

ROANE COUNTY BOARD OF EDUCATION
ROANE COUNTY BOARD OF EDUCATION REGULAR MEETING
Edward E. Williams Building

REGULAR AGENDA
October 23, 2025

{{Name: Agenda Item Name}} {{Speaker: Agenda Item Speakers}}

I. CALL TO ORDER

II. PLEDGE

III. ROLL CALL

IV. ADOPTION OF REGULAR AGENDA AND CONSENT AGENDA

IV.1. Approval of out-of-state and/or overnight school-sponsored trips. (Consent Agenda)

V. APPROVAL OF MINUTES FROM SEPTEMBER 23, 2025, BOARD MEETING, OCTOBER 6, 2025, BOARD WORKSHOP AND OCTOBER 7, 2025, BOARD WORKSHOP.

VI. RECOGNITIONS AND PRESENTATIONS

VI.1. Roane County Sheriff's Dpt. New App. Information - Tony Clower & Capt. Daryl Cook

VII. HEARING OF DELEGATIONS

VIII. REPORTS

VIII.1. Director's Report

VIII.2. Business Manager's Report

- Financial Report for September 1, 2025 - September 30, 2025 (to be distributed)

VIII.3. Facilities Report

VIII.4. Committee Reports

- Policy Committee meeting minutes, September 23, 2025. (included)
- Personnel & Benefits Committee meeting minutes, September 23, 2025 (included)

VIII.5. Chairman's Report

IX. OLD BUSINESS

- IX.1. Approval of the following Policies for 2nd Reading, Recommended by TSBA.
- Policy #6.600 & #6.6002 - Student Records
 - Policy #4.100 - Instructional Program
 - Policy #5.500 - Discrimination/Harassment of Employees
 - Policy #6.304 - Student Discrimination, Harassment, Bullying, Cyber-bullying and Intimidation
 - Policy #2.403 - Surplus Property Sales
 - Policy #2.403.2 - News and Information Website for Legal Notice
 - Policy #4.212.1 - Remote Instruction
 - Policy #4.212.2 - Hybrid Learning
 - Policy #4.301 - Interscholastic Athletics
 - Policy #4.403 - Library Materials

IX.2.

IX.3. Consideration of "Live Streaming" RCS Board Meetings.

IX.4. Student Board Representative for 2025-2026.

X. NEW BUSINESS

- X.1. Approval of the following Policies for 1st Reading, Recommended by TSBA.
- Policy #6.312 - Use of Personal Communication Devices and Electronic Devices
 - Policy #4.406 - Use of Internet
 - Policy #5.110 - Compensation Guides & Contracts
 - Policy #5.119 & 5.119.1 - Employment of Retirees
 - Policy #5.701 - Substitutes Teachers
 - Policy #6.2011.1 - Voluntary Pre-K Enrollment
 - Policy #5.100 - Personnel Goals
 - Policy #1.700 - School District Goals
 - Policy #1.407 - School District Records

X.2.

X.3. Approval to Surplus/Non-Technology Equipment items from the following: School Nutrition-OSA, CTE-RHS, RHS & Technology Dpt.

X.4. Approval of Budget Amendments (to be distributed)

X.5. Approval of 2025-2026 Committee List & Addition of "Extracurricular Committee" to the list.

X.6. Approval of Background Check Rubric, Recommended by Personnel & Benefits Committee.

X.7. Consideration of Insurance Broker RFQ, Recommended by Personnel & Benefits Committee.

X.8. Consideration of a Request to Run Scatter Plot of Current Student Addresses with the County GIS Database.

X.9. Consideration of RFP for Capital Planning Services.

X.10. Consideration of Property Purchase.

XI. COMMENTS

XII. ADJOURNMENT

XIII. SIGNATURE PAGE

Roane County Schools
FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: Rockwood High School Teacher(s) Names: MRS. SANDRA PEREZ

Group/Class SCIENCE BOWL Number of Students: 5-10

Day/Date(s) of Trip: February 20-21, 2026 Number of Trips to Date: _____

Name of Activity and Destination: SCIENCE BOWL COMPETITION Friendsville, TN Miles one Way < 60

Departure Time Friday Feb 20, 2026 @ 3:15 PM Return Time Sat. Feb 21, 2026 @ 4:00 PM

Estimated Cost per Student: Free Source of Funding: URAU pays for everything

Does this trip comply with Board Policy? Yes No Out of State Overnight

Has Cafeteria been notified? Yes No Not on a school day.

- Please check type of activity:
- | | |
|---|--|
| <input type="checkbox"/> Academic Field Trip* | <input type="checkbox"/> Competition |
| <input type="checkbox"/> Incentive Field Trip | <input type="checkbox"/> Sports |
| <input checked="" type="checkbox"/> School Club | <input type="checkbox"/> Other (description) _____ |
| <input type="checkbox"/> Band/Chorus | |

Approved By: [Signature] Date: 10/3/25
(School Principal's Signature)

Approved By: [Signature] Date: 10/10/25
(Special Education / CTE)

Approved By: [Signature] Date: 10/10/25
(Director's Signature)

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

NOTE: To reserve a bus, you must contact the Transportation Department.

* Documentation of how this trip relates to the curriculum must be attached to the request.

**WHITE and YELLOW copies should be submitted to Central Office at least 2 weeks prior to trip.
PINK copy is to be kept at the school.**

Roane County Schools FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: OSHS Teacher(s) Names: Lori Vowell, Cody Kitts

Group/Class: Beta Club Number of Students: 32

Day/Date(s) of Trip: 11/20/25 - 11/22/25 Number of Trips to Date: 0

Name of Activity and Destination: Beta Convention
Nashville, TN Miles one Way 160

Departure Time 8:30 am Return Time 1:00 pm

Estimated Cost per Student: \$225.00 Source of Funding: internal

Does this trip comply with Board Policy? Yes No Out of State Overnight

Has Cafeteria been notified? Yes No Not on a school day.

Please check type of activity:

- Academic Field Trip*
- Incentive Field Trip
- School Club
- Band/Chorus
- Competition
- Sports
- Other (description) _____

Approved By: Steve Branham Date: 9/25/25
(School Principal's Signature)

Approved By: [Signature] Date: 9/29/25
(Special Education / CTE)

Approved By: [Signature] Date: 10/1/25
(Director's Signature)

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

NOTE: To reserve a bus, you must contact the Transportation Department.

* Documentation of how this trip relates to the curriculum must be attached to the request.

WHITE and YELLOW copies should be submitted to Central Office at least 2 weeks prior to trip.
PINK copy is to be kept at the school.



Roane County Schools

FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: Cherokee Middle Teacher(s) Names: Kelley / Carter

Group/Class 8th Grade Number of Students: Approx 80

Day/Date(s) of Trip: May 11 - May 14 Number of Trips to Date: 0

Name of Activity and Destination: Washington, DC Miles one Way 522

Departure Time 7am 5/11/25 Return Time 9:30 pm 5/14/25

Estimated Cost per Student: \$705 Source of Funding: students

Does this trip comply with Board Policy? Yes No Out of State Overnight

Has Cafeteria been notified? Yes No Not on a school day.

Please check type of activity:

- | | |
|--|--|
| <input type="checkbox"/> Academic Field Trip* | <input type="checkbox"/> Competition |
| <input checked="" type="checkbox"/> Incentive Field Trip | <input type="checkbox"/> Sports |
| <input type="checkbox"/> School Club | <input type="checkbox"/> Other (description) _____ |
| <input type="checkbox"/> Band/Chorus | _____ |

Approved By: Jill Corum Date: 9-29-25
(School Principal's Signature)

Approved By: _____ Date: _____
(Special Education / CTE)

Approved By: [Signature] Date: 10/1/25
(Director's Signature)

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

NOTE: To reserve a bus, you must contact the Transportation Department.

** Documentation of how this trip relates to the curriculum must be attached to the request.*

WHITE and YELLOW copies should be submitted to Central Office at least 2 weeks prior to trip.
PINK copy is to be kept at the school.



SOUTHEAST STUDENT TOURS

Tentative Itinerary

Cherokee Middle School

Washington DC

May 11-14, 2026

Monday, May 11:

Depart at 7AM from Cherokee Middle School

Included lunch is a \$15 cash stipend at exit with options

Tour the newest collection of aviation and space at the Udvar Hazy Air & Space Museum Included buffet dinner this evening at the Golden Corral

Check into an area Hampton Inn located just outside DC or comparable property

Tuesday, May 12:

Included deluxe continental breakfast at the hotel

Meet local guide and tour Arlington National Cemetery including the Changing of the Guard ceremony among other stops

Included lunch at the Ronald Reagan food court, 15 restaurants to choose from Tour the Smithsonian Museums of choice this afternoon until departure Tour the US Holocaust Museums Permanent Exhibit

Included dinner in downtown DC

Meet local DC guide for an evening tour of the Memorials in downtown DC

Wednesday, May 13:

Included deluxe continental breakfast at the hotel

Enjoy a guided tour of the US Capitol Building, also time to see the Supreme Court & Library of Congress

Included lunch is a meal voucher at the Capitol Center Café

Tour the historical documents at the National Archives, *group will have skip the line passes* Tour Fords Theater and Peterson House, *exact program pending*

Included dinner is a \$20 meal stipend in the ball park

Enjoy an MLB Baseball game, schedules pending (*ghost tour can be a backup*)

Thursday, May 14:

Included deluxe continental breakfast at the hotel

Depart hotel at 8AM

Tour Monticello, home and estate of Thomas Jefferson

**Or group can tour the US Marine Corp Museum for free, or drive straight home* Included lunch today is a \$15 cash stipend after departing Monticello Depart for Kingston

Included dinner is a \$15 cash stipend at exit with options

Arrive back at Cherokee MS around 930PM



Roane County Schools FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: Cherokee Middle School Teacher(s) Names: Jack Casteel, Michelle Tipton, Melissa Witter
 Group/Class 7th Grade Number of Students: 60-90

Day/Date(s) of Trip: 04/30/2026 - 05/01/2026 Number of Trips to Date: 0

Name of Activity and Destination: Overnight Nashville Miles one Way 146

Departure Time 6:15 AM 04/30 Return Time 6 PM 05/01

Estimated Cost per Student: \$320 - \$335 Source of Funding: Student Funded

Does this trip comply with Board Policy? Yes No Out of State Overnight

Has Cafeteria been notified? Yes No Not on a school day.

