grade 3 Math = 3.6% point increase
- Grade 4 Math = 3.1% point increase
- Grade 5 Math = 5.2% point increase
- Grade 6 Math = 14.6% point increase
- Grade 7 Math = 3.4% point increase
- Grade 8 Math was the only ACH grade level in Math that did not surpass its previous year's proficiency percent.

Overall Summaries

Science

- Overall Science (ACH and EOC) = 2.8% point increase
- Overall Science (Elementary) = 2.1% point increase
- Overall Science (Middle) = 2.2% point increase
- Overall Science (Biology) = 7.4% point increase
- Overall Science (ACH) = 2.2% point increase
- Grade 3 Science = saw a small decline
- Grade 4 Science = 1.1% point increase
- Grade 5 Science = 5.6% point increase
- Grade 6 Science = 5.3% point increase
- Grade 7 Science = 5.3% point increase
- Grade 8 Science = saw a small decline

SS

- Overall SS (ACH and EOC) = 2.8% point increase
- Overall SS (Middle) = 3.9% point increase
- Overall SS (US History) = saw a small decline
- Grade 6 SS = saw a decline
- Grade 7 SS = 12.8% point increase
- Grade 8 SS = 2.0% point increase

Overall Summaries

EOC

- English I = 8.7% point increase
- English II = 1.3% point increase
- Algebra I = saw a decline
- Geometry = .09% point increase
- Algebra II = saw a decline
- Biology = 7.4% point increase
- US History = saw a small decline

Subject Summaries

- ELA = 8/9 or 88.9% saw an increase
- Math = 7/10 or 70% saw an increase
- Science = 5/7 or 71.4% saw an increase
- SS = 2/4 or 50% saw an increase



Rankings

Rankings

Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank
ELA	3	53*	56	35	45*	30	36	21	28*
ELA	4	53*	21	25	40*	20	22	25	12
ELA	5	40*	34	26	21	35	21*	20	14
Math	3	39	50	34	51	38	67	58	47
Math	4	46*	38	24*	51*	36	21	27	25
Math	5	35	39	25	21	36	41	19	16*
Science	3	60	N/A	N/A	36	27*	29*	31	31
Science	4	70*	N/A	N/A	42	23*	12*	20	21
Science	5	50	64	N/A	21	37	17	14	13
ELA	6	22*	39	33	27*	24	74*	33*	27*
ELA	7	14	29	34	23	22	31	70	30*
ELA	8	12	22	24	22	30	19*	15	33
Math	6	43	26	40	39	28	83*	35	15
Math	7	46	82*	56	58*	59*	51	75	65
Math	8	93	98	118	94*	53	58*	51	66
Science	6	35	57	N/A	27	16*	59*	23	19
Science	7	17	31	N/A	47	24*	21	42	32
Science	8	22	19	N/A	24	11	19*	10*	30
SS	6	N/A	30	28	22	23	47	16	23
SS	7	N/A	13*	16	32*	21	23	48*	29
SS	8	N/A	16	21*	29	17	29*	22*	30
Subject	2016 Rank	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank
Alg I	8	12	11	11	11	9	13	9	17
Geo	8	9	8	9	6	8*	10	5	6
Alg II	3	3	3	5	5	4	5	4	10*
Eng I	10	10	10*	9	14	15*	13	23*	13*
Eng II	11	13	12	9	7	13	16	13	26
USH	1	2	1	2	1	3	8	9	8
Bio	7	13	9	N/A	13	18*	24	23	7

*An asterisk indicates a tie in rankings

Rankings

Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank
ELA	3	53*	56	35	45*	30	36	21	28*
ELA	4	53*	21	25	40*	20	22	25	12
ELA	5	40*	34	26	21	35	21*	20	14
Math	3	39	50	34	51	38	67	58	47
Math	4	46*	38	24*	51*	36	21	27	25
Math	5	35	39	25	21	36	41	19	16*
Science	3	60	N/A	N/A	36	27*	29*	31	31
Science	4	70*	N/A	N/A	42	23*	12*	20	21
Science	5	50	64	N/A	21	37	17	14	13
ELA	6	22*	39	33	27*	24	74*	33*	27*
ELA	7	14	29	34	23	22	31	70	30*
ELA	8	12	22	24	22	30	19*	15	33
Math	6	43	26	40	39	28	83*	35	15
Math	7	46	82*	56	58*	59*	51	75	65
Math	8	93	98	118	94*	53	58*	51	66
Science	6	35	57	N/A	27	16*	59*	23	19
Science	7	17	31	N/A	47	24*	21	42	32
Science	8	22	19	N/A	24	11	19*	10*	30
SS	6	N/A	30	28	22	23	47	16	23
SS	7	N/A	13*	16	32*	21	23	48*	29
SS	8	N/A	16	21*	29	17	29*	22*	30
Subject	2016 Rank	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank
Alg I	8	12	11	11	11	9	13	9	17
Geo	8	9	8	9	6	8*	10	5	6
Alg II	3	3	3	5	5	4	5	4	10*
Eng I	10	10	10*	9	14	15*	13	23*	13*
Eng II	11	13	12	9	7	13	16	13	26
USH	1	2	1	2	1	3	8	9	8
Bio	7	13	9	N/A	13	18*	24	23	7

*An asterisk indicates a tie in rankings