Please check type of activity:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Academic Field Trip* | <input type="checkbox"/> Competition |
| <input type="checkbox"/> Incentive Field Trip | <input type="checkbox"/> Sports |
| <input type="checkbox"/> School Club | <input type="checkbox"/> Other (description) _____ |
| <input type="checkbox"/> Band/Chorus | _____ |

Approved By: Gill Corum Date: 9-9-25
 (School Principal's Signature)

Approved By: _____ Date: _____
 (Special Education / CTE)

Approved By: [Signature] Date: 9/25/25
 (Director's Signature)

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

NOTE: To reserve a bus, you must contact the Transportation Department.

* Documentation of how this trip relates to the curriculum must be attached to the request.

WHITE and YELLOW copies should be submitted to Central Office at least 2 weeks prior to trip.
 PINK copy is to be kept at the school.

Tour the Hermitage

- 7.W.TP.2 Write informative/explanatory texts to examine a topic and convey ideas, concepts, and information through the selection, organization, and analysis of relevant content.
- SSP.05 Develop historical awareness by: Perceiving and presenting past events and issues as they might have been experienced by the people of the time, with historical empathy rather than present-mindedness

Tour Tennessee State Capitol Building

- SSP.04 Construct and communicate arguments citing supporting evidence to: devise new outcomes or solutions

Tour the Tennessee State Museum

- SS 7.54 - Explain the impact of geographic features on North American Indian Cultures
- SS 7.55 - Describe the existence of diverse networks of North American Indian Cultures

Nashville Sounds Baseball Game

- 7.SP.C.6 Calculate theoretical and experimental probability of simple events.
- 7.SP.C.7 Develop a probability model and use it to find experimental or theoretical probabilities of events.
- 7.SP.D.8 Summarize a numerical data set in relation to its context.

Nashville Zoo

- SCI 7.LS1.6 Develop and use a model as evidence to demonstrate why asexual reproduction results in offspring with identical genetic information and sexual reproduction results in offspring with genetic variation.
- SCI 7.LS3.1 Construct an explanation to describe how the impact of changes to genes located on chromosomes may result in harmful, beneficial, or neutral effects to the structure of and function of the organism.

Tour Country Music Hall of Fame

- 7.RL.KID.2 Determine a theme or central idea of a text and analyze its development over the course of the text; provide an objective summary.
- 7.W.TP.2 Write informative/explanatory texts to examine a topic and convey ideas, concepts, and information through the selection, organization, and analysis of relevant content.

Roane County Schools
FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: Rockwood High School Teacher(s) Names: Joey King Tiani Porter

Group/Class Cheerleading Number of Students: 5

Day/Date(s) of Trip: November 20-24, 2025 Number of Trips to Date: 0

Name of Activity and Destination: Varsity Spirit Spectacular
Orlando, Florida Miles one Way 631

Departure Time 12:00 pm Return Time 5:00pm

Estimated Cost per Student: \$ 1,114 Source of Funding: Self Pay / Fundraising

Does this trip comply with Board Policy? Yes No Yes Out of State Yes Overnight

Has Cafeteria been notified? Yes No Not on a school day.

Please check type of activity:

- Academic Field Trip*
- Incentive Field Trip
- School Club
- Band/Chorus
- Competition
- Sports
- Other (description) _____

Approved By: [Signature]
(School Principal's Signature)

Date: 9/2/2025

Approved By: [Signature]
(Special Education / CTE)

Date: 9/10/25

Approved By: [Signature]
(Director's Signature)

Date: 9/25/25

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

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Roane County Schools
FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: Roane Co HS Teacher(s) Names: Mike Neal

Group/Class Boys Golf Number of Students: 9

Day/Date(s) of Trip: Oct 8-10th Number of Trips to Date: 0

Name of Activity and Destination: TSSAA STATE Tournament / Sevierville TN Miles one Way _____

Departure Time 9:00 Am Return Time 6:00 pm

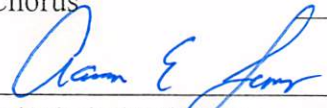
Estimated Cost per Student: 6 Source of Funding: Internal School Funds

Does this trip comply with Board Policy? Yes No Out of State Overnight

Has Cafeteria been notified? Yes No Not on a school day.

Please check type of activity:

- | | |
|---|--|
| <input type="checkbox"/> Academic Field Trip* | <input type="checkbox"/> Competition |
| <input type="checkbox"/> Incentive Field Trip | <input checked="" type="checkbox"/> Sports |
| <input type="checkbox"/> School Club | <input type="checkbox"/> Other (description) _____ |
| <input type="checkbox"/> Band/Chorus | |

Approved By:  Date: 10-2-25
(School Principal's Signature)

Approved By:  Date: 10/7/25
(Special Education / CTE)

Approved By:  Date: 10/7/25
(Director's Signature)

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

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** Documentation of how this trip relates to the curriculum must be attached to the request.*

WHITE and YELLOW copies should be submitted to Central Office at least 2 weeks prior to trip.
PINK copy is to be kept at the school.



Roane County Schools FIELD TRIPS AND EXCURSIONS

DIRECTIONS: Complete form and submit to Director's Office at least two weeks prior to travel.
No travel may be taken unless it is approved in advance.

School: Oliver Springs Middle Teacher(s) Names: Shannon Foster +

Group/Class Beta Club Number of Students: 32

Day/Date(s) of Trip: Nov. 23-25, 2025 Number of Trips to Date: 0

Name of Activity and Destination: Op. Beta Convention Miles one Way 157

Departure Time 9:00 Am Return Time 2:30 pm Opylard Hotel, Nashville, TN Pickup @ 10:00 Nashville Time

Estimated Cost per Student: ~ \$220.00 Source of Funding: Student 11:00 OS Time

Does this trip comply with Board Policy? Yes No No Out of State Yes Overnight

Has Cafeteria been notified? Yes No Not on a school day.

Please check type of activity:

- Academic Field Trip*
- Incentive Field Trip
- School Club
- Band/Chorus
- Competition
- Sports
- Other (description) _____

Approved By:
(School Principal's Signature)

Date: 10/16/25

Approved By: _____
(Special Education / CTE)

Date: _____

Approved By:
(Director's Signature)

Date: 10/9/25

This section to be completed for out of state or overnight school sponsored trips only.

DATE OF BOARD APPROVAL: _____

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ROANE COUNTY BOARD OF EDUCATION
ROANE COUNTY BOARD OF EDUCATION REGULAR MEETING
(Edward E. Williams Building)

Minutes
September 23, 2025

I. CALL TO ORDER

Madam Chair Kristy Oran called the meeting to order at 7:00 p.m.

II. PLEDGE

Madam Chair Kristy Oran led the meeting with a moment of silence and the Pledge of Allegiance.

III. ROLL CALL

Madam Chair Kristy Oran asked Tiffanie Gresham to call roll. Upon roll call, the following Board members were present:**Present:** Larry Brackett, Jeremiah Cantrell, Sam Cox, Robert Herrell, Jessica Hunsaker, Nadine Jackson, Jody Mioduski, Kristy Oran, Danny Wright. Others Present: Russell K. Jenkins, Director of Schools, Tony Clower, Assistant Director of Schools, Lance Duff, Marti Sparks, Derek Henderson, Casey Laymance, Brian McKinney, Laura Fisher, Alana Phillips, Renea Emory, Cindy Lockett, Shannon Kamer, Shannon Cawood, Aaron Jones, Scotty Herrell, Chasity Lowery, Steve Branham, Alisha Thompson, Kim Bridges, Jeanne Armstrong, Travis Langley, Tiffany Jameson, Tim Thompson, Leslie Smith, Kayla Rather, Amy Cawood, Kevin Clinton, Jill Corum, Penny Laymance, Roz Wilkerson and Carolyn Bush-Roddy.

IV. ADOPTION OF REGULAR AGENDA AND CONSENT AGENDA

MOTION was made by Jeremiah Cantrell for approval of the agenda and consent agenda, **second** by Jessica Hunsaker.
Motion **PASSED** YES: 9, NO: 0.

V. APPROVAL OF MINUTES FROM AUGUST 21, 2025, BOARD MEETING AND SEPTEMBER 2, 2025, BOARD WORKSHOP.

MOTION was made by Robert Herrell for approval of the minutes listed above, **second** by Jeremiah Cantrell.
Motion **PASSED** YES: 9, NO: 0.

VI. RECOGNITIONS AND PRESENTATIONS

VI.1. TVAAS LEVEL 5 REWARD SCHOOLS - LAURA FISHER

- Laura Fisher recognized the following schools for being awarded TVAAS Level 5 Reward School, the highest level of achievement you can get from the state: Bowers Elementary, Dyllis Springs Elementary, Midway Elementary, Kingston Elementary, Cherokee Middle, Harriman Middle, Midway Middle and Oliver Springs High. Ms. Fisher also recognized RCS District for being rewarded as a Level 5 District by the state. Mr. Jenkins stated it is an incredible accomplishment, and we have doubled the number of Level 5 schools we have in the district. He stated he is extremely proud of our employees!

VII. HEARING OF DELEGATIONS

- Carolyn Bush-Roddy - 1125 Hartford Road, Kingston, TN 37763 - She thanked everyone for their support of the Run, Jump, Throw Event. She gave an update to the Board and stated it was a great event.

VIII. REPORTS

VIII.1. Director's Report

- Mr. Jenkins gave the following updates:
 - TVAAS - Mr. Jenkins stated he couldn't be more proud of our schools for this accomplishment of Level 5 Reward. He stated scores are not everything, but it is a good indication that we are doing a lot of good things. He stated it is so hard to become Level 5, everything and everyone has to be working together, our staff is incredible.
 - RFP - Mr. Jenkins stated the top 4 companies have responded and are scheduled to be here next month, October 6th & 7th, for the interview process. A copy of the interview schedule has been placed at your seat.
 - Lastly, Mr. Jenkins stated an employee had to be airlifted tonight to Fort Sanders and asked everyone to keep her and her family in their prayers.

VIII.2. Business Manager's Report

- Derek Henderson stated the August monthly financial report was included in the packet, and he would be happy to answer any questions. Ms. Jackson asked how much we were able to add to the Fund Balance at the end of the year after we closed out the year. Mr. Henderson stated we were able to add about \$5 million. He stated the auditors would be coming next week and once they are finished, he could give the Board a final audited number. Mr. Cox asked if we added \$5 million or is that our Fund Balance now. Mr. Henderson stated we added \$5 million.

VIII.3. Facilities Report

- Mr. Jenkins shared the following updates:
 - RCHS - Gym bathrooms and tiles are complete and ADA compliant. Casey is working on a schedule to paint that area and replace some ceiling tiles.
 - MHS - Roofing contract was signed this week. The bid price was \$671,000 and will start in mid-October. The bid came in way below what was expected, and we are hearing positive reviews about this company from other school systems. He stated he was excited to get this project done and that the bid came in at least a couple of \$100,000 less than expected.
 - Maintenance Dpt. - Casey and his team are continuing to complete work orders and Fall Break will be a very busy time for their department. He stated they are working hard and he is proud of the department.

VIII.4. Committee Reports

- Policy Committee
 - Mr. Cox stated the policies for tonight's meeting were provided in the packet for review. Mr. Cox scheduled a Policy Meeting for October 23rd at 5:30 p.m.

VIII.5. Chairman's Report

- Ms. Oran stated the October Board meeting will be on October 23, 2025, due to Fall Break. Ms. Jackson stated she would send something out to schedule a Personnel & Benefits Committee meeting.

MOTION was made by Jeremiah Cantrell to approve the reports, **second** by Jessica Hunsaker.

Motion **PASSED** YES: 9, NO: 0.

IX. OLD BUSINESS

IX.1. Approval of Policy # 3.202 Emergency Preparedness Plan (Recommended by TSBA, 2nd Reading)

- Ms. Oran asked for a motion to approve Policy #3.202 for second reading.

MOTION was made by Larry Brackett to approve 1-7, **second** by Nadine Jackson.

Motion **PASSED** YES: 9, NO: 0.

IX.2. Approval of Policy #4.601 Reporting Student Progress (Recommended by TSBA, 2nd Reading)

IX.3. Approval of Policy #6.200 Attendance (Recommended by TSBA, 2nd Reading)

IX.4. Approval of Policy #6.200.6 Released Time Course Providers (Recommended by TSBA, 2nd Reading)

IX.5. Approval of Policy #6.303 Questioning Students and Searches (Recommended by TSBA, 2nd Reading)

IX.6. Approval of Policy #6.411 Student Wellness (Recommended by TSBA, 2nd Reading)

IX.7. Approval of Policy #6.303.1 Searches by School Personnel (Recommended by TSBA, 2nd Reading)

X. NEW BUSINESS

X.1. Approval of Policy #6.600 Student Records (Recommended by TSBA, 1st Reading)

- Ms. Oran asked for a motion to approve Policy #6.600 for first reading.

Mr. Cox stated these policies are being updated due to the new law changes that occurred with the legislation.

MOTION was made by Larry Brackett to approve policies #1-11 for first reading, **second** by Nadine Jackson.

Motion **PASSED** YES: 9, NO: 0.

- X.2. Approval of Policy #6.600.2 Request for Records Transfer (Recommended by TSBA, 1st Reading)
- X.3. Approval of Policy #4.100 Instructional Program (Recommended by TSBA, 1st Reading)
- X.4. Approval of Policy #5.500 Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) (Recommended by TSBA, 1st Reading)
- X.5. Approval of Policy #6.304 Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation (Recommended by TSBA, 1st Reading)
- X.6. Approval of Policy #2.403 Surplus Property Sales (Recommended by TSBA, 1st Reading)
- X.7. Approval of Policy #2.403.2 News and Information Website for Legal Notices (Recommended by TSBA, 1st Reading)
- X.8. Approval of Policy #4.212.1 Remote Instruction (Recommended by TSBA, 1st Reading)
- X.9. Approval of Policy #4.212.2 Hybrid Learning (Recommended by TSBA, 1st Reading)
- X.10. Approval of Policy #4.301 Interscholastic Athletics (Recommended by TSBA, 1st Reading)
- X.11. Approval of Policy #4.403 Library Materials (Recommended by TSBA, 1st Reading)
- X.12. Approval to Surplus Technology/Non-Technology Equipment items from the following: (MES, RMS, HHS, RCHS and RHS-CTE).

- Ms. Oran asked for a motion to approve the surplus of Technology/Non-Technology Equipment.

MOTION was made by Sam Cox to approve, **second** by Jeremiah Cantrell.
Motion **PASSED** YES: 9, NO: 0.

- X.13. Approval of Budget Amendments: 141 (General Purpose School Fund)

- Ms. Oran asked for a motion to approve the Budget Amendments.

Mr. Henderson reviewed the Budget Amendments with the Board.

MOTION was made by Sam Cox to approve, **second** by Danny Wright.
Motion **PASSED** YES: 9, NO: 0.

- X.14. Approval of SAVE ACT/Public School Safety Grant Compliance.

- Ms. Oran asked for a motion to approve the SAVE ACT/Public School Safety Grant Compliance.

Mr. Clower reviewed the SAVE ACT/Public School Safety Grant with the Board.

MOTION was made by Sam Cox to approve, **second** by Jessica Hunsaker.
Motion **PASSED** YES: 9, NO: 0.

- X.15. Consideration of "Live Streaming" RCS Board Meetings.

- Ms. Oran asked for a motion for Consideration of "Live-Streaming" RCS Board Meetings.

Motion was made by Mr. Cantrell with a **second** by Mr. Brackett to discuss consideration of live-streaming of Board meetings. (**MOTION to DEFER** passed, a vote was not needed on this **MOTION**.)

Mr. Brackett stated the Board has talked about it, but they have not had a discussion. He asked if that was what they needed to do and if the Board was equipped to do "live-streaming." Mr. Wright stated he thought the first step would be for Shannon (Kamer) to find out what the technology needs would be and the cost. He stated then the Board could make a decision on whether they wanted to do live-streaming of the meetings. He stated he thought it should be deferred until that information could be brought back to the Board.

MOTION was made by Danny Wright to DEFER, **second** by Jessica Hunsaker. Motion **PASSED** YES: 9, NO: 0.

X.16. Consideration of Property Purchase.

- Ms. Oran asked for a motion on the "Consideration of Property Purchase."

Mr. Brackett stated the Board has talked about this for a long time. He stated the Board had some meetings and talked about land, and we have \$7 million saved and put aside. Mr. Brackett made a **MOTION** to allow Russell (Jenkins) to identify and negotiate the purchase of property near RSCC or TCAT facilities suitable for an approximate 1400 student school after a property study is done to make sure the property is suitable, and to report back with the study and price (due diligence), with a **second** by Mr. Wright. Mr. Wright stated this motion doesn't authorize Mr. Jenkins to make the purchase, but to enter into negotiations for the property purchase and bring it back to the Board. Mr. Mioduski stated his original thought is to make a motion to defer because he does not think there is enough information at this time. He stated, as the Board knows, he is passionate about this issue, and he appreciated wanting to move forward, and it was quicker than he thought would happen. He stated he would like to make the **MOTION to DEFER** because of two items, 1. Special Called meeting on August 4th, the Board asked the Director to go out and look at property in the county and bring back some information. His understanding is that it is still in process. 2. The RFQ, the companies are coming to do their interviews in two weeks. So, based on that, he would like to make the motion to defer this item. Mr. Herrell made a **second** to the **motion**. Mr. Mioduski stated we are not voting on purchasing, are we voting on that specific property at this time? Mr. Wright stated the way he understands the motion is "in that area", not a specific parcel of land. It is only to gather the information to bring back to the Board following the suitable study, and bring back a potential price on a parcel in that area. Mr. Brackett stated that is when we would vote to buy or not to buy. Mr. Mioduski stated there is only one parcel of land in that area. Mr. Brackett stated that was not true.

Mr. Mioduski stated he would still like to make a **MOTION to DEFER**, with a **second** by Mr. Herrell. **MOTION FAILED; Voting YES:** Jody Mioduski, Robert Herrell and Kristy Oran; **Voting NO:** Larry Brackett, Jeremiah Cantrell, Sam Cox, Jessica Hunsaker, Nadine Jackson and Danny Wright.

Ms. Oran stated that since the motion to defer failed, it goes back to the original

motion by Mr. Brackett. Mr. Cox asked to discuss the original motion. Mr. Wright stated again all we are doing with the original motion is for Mr. Jenkins to gather the information with a potential purchase price and bring it back to the Board. He stated it is not to purchase, just to gather information. He stated he knows they have talked about the parcel across from Roane County Park, but he would like to see if there are other parcels in that area. Mr. Cox asked what study would be done, a geological study? Mr. Brackett stated it is drilling and making sure the site is suitable for building. Mr. Cox stated that is what he wanted to know. Mr. Jenkins stated the way he understands it, that it is called due diligence, contains geological and contamination etc. It would be a contracted service through our architectural group. He asked if that is what he is being charged to do? Mr. Cox stated if he is not mistaken, if it does not pass that study, we would not be held liable to buy that property. Mr. Brackett said he thinks that is correct. Mr. Wright stated you could put that in the contingency of the contract. Mr. Mioduski said if they come back and say it is not buildable, do we have to come back and do this again? He stated he thought the "ask" from the August 4th meeting was for Mr. Jenkins to look at multiple pieces of property, not one specific. Was that not the "ask"? Mr. Brackett stated he does not know what the "ask" was from August 4th. Mr. Herrell stated that was his understanding as well that he would bring back properties from the east and west back to us to discuss. Ms. Hunsaker stated she just had in her notes to look at land acquisition. She stated she did not have anything saying we charged him with negotiating the purchase, looking at suitability or due diligence. Mr. Mioduski asked Tiffanie (Gresham) if there were notes from the 4th that we could pull up. She stated they were on her desktop computer. There was some discussion among the Board. Ms. Oran asked if there were any more questions or discussion. Mr. Mioduski asked if he could have a moment. He stated, so the deferred failed. Mr. Wright stated what we are doing here does not bind us to any purchase. All it does is formalize Director Jenkins to identify a parcel or parcels based on the due diligence of the study that we may enter into a contract. Nothing can be done until we have that information in the next meeting. We are just voting on the authorization for him to begin that process and bring it back to us to entertain should we want that property. He stated he is not an engineer, Mr. Cox is an engineer. Mr. Cox stated that most of the time you get the study after you get the property terms settled and then, if it does not pass the geological study, both parties are free to go. Mr. Wright stated he is not trying to muddy the water, he just wants to make it clear we are not agreeing to buy the property tonight. Mr. Mioduski stated he appreciates that, but wouldn't we want to do that for the entire county and look at other properties, not just that area? He stated we would go through this whole process again if you can't build on it. Mr. Wright stated that he could amend the motion to include that if he wanted to. He stated he wasn't trying to tell him what to do, but he could amend it if he wanted to.

Mr. Mioduski made a **MOTION** to **AMEND** the **original motion** to include looking at other properties in the county, not to be tied to just one part of the county, with a **second** by Mr. Herrell. Mr. Herrell stated he was still confused on the study. He stated Mr. Brackett has asked for a study to be done on the property at the Roane State area, is that correct? Mr. Jenkins stated he understands it to be a "due diligence" study, which would require him to get some assistance. Mr. Brackett stated that was correct. Mr. Herrell asked what

the time frame would be for that to be done. Mr. Jenkins stated he would think 60-90 days if they have to do core sampling, it will take some time. Mr. Herrell stated he is not against getting properties he would just like to see the information up front. Mr. Wright stated this is what the motion is, asking for Mr. Jenkins to come back to the Board. Ms. Oran stated now it is time to vote on the amendment.

MOTION FAILED; Voting YES: Jody Mioduski, Robert Herrell, Danny Wright and Kristy Oran; **Voting NO:** Larry Brackett, Jeremiah Cantrell, Sam Cox, Jessica Hunsaker and Nadine Jackson.

Ms. Oran stated now we are back to the original motion.

(Original Motion) Mr. Brackett made a **MOTION** to allow Russell (Jenkins) to identify and negotiate the purchase of property near RSCC or TCAT facilities suitable for an approximate 1400 student school after a property study is done to make sure the property is suitable, and to report back with the study and price (due diligence), with a **second** by Mr. Wright.

MOTION PASSED; Voting YES: Larry Brackett, Jeremiah Cantrell, Sam Cox, Jessica Hunsaker, Nadine Jackson and Danny Wright; **Voting NO:** Jody Mioduski, Robert Herrell and Kristy Oran

X.17. Election of Chairman and Vice Chairman of the Board for 2025-2026.

- Ms. Oran asked for a motion for the Election of Chairman and Vice Chairman of the Board for 2025-2026.

MOTION was made by Nadine Jackson to nominate Danny Wright as Chairman and Sam Cox as Vice Chairman and nominations cease, **second** by Larry Brackett. Motion **PASSED** YES: 9, NO: 0.

X.18. Consideration of 2025-2026 Student Board Representative.

- Ms. Oran asked for a motion for Consideration of 2025-2026 Student Board Representative.

Mr. Jenkins stated two years ago this Board adopted a policy on Student Board Representatives and it stated the representative would follow the Board Chair. He stated Ms. Lowery will conduct elections at her school. He stated Mr. Branham will also conduct an election at his school in case the HHS representative is unable to participate. He stated the representative should be present at the next meeting.

MOTION was made by Larry Brackett to approve the Student Board Representative for Harriman High to be elected, **second** by Sam Cox. Motion **PASSED** YES: 9, NO: 0.

X.19. Board Member Recognitions - Russell K. Jenkins, Director of Schools.

- Mr. Jenkins recognized Jody Mioduski (Level 1), Robert Herrell (Level 1) and Kristy Oran (Level IV) for completing levels in the TSBA Boardsmanship Program. They were recognized at the TSBA Fall District Meeting for their accomplishment.

MOTION was made by Jeremiah Cantrell for Mr. Jenkins to recognize Board Members for TSBA Boardsmanship Award, **second** by Sam Cox.
Motion **PASSED** YES: 9, NO: 0.

XI. COMMENTS

The next Regular School Board meeting is scheduled for Thursday, October 23, 2025 at 7:00 p.m. at the Central office, 105 Bluff Road, Kingston, TN 37763.

XII. ADJOURNMENT

- Ms. Oran asked for a motion to adjourn.

MOTION was made by Danny Wright motion to adjourn at 8:12 p.m., **second** by Larry Brackett.
Motion **PASSED** YES: 9, NO: 0.

XIII. SIGNATURE PAGE

Respectfully submitted,

Kristy Oran, Madam Chair

Russell K. Jenkins, Ed.S., Director of Schools

Tiffanie Gresham, Board Secretary

ROANE COUNTY BOARD OF EDUCATION
ROANE COUNTY BOARD OF EDUCATION WORKSHOP
(Edward E. Williams Building)

Minutes
October 6, 2025

I. CALL TO ORDER

Chairman Danny Wright called the meeting to order at 5:30 p.m.

II. ROLL CALL

Chairman Danny Wright asked Tiffanie Gresham to call roll. **Present:** Jeremiah Cantrell, Sam Cox, Robert Herrell, Nadine Jackson, Jody Mioduski, Kristy Oran, Danny Wright. **Others Present:** Russell K. Jenkins, Director of Schools, Tony Clower, Assistant Director of Schools, Amanda Evans, Marti Sparks, Derek Henderson and Captain Daryl Cook.

III. MGT IMPACT SOLUTIONS, LLC - INTERVIEW (5:30PM)

Mr. Wright explained the timeline for the interview to Rob Tanner and Chris Griego from MGT Impact Solutions, LLC. He then asked them to proceed with their presentation to the Board. Rob Tanner and Chris Griego gave information about their company and examples of school districts they have worked with for Capital Improvement Projects. After the presentation, Mr. Wright asked the series of questions the Board had selected to ask each applicant.

IV. BREAK - (6:15PM - 6:45PM)

The Board took a break in between the interviews from 6:15 p.m. - 6:45 p.m.

V. ECO-ALPHA CHICAGO, INC. - INTERVIEW (6:45PM)

Mr. Wright explained the timeline for the interview to Dr. Melanie Okoro, Uzomo Okoro and Jeffery Fox from the Eco-Alpha Chicago team. He then asked them to proceed with their presentation to the Board. The Eco-Alpha Chicago Team presented to the Board. After the presentation, Mr. Wright asked the series of questions the Board had selected to ask each applicant.

VI. ADJOURNMENT

There being no further business, **MOTION** was made by Jeremiah Cantrell with a second by Kristy Oran **to adjourn.**

Motion PASSED unanimously upon **voice** vote. The meeting adjourned at 7:15 p.m.

Respectfully submitted,

Danny Wright, Chairman

Tiffanie Gresham, Board Secretary

Russell K. Jenkins, Ed.S., Director of Schools

ROANE COUNTY BOARD OF EDUCATION
ROANE COUNTY BOARD OF EDUCATION WORKSHOP
(Edward E. Williams Building)

Minutes
October 7, 2025

I. CALL TO ORDER

Chairman Danny Wright called the meeting to order at 5:30 p.m.

II. ROLL CALL

Chairman Danny Wright asked Tiffanie Gresham to call roll. **Present:** Jeremiah Cantrell, Sam Cox, Robert Herrell, Nadine Jackson, Jody Mioduski, Kristy Oran, Danny Wright. **Other Present:** Russell K. Jenkins, Director of Schools, Marti Sparks, Angela Spurgeon, Derek Henderson, Shannon Kamer, Lance Duff and Captain Daryl Cook.

III. WOOLPERT, INC. - INTERVIEW (5:30PM)

Mr. Wright explained the interview process to David Sturtz and Steven Mumblo from Woolpert, Inc. He then asked Mr. Sturtz to start with his presentation. Mr. Sturtz and Mr. Mumblo gave information about the company and experience they have working with K-12 school systems. Mr. Wright asked the series of questions the Board had selected to ask each applicant.

IV. BREAK - (6:15PM - 6:45PM)

The Board took a break in between the interviews from 6:15 p.m. - 6:45 p.m.

V. TURNER & TOWNSEND HEERY, LLC - INTERVIEW (6:45PM)

Mr. Wright explained the interview process to the Turner & Townsend Heery team. He then asked Mr. Metoyer to start with the presentation. Mr. Metoyer and his team gave information about the company and the experience they have working on Capital Improvement projects for school systems. Mr. Wright asked the series of questions the Board had selected to ask each applicant.

VI. ADJOURNMENT

After the last interview was completed, Mr. Wright asked the Board to leave their notebooks with the score sheets in them, so Tiffanie Gresham could calculate the scores. There was some discussion about the next steps for the Board. Mr. Wright stated after the scores are totaled, it will be on the agenda for the next meeting for discussion. Mr. Jenkins stated the scoring is just one variable, price and other factors will be part of the selection. He stated it is the will of the Board to decide where to go from here in the process. He stated he recommends asking each company for their best pricing before a decision is made by the Board.

There being no further business, **MOTION** was made by Sam Cox with a **second** by Kristy Oran **to adjourn**.
Motion **PASSED** unanimously upon **voice** vote. The meeting adjourned at 7:36 p.m.

Respectfully submitted,

Danny Wright, Chairman

Tiffanie Gresham, Board Secretary

Russell K. Jenkins, Ed.S., Director of Schools

ROANE COUNTY BOARD OF EDUCATION
POLICY COMMITTEE
(Edward E. Williams Building)

Minutes
September 23, 2025

I. CALL TO ORDER

Mr. Cox opened the meeting at 5:35 p.m. and the policies listed were discussed. **Present:** Larry Brackett, Jeremiah Cantrell, Tony Clower, Sam Cox, Mandy Evans, Robert Herrell, Nadine Jackson. **Others Present:** Russell K. Jenkins, Director of Schools, Marti Sparks, Shannon Cawood, Shannon Kamer, Casey Laymance and Penny Laymance.

II. 6.312 - USE OF WIRELESS COMMUNICATION DEVICES

Mr. Jenkins reviewed the policy with the committee.

MOTION was made by Larry Brackett to approve, **second** by Tony Clower. Motion **PASSED** YES: 7, NO: 0.

III. 4.406 - USE OF INTERNET

Mr. Jenkins reviewed the policy with the committee.

MOTION was made by Nadine Jackson to approve the policy and keep #4, 5 & 6 under section "Social Networking", **second** by Robert Herrell. Motion **PASSED** YES: 7, NO: 0.

IV. 5.110 - COMPENSATION GUIDES & CONTRACTS

Mr. Jenkins reviewed the policy changes with the committee. There was discussion among the committee regarding the "Accrued Leave & Beneficiaries" section of the policy.

MOTION was made by Nadine Jackson to approve the updated policy with the exception of "Accrued Leave & Beneficiaries", do not include it on the updated policy., **second** by Larry Brackett. Motion **PASSED** YES: 7, NO: 0.

V. 5.119 - EMPLOYMENT OF RETIREES

Mr. Jenkins reviewed the policy updates with the committee.

MOTION was made by Nadine Jackson to approve with the new form addition (#5.119.1), **second** by Larry Brackett. Motion **PASSED** YES: 7, NO: 0.

VI. 5.119.1 - EMPLOYMENT OPTIONS FOR RETIREES

New form added to Policy #5.119 (passed with Policy as an addition)

VII. 5.701 - SUBSTITUTE TEACHERS

Mr. Jenkins reviewed the policy changes with the committee.

MOTION was made by Larry Brackett to approve, **second** by Jeremiah Cantrell. Motion **PASSED** YES: 7, NO: 0.

VIII. 1.1021 - STUDENT BOARD MEMBER

Mr. Jenkins reviewed the policy changes with the committee.

MOTION was made by Nadine Jackson to approve, **second** by Larry Brackett.
Motion **PASSED** YES: 7, NO: 0.

IX. 6.2011.1 - VOLUNTARY PRE-K ENROLLMENT

Mr. Jenkins reviewed the new policy with the committee.

MOTION was made by Tony Clower to approve, **second** by Robert Herrell.
Motion **PASSED** YES: 7, NO: 0.

X. 5.100 - PERSONNEL GOALS

Mr. Jenkins reviewed the policy changes with the committee.

MOTION was made by Jeremiah Cantrell to approve, **second** by Robert Herrell.

Motion **PASSED** YES: 7, NO: 0.

XI. 1.700 - SCHOOL DISTRICT GOALS

Mr. Jenkins reviewed the policy changes with the committee.

MOTION was made by Jeremiah Cantrell to approve, **second** by Tony Clower.
Motion **PASSED** YES: 7, NO: 0.

XII. 1.407 - SCHOOL DISTRICT RECORDS

Mr. Jenkins reviewed the policy changes with the committee.

MOTION was made by Robert Herrell to approve the updated policy with "Option 2" on page one, **second** by Nadine Jackson.

Motion **PASSED** YES: 7, NO: 0.

XIII. 1.407.1 - RECORDS REQUEST FORM

XIV. 1.901 - CHARTER SCHOOL APPLICATIONS

XV. 1.903 - CHARTER SCHOOL OVERSIGHT

XVI. 1.905 - CHARTER SCHOOL RENEWAL

XVII.1.906 - CHARTER SCHOOL REVOCATION

XVIII. 5.305 - FAMILY AND MEDICAL LEAVE

XIX. 3.204.1 - OPERATIONS OF THREAT ASSESSMENT TEAM

XX. ADJOURNMENT

Due to time, Polices XIII - XIX will be reviewed at the next Policy Committee meeting, Thursday, October 23, 2025, at 5:30 p.m. at the RCS Central Office, 105 Bluff Road, Kingston, TN 37763.

The meeting adjourned at 6:27 p.m.

MOTION was made by Larry Brackett motion to adjourn, **second** by Jeremiah Cantrell.

Motion **PASSED** YES: 7, NO: 0.

ROANE COUNTY BOARD OF EDUCATION
PERSONNEL & BENEFITS COMMITTEE
(Edward E. Williams Building)

Minutes
September 23, 2025

I. CALL TO ORDER

Ms. Jackson called the meeting to order at 5:00PM. **Present:** Mary Coulter, Mandy Evans, Derek Henderson, Jessica Hunsaker, Nadine Jackson, Casey Laymance, Jody Mioduski, Kristy Oran, Danny Wright. **Others Present:** Russell K. Jenkins, Director of Schools and Penny Laymance.

II. CONSIDERATION OF BACKGROUND CHECK RUBRIC

Ms. Jackson asked Mr. Jenkins to review the "Background Check Rubric" with the committee. Mr. Jenkins explained the general process and issues that come up when obtaining a background check for a new employee. The rubric was created by Ms. Evans and him to help ensure consistency in the hiring process regarding background checks. He reviewed the rubric with the committee and stated he would like the committee to have input on it. Ms. Evans stated the rubric gives a clearer definition of who can be hired. Mr. Wright stated a conviction of a domestic would be a concern for him. Ms. Jackson asked if domestic violence was on the rubric. Ms. Evans told where it was on the rubric and Mr. Jenkins explained the point system related to items on it. There was discussion among the committee regarding the rubric. Ms. Jackson asked if it was approved by the committee, would it then go to the Board for approval? Mr. Jenkins stated yes, he would like to have the Board's approval.

MOTION was made by Danny Wright to approve, **second** by Kristy Oran.
Motion **PASSED** YES: 9, NO: 0.

III. RFQ SUBMISSIONS: ON-BOARDING PRACTICES

Ms. Jackson asked Mr. Jenkins to explain the RFQ Submission for On-Boarding Practices.

Mr. Jenkins asked Mr. Henderson to review and explain the rubric that was used in reviewing the companies that submitted for the RFQ. Mr. Henderson explained the rubric and how it was used to provide guidance for the submissions. Ms. Jackson asked for the differences to be explained, as far as what the companies offer, to make them have a higher score. Mr. Henderson explained some of the reasons. Ms. Coulter asked if the committee could be sent more information breaking down how the companies were scored. Mr. Jenkins will send out the RFQ to everyone before the next meeting.

MOTION was made by Danny Wright to pass on deliberation until we have further information requested, **second** by Jessica Hunsaker.
Motion **PASSED** YES: 9, NO: 0.

IV. ADJOURNMENT

Ms. Coulter asked if any information had been gathered on the sick days. Ms. Jackson requested information to be brought back to the committee at the next meeting to discuss sick days.

The meeting adjourned at 5:25 p.m.

MOTION was made by Jessica Hunsaker to adjourn, **second** by Kristy Oran.
Motion **PASSED** YES: 9, NO: 0.

Roane County Board of Education

Monitoring: Review: Annually, in April	Descriptor Term: Student Records	Descriptor Code: 6.600	Issued Date: Click here to enter a date.
		Rescinds: 6.600	Issued: 06/21/18

1 *General*

2 A cumulative record shall be kept for each student enrolled in school. The folder shall contain a health
3 record, attendance record, and scholarship record; shall be kept current; and shall accompany the student
4 through his/her school career.¹

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

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

12 When a student transfers to another school within the school district or to a school outside of the school
13 district, copies of the student's records, including the student's disciplinary records, shall be sent to the
14 transfer school within five (5) business days of the date on which the student's records request was
15 received by the school.²

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

17 **ACCESS TO STUDENT RECORDS**

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

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

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

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

1 organizations are legally responsible for the care and protection of the student;¹⁶

2
3 13. To the Secretary of Agriculture/designee for purposes of conducting program monitoring,
4 evaluations, and performance measurements, provided that the data collected will be protected
5 in a manner which will not permit the disclosure of personal identification of students and their
6 parent(s)/guardian(s) by individuals other than to representatives of the organization, and that
7 the information will be destroyed when no longer needed for the purpose for which it was
8 conducted;¹⁷ and

9
10 14. To state and local authorities to whom information is specifically allowed to be reported or
11 disclosed by state law that concerns the juvenile justice system and the system's ability to
12 effectively serve, prior to adjudication, the student whose records were released.¹⁸

13 *Consent to Disclose Records*¹⁹

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

- 17 1. Specification of the records to be released;
- 18
19 2. Reasons for the disclosure;
- 20
21 3. Person, organization, or class of persons or organizations to whom the disclosure is to be made;
- 22
23 4. Signature of the parent(s)/guardian(s) or eligible student; and
- 24
25 5. Date of the consent, and if appropriate, a date when the consent is to be terminated.

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

28 **RECORDKEEPING**

29 The school district will maintain an accurate record of all requests to disclose information from or to
30 permit access to a student's education records. The school district will maintain an accurate record of
31 information it discloses and access it permits. The district will maintain this record as long as it maintains
32 the student's education record.²⁰

33 The record will include at least:²⁰

- 34 1. Name of the person or agency that makes the request;
- 35
36 2. Interest the person or agency has in the information;
- 37
38 3. Date the person or agency makes the request; and
- 39
40 4. Whether the request is granted, and if it is, the date access is permitted, or the disclosure is made.

- 1 * The student becomes an "eligible student" when he/she reaches age eighteen (18) or enrolls in a post-
 2 secondary school, at which time all of the above rights become the student's right.²¹

 Legal References

1. [20 USCA § 1232g](#)
2. [TCA 49-6-3001\(c\)\(1\); Public Acts of 2025, Chapter No. 156](#)
3. [TCA 49-1-701; 20 USCA § 1232g](#)
4. [TCA 10-7-504\(a\)\(4\); 20 USCA § 1232g](#)
5. [20 USCA § 1232g\(b\)\(2\)\(B\); 20 USCA § 1232g\(b\)\(1\)\(J\)](#)
6. [20 USCA § 1232g\(b\)\(2\); TCA 10-7-504\(a\)\(4\)\(A\)](#)
7. [TCA 37-1-403](#)
8. [20 USCA § 1232g\(b\)\(3\), \(5\); 20 USCA § 1232g\(b\)\(1\)\(C\)](#)
9. [20 USCA § 1232g\(b\)\(1\)\(F\)](#)
10. [20 USCA § 1232g\(b\)\(1\)\(H\)](#)
11. [20 USCA § 1232g\(b\)\(1\)\(G\)](#)
12. [20 USCA § 1232g\(b\)\(1\)\(B\)](#)
13. [20 USCA § 1232g\(b\)\(1\)\(D\)](#)
14. [20 USCA § 1232g\(b\)\(1\)\(I\)](#)
15. [20 USCA § 1232g\(j\)](#)
16. [20 USCA § 1232g\(b\)\(1\)\(L\)](#)
17. [20 USCA § 1232g\(b\)\(1\)\(K\)](#)
18. [20 USCA § 1232g\(b\)\(1\)\(E\)](#)
19. [34 CFR § 99.30; 20 USCA § 1232g\(b\)\(2\)\(A\)](#)
20. [34 CFR § 99.32\(a\)](#)
21. [34 CFR §§ 99.3, 99.5; TCA 49-1-704](#)

 Cross References

School District Records 1.407
 Promotion and Retention 4.603
 Testing Programs 4.700
 Attendance 6.200
 Withdrawals 6.207
 Child Custody/Parental Access 6.209
 Bus Safety and Conduct 6.308
 Corporal Punishment 6.314
 Disciplinary Hearing Authority 6.317
 Admission of Suspended/Expelled Students 6.318
 Acquired Immune Deficiency Syndrome 6.404
 Reporting Child Abuse 6.409
 Media Access to Students 6.604

Roane County Board of Education

Request for Records Transfer

6.600.2

- 1 Date: _____
- 2 Name of Student: _____
- 3 Current School: _____ Grade: _____
- 4 Transfer School: _____
- 5 Address of Transfer School: _____

Signature of Parent/Guardian (if appropriate)

Date

Signature of Student (if appropriate)

Date

Roane County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Instructional Program	Descriptor Code: 4.100	Issued Date:
		Rescinds: 4.100	Issued: 08/15/24

1 *General*

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

7 **GOALS**

8 The Board approves the following instructional goals for students:

- 9 1. To develop the skills necessary to function as a self-directed person;
- 10 2. To know the principles involved in making moral and ethical choices;
- 11 3. To develop the basic skills of reading, writing, mathematics, spelling, speaking, and problem
12 solving;
- 13 4. To develop a positive attitude toward the lifelong endeavor of learning;
- 14 5. To learn to identify personal talents and interests, make appropriate career choices, and develop
15 career skills;
- 16 6. To acquire knowledge and to develop skills in the management of personal and public
17 resources necessary for meeting obligations to self, family, and society;
- 18 7. To learn to act in a responsible manner;
- 19 8. To learn of the rights and responsibilities of citizens of the community, state, nation, and world;
20 and
- 21 9. To learn to understand, respect, and interact with people of different cultures, generations, and
22 races.

Legal References

1. [42 USCA § 2000d et seq.](#)
2. [Public Acts of 2025, Chapter No. 293](#)

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305

Roane County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Discrimination / Harassment of Employees (Sexual, Racial, Ethnic, Religious)	Descriptor Code: 5.500	Issued Date:
		Rescinds: 5.500	Issued: 05/17/18

1 Employees shall be provided a work environment free from sexual, racial, ethnic, and religious
2 discrimination/harassment (including the definition of antisemitism found in policy 4.100). It shall be a
3 violation of this policy for any employee or any student to discriminate against or harass an employee
4 through disparaging conduct or communication that is sexual, racial, ethnic, or religious in nature.

5 Employee discrimination/harassment will not be tolerated.¹ Discrimination/harassment is defined as
6 conduct, advances, gestures, or words, either written or spoken, of a sexual, racial, ethnic, or religious
7 nature that:

- 8 1. Unreasonably interferes with the individual's work or performance;
- 9
- 10 2. Creates an intimidating, hostile, or offensive work environment;
- 11
- 12 3. Implies that submission to such conduct is made an explicit or implicit term of employment; or
- 13
- 14 4. Implies that submission to or rejection of such conduct will be used as a basis for an employment
- 15 decision affecting the harassed employee.

16 Alleged victims of sexual, racial, ethnic, and religious discrimination/harassment shall report these
17 incidents immediately.² This report shall be made to the immediate supervisor, except when the
18 immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report
19 may be made to the Federal Rights Coordinator or the Human Resource Coordinator. Allegations of
20 discrimination/harassment shall be fully investigated. An oral complaint may be submitted; however,
21 such complaint shall be reduced to writing to ensure a more complete investigation. The complaint shall
22 include the following information:

- 23 1. Identity of the alleged victim and person accused;
- 24
- 25 2. Location, date, time, and circumstances surrounding the alleged incident;
- 26
- 27 3. Description of what happened;
- 28
- 29 4. Identity of witnesses; and
- 30
- 31 5. Any other evidence available.

32 The privacy and anonymity of all parties and witnesses to complaints will be respected. However,
33 because an individual's need for confidentiality shall be balanced with obligations to cooperate with

- 1 police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough
2 investigation, or to take necessary action to resolve a complaint, the identity of parties and witnesses
3 may be disclosed in appropriate circumstances to individuals with a need to know.
- 4 A substantiated charge against an employee shall result in disciplinary action, up to and including,
5 termination. A substantiated charge against a student may result in corrective or disciplinary action, up
6 to and including, suspension.
- 7 There will be no retaliation against any person who reports discrimination/harassment or participates in
8 an investigation. However, any employee who refuses to cooperate or gives false information during the
9 course of any investigation may be subject to disciplinary action. The willful filing of a false report will
10 itself be considered harassment and will be treated as such.
- 11 An employee disciplined for violation of this policy may appeal the decision by contacting the Federal
12 Rights Coordinator or the Human Resource Coordinator.

Legal References

1. [29 CFR §1604.11](#); [TCA 5-23-104](#); [Public Acts of 2025, Chapter No. 293](#)
2. [20 USCA § 1681](#)

Cross References

Equal Opportunity Employment 5.104
Complaints and Grievances 5.501
Title IX & Sexual Harassment 6.3041

Roane County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation</h2>	Descriptor Code: <h3 style="text-align: center;">6.304</h3>	Issued Date:
		Rescinds: <h3 style="text-align: center;">6.304</h3>	Issued: <h3 style="text-align: center;">09/22/20</h3>

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

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

12 The principal/designee is responsible for educating and training respective staff and students as to the
 13 definition and recognition of discrimination/harassment.³

14 The Director of Schools shall develop forms and procedures to ensure compliance with the
 15 requirements of this policy and state law.

16 DEFINITIONS⁴

17 "Bullying/Intimidation/Harassment" is an act that substantially interferes with a student's educational
 18 benefits, opportunities, or performance, and the act has the effect of:

- 19 1. Physically harming a student or damaging a student's property;
- 20
- 21 2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to
- 22 the student's property;
- 23
- 24 3. Causing emotional distress to a student; or
- 25
- 26 4. Creating a hostile educational environment.

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

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

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

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

12 COMPLAINTS AND INVESTIGATIONS

13 Any individual who has knowledge of behaviors that may constitute a violation of this policy shall
14 promptly report such information to the principal/designee.⁶

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

20 The principal/designee at each school shall be responsible for investigating and resolving complaints.
21 Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48)
22 hours of receipt of the report. If an investigation is not initiated within forty-eight (48) hours, the
23 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
24 reasons why the investigation was not initiated within the required timeframe.⁷ The principal/designee
25 shall immediately notify the parent(s)/guardian(s) when a student is involved in an act of discrimination,
26 harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information
27 on district counseling and support services. Students involved in an act of discrimination, harassment,
28 intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the
29 principal/designee when deemed necessary.⁸

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

- 32 1. It places the student in reasonable fear or harm for the student's person or property;
- 33
- 34 2. It has a substantially detrimental effect on the student's physical or mental health;
- 35
- 36 3. It has the effect of substantially interfering with the student's academic performance; or
- 37
- 38 4. It has the effect of substantially interfering with the student's ability to participate in or benefit
- 39 from the services, activities, or privileges provided by a school.

1 Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and
2 complete investigation of each alleged incident. All investigations shall be completed and appropriate
3 intervention taken within twenty (20) calendar days from the receipt of the initial report.⁷ If the
4 investigation is not complete or intervention has not taken place within twenty (20) calendar days, the
5 principal/designee shall provide the Director of Schools with appropriate documentation detailing the
6 reasons why the investigation has not been completed or the appropriate intervention has not taken
7 place.⁷ Within the parameters of the federal Family Educational Rights and Privacy Act,⁹ a written report
8 on the investigation will be delivered to all involved parties and the Director of Schools.

9 **RESPONSE AND PREVENTION**¹⁰

10 The principal/designee shall consider the nature and circumstances of the incident, the age of the
11 individual, the degree of harm, previous incidences or patterns of behavior, or any other factors, as
12 appropriate, to properly respond to each situation.

13 A substantiated charge against an employee shall result in disciplinary action up to and including
14 termination. The employee may appeal this decision by contacting the Federal Rights Coordinator or the
15 Human Resource Coordinator.

16 A substantiated charge against a student may result in corrective or disciplinary action up to and
17 including suspension. The student may appeal this decision in accordance with disciplinary policies and
18 procedures.

19 **REPORTS**

20 When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of
21 physical harm to a student or a student's property, the principal/designee of each middle school, junior
22 high school, or high school shall report the findings and any disciplinary actions taken to the Director of
23 Schools and the Chair of the Board.¹¹

24 By July 1st of each year, the Director of Schools/designee shall prepare a report of all of the bullying
25 cases brought to the attention of school officials during the prior academic year. The report shall also
26 indicate how the cases were resolved and/or the reasons they are still pending. This report shall be
27 presented to the Board at its regular July meeting, and it shall be submitted to the State Department of
28 Education by August 1st.¹²

29 **RETALIATION AND FALSE ACCUSATIONS**

30 Retaliation against any person who reports or assists in any investigation of an act alleged in this policy
31 is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation
32 shall be determined by the principal/designee after consideration of the nature, severity, and
33 circumstances of the act.¹³

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

Legal References

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

Cross References

Section 504 and ADA Grievance Procedures 1.802
Staff-Student Relations 5.610
Student Goals 6.100
Title IX & Sexual Harassment 6.3041
Code of Conduct 6.300
Student Concerns 6.305
Reporting Child Abuse 6.409
Emergency Contact Information 6.410
Student Suicide Prevention 6.415

Roane County Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Surplus Property Sales	Descriptor Code: 2.403	Issued Date:
		Rescinds: 2.403	Issued: 08/15/24

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

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

6 Surplus property which has no value or has a value of less than five hundred dollars (\$500) may be
7 disposed of without the necessity of bids. In order for such disposal without bids, the Director of Schools
8 and the Board Chair shall agree in written form that the property is of no value or is of less value than
9 five hundred dollars (\$500).⁴

10 If reasonable attempts to dispose of surplus properties fail to produce monetary return to the district, the
11 Board shall approve other methods of disposal.⁵

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

14 **DISPOSITION OF EQUIPMENT PURCHASED WITH FEDERAL DOLLARS⁶**

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

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

Legal References

1. [TCA 49-6-2006\(b\)\(3\); TCA 49-6-2208](#)
2. [TCA 49-6-2007\(b\)](#)
3. [TCA 1-3-120; Public Acts of 2025, Chapter No. 105](#)
4. [TCA 49-6-2007\(d\)](#)
5. [TCA 12-2-403\(a\)](#)
6. [2 CFR § 200.313\(c\)](#)

Cross References

- Duties of Officers 1.201
Inventories 2.702
Textbooks and Instructional Materials 4.400

Roane County Board of Education

News and Information Website for Legal Notices

2.403.2

1 When a legal notice is required to be published in a newspaper of general circulation, whether by state
2 law or board policy, the notice shall also be published on a news and information website.

3 To be classified as a news and information website, the following criteria shall apply to the website:

- 4 1. Has a URL;
- 5
- 6 2. Has been published continuously for the previous twelve-month period;
- 7
- 8 3. Has been published using recognized standards of professional journalism;
- 9
- 10 4. Must have content revised on a regular basis not less than three (3) times per week;
- 11
- 12 5. Has a fixed title or name and date lines and complies with and abides by all copyright laws;
- 13
- 14 6. Does not serve primarily as a platform to promote the interests or opinions of a special interest
15 group, individual, or cause;
- 16
- 17 7. Is principally devoted to the dissemination of local or general news with at least fifty percent
18 (50%) of all editorial content reported being original, excluding advertisements;
- 19
- 20 8. Exists and is registered pursuant to state law with the Secretary of State;
- 21
- 22 9. Must have an office of publication based in the county in which the notice is required to be
23 published;
- 24
- 25 10. Is available and open to the public where business is transacted during usual business hours;
- 26
- 27 11. Maintains a telephone number and email listing;
- 28
- 29 12. Includes in each updated publication the contact information of the news and information
30 website;
- 31
- 32 13. Does not require a fee or subscription for a person to view the website; and
- 33
- 34 14. Is a separate and distinct website from the newspaper of general circulation that is owned by an
35 entity other than the newspaper of general circulation.
- 36

- 1 To ensure compliance, the District shall publish any legal notice on the Roane County News Website
- 2 <https://www.themountainpress.com/roane/>

Roane County Board of Education

Remote Instruction

4.212.1

1 Due to certain events, remote instruction can be used five (5) times a semester for individual classes,
2 schools, or for the district as a whole. For remote instruction to count towards the one hundred and
3 eighty (180) school days, students in kindergarten shall have access to instruction for four (4) hours,
4 and students in grades one through twelve (1-12) shall have access to instruction for six and one-half
5 (6 ½) hours.

6 During remote instruction, the district shall provide services required by a student's individual
7 education plan (IEP) and make school meals available in accordance with the school nutrition
8 program.

9 Teachers shall report daily attendance to the principal for the days that remote instruction is utilized.
10 For students who are absent, board policy 6.200 shall be referenced to determine if the absence is
11 excused or unexcused as well as whether any interventions are needed to address student absences.

12 **DANGEROUS OR EXTREME WEATHER CONDITIONS**

13 A school district may require an individual class, school, or the district as a whole to utilize remote
14 instruction in times of dangerous or extreme weather conditions. Parent(s)/guardian(s) shall be notified
15 if the school district decides to transition to remote instruction.

16 **OUTBREAK OF ILLNESS**

17 A school district may require an individual class, school, or the district as a whole to utilize remote
18 instruction in the event of a serious outbreak of illness. The Director of Schools shall use his/her
19 discretion to decide if a class or school shall be placed on remote instruction. The Director/Designee
20 shall notify parent(s)/guardian(s) of the students who are transitioning to remote instruction because of
21 exposure or potential exposure to an illness.

22 **ADMINISTRATION OF ASSESSMENTS**

23 A school district may require an individual class, school, or the district as a whole to utilize remote
24 instruction on days that the school administers end-of-course (EOC) assessments or a post-secondary
25 assessment. The students who will be required to transition to remote instruction for that day will be
26 notified at least 48 hours prior to the administration of the assessment. Students who are participating
27 in the assessment will be required to take the assessment in person.

Roane County Board of Education

Hybrid Learning

4.212.2

- 1 Hybrid learning can be used up to four (4) days of the required one hundred eighty (180) days of
2 classroom instruction in the event of dangerous or extreme weather conditions, or an emergency, as
3 determined by the Director of Schools.

- 4 During hybrid learning, students in kindergarten shall have access to at least four (4) hours of
5 instruction each day, and students in grades one through twelve (1-12) shall have access to at least six
6 and one-half (6 ½) hours of instruction each day. Additionally, the district shall provide services
7 required by a student's individual education plan (IEP) during this time.

- 8 Teachers shall report daily attendance to the principal for the days that hybrid learning is utilized. For
9 students who are absent, board policy 6.200 shall be referenced to determine if the absence is excused
10 or unexcused as well as whether any interventions are needed to address student absences.

Roane County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date:
		Rescinds: 4.301	Issued: 08/15/24

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

Roane County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Library Materials	Descriptor Code: 4.403	Issued Date: Click here to enter a date.
		Rescinds: 4.403	Issued: 10/22/24

1 *General*

2 The Principal and Librarian 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 the Principal and School Library Committee.

7 The Director's designee shall be responsible for periodically reviewing the district's library collection
8 in line with the standards established below. Any materials found to be out of alignment with the
9 standards shall be removed, and this action shall be documented in writing and presented to the Director
10 of Schools and the Board.

11 **STANDARDS²**

12 The library collection shall adhere to the following criteria:

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

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

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

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

2 **COMPLAINTS⁴**

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

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

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

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

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

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

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

34 **REMOVAL OF LIBRARY MATERIALS**

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

Legal References

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

Cross References

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

Roane County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Use of Personal Communication Devices and Electronic Devices	Descriptor Code: 6.312	Issued Date: Click here to enter a date.
		Rescinds: 6.312	Issued: 03/27/25

EFFECTIVE 2025 - 2026 SCHOOL YEAR

MIDDLE AND HIGH SCHOOL STUDENTS may possess personal communication devices and personal electronic devices so long as such devices are turned off and stored in backpacks, purses or personal carry-all's for the entirety of the school day. Such devices include, but are not limited to, any portable wireless device that has the capability to provide voice, messaging or other data communication between two (2) or more parties, such as wearable technology, wearable technology such as eye glasses, rings or watches that have the capability to record, live stream, or interact with wireless technology; cell phones; laptops and tablets. The principal or his/her designee may also grant a student permission to use such a device at his/her discretion.

Unauthorized use or improper storage of a device will result in confiscation until such time as it may be released to the student's parents or guardian. A student in violation of this policy is subject to disciplinary action.

K-5 STUDENTS / IN-SCHOOL SUSPENSION PROGRAM / ALTERNATIVE PROGRAM

K-5 students, In-School Suspension students and Alternative Program students may not possess personal communication device. Such devices include, but are not limited to, wearable technology such as eye glasses, rings or watches that have the capability to record, live stream or interact with wireless technology, cell phones, laptops and tablets.

Unauthorized use or improper storage of a device will result in confiscation until such time as it may be released to the student's parents or guardian. A student in violation of this policy is subject to disciplinary action.

MEDICAL EXEMPTIONS / SPECIAL CIRCUMSTANCES

Students who have a medical device that necessitates cell phone access during the school day, may receive an exemption from this policy upon the development of an individual Healthcare Plan consistent with a physician's orders. Such exemptions apply to medical needs only and does not allow cell phone use for other purposes. Applications for medical exemptions shall be made to the school administration, and individual Healthcare Plans and any exceptions from this policy must be approved by the principal or his/her designee.

A student may be permitted to utilize a wireless communication device under the following circumstances:

1. To manage the student's health, as documented in the student's individual healthcare plan;

- 1 2. When the possession or use is required by the student's individual educational program, 504 plan
2 or individual learning plan; or
3
- 4 3. When the device is being used by a student with a disability for the operation of assistive
5 technology to increase, maintain, or improve the student's functional capabilities.¹

6 **SCHOOL BUSES**

7 Grades 6-12 students in transit may use personal communication devices in silent mode. A student in
8 violation of this policy is subject to the appropriate grade-level disciplinary action as outlined below.

9 **PENALTIES**

10 Unauthorized use or improper storage of a device will result in confiscation until such time as it may
11 be released to the student's parent(s)/guardian(s). A student in violation of this policy is subject to
12 disciplinary action.

13 Sending, sharing, viewing, or possessing pictures, text messages, emails, or other material of a sexual
14 nature in electronic or any other form on school property is prohibited.

15 For consistency, administrators agree that the following discipline be imposed:

- 16 1. First offense: return collected items to parent/guardian.
- 17 2. Second offense: minimum suspension of two (2) days (forfeiture of communication
18 devices).
- 19 3. Third offense: minimum suspension of two (2) days (forfeiture of communication
20 devices).
- 21 4. Continuation of suspension process with parental meeting upon readmission to
22 school.

23 The inappropriate use of technology is strictly prohibited. Inappropriate use can include using a cell
24 phone during the school day, texting during class, or using a cell phone camera or cell phone camera to
25 record events at school or other activities detrimental to another student(s), faculty member, or the
26 school as a whole.

27 **EMERGENCY COMMUNICATION PLAN**

28 In the event of an emergency or possible emergency occurring at school, parent(s)/guardian(s) shall be
29 alerted by the district notification system.¹

30

Legal References

1. [Public Acts of 2025, Chapter No. 103](#)

Cross References

Code of Conduct 6.300

Roane County Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: Click here to enter a date.
		Rescinds: 4.406	Issued: 10/27/22

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 Complaints alleging a violation of the internet safety measures shall be submitted to the Principal. All
18 complaints shall be reviewed to determine how to appropriately respond.

19 **EMAIL**

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

25 **INTERNET SAFETY INSTRUCTION⁶**

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

30 **SOCIAL NETWORKING**

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

- 1 4. The Board discourages district staff from socializing with students on social networking
 2 websites. The same relationship, exchange, interaction, information, or behavior that would be
 3 unacceptable in a non-technological medium is unacceptable when done through the use of
 4 technology.
- 5 5. An employee will not disclose any confidential information of the district or school or
 6 confidential information about any employee, student or his/her family.
- 7 6. An employee will not make statements or post any material that would violate any of RCS
 8 policies, including policies concerning discrimination, harassment or obscene material.
- 9 7. An employee will avoid making defamatory statements about the district, school employees,
 10 students or parents/guardians.

11 VIOLATIONS

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

14 VENDOR CONTRACTS⁸

15 Prior to entering into any contract for the provision of digital or online materials created or marketed
 16 for kindergarten through grade twelve (K-12), the district shall obtain an assurance that the vendor
 17 shall adhere to state law. This determination includes ensuring that the vendor filters, blocks, or
 18 otherwise prevents access to pornography or obscenity and verifying that the technology prevents a
 19 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\(c\)\(1\)\(i\); 20 USCA § 7131; Public Acts of 2025, Chapter No. 195](#)
3. [TCA 49-1-221\(a\)\(1\)\(C\)\(i\)](#)
4. [TCA 39-17-901; TCA 49-1-221\(a\)\(1\)\(C\)\(ii\)](#)
5. [TCA 10-7-512](#)
6. [TCA 49-1-221\(a\)\(1\)\(E\)](#)
7. [Public Acts of 2025, Chapter No. 195](#)
8. [TCA 49-1-221\(c\)](#)

Cross References

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

Roane County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date:
		Rescinds: 5.110	Issued: 05/17/18

1 *General*

2 Certified personnel shall make a written contract at a fixed salary per month before entering upon their
3 duties.¹

4 The Director of Schools shall establish the salary rating of all personnel and shall recommend the salary
5 schedule to the Board for its approval.²

6 Contracts for certified personnel shall provide the following.³

- 7 1. A minimum of one hundred and eighty (180) working days;
8
9 2. A minimum of five (5) days for in-service education;
10
11 3. Ten (10) vacation days; and
12
13 4. Five (5) days as designated by the Board (teachers shall use one (1) day for parent-teacher
14 conferences).

15 The school calendar adopted by the Board each year shall become part of all certified personnel contracts.

16 Salaries and supplements may be paid from revenue derived from sources other than taxes, provided
17 the revenue is deposited with and salaries paid through the Board. This includes donations or
18 contributions from individual, civic, or other non-school related sources of funds from individual
19 school activity funds, such as gate receipts and concessions.^{1,4}

Legal References

1. [TCA 49-2-203\(a\)\(1\); TCA 49-5-408](#)
2. [TCA 49-5-402](#)
3. [TCA 49-6-3004](#)
4. [TCA 49-6-2006\(a\)](#)
5. [Public Acts of 2025, Chapter No. 433](#)

Cross References

School Calendar 1.800
Revenues 2.400
Payroll 2.802
Application and Employment 5.106

Roane County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Employment of Retirees	Descriptor Code: 5.119	Issued Date: Click here to enter a date.
		Rescinds: 5.119	Issued: 08/17/23

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 DAYS²**

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:

- 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

Roane County Board of Education

Employment Options for Retirees

5.119.1

1 Name: _____ Position: _____

2 Start Date: _____ Date of Retirement: _____

3 Please select one of the following options for employment purposes:

4 **EMPLOYMENT CONTRACT FOR UP TO 120 DAYS**

5 This option of employment allows a teacher who retired under the Tennessee Consolidated
6 Retirement System (TCRS) to return to service temporarily in a position covered by TCRS
7 without loss or suspension of retirement benefits provided the following conditions are met:

- 8 1. The retired member is limited to one hundred twenty (120) days per year or its equivalent
9 during a twelve-month period;
- 10 2. The retired member has been retired for at least sixty (60) calendar days;
- 11 3. There is no previous agreement to return to work after retirement;
- 12 4. The retired member's compensation cannot exceed sixty percent (60%) of the annual full-
13 time salary adjusted by five percent (5%) for each year since retirement;
- 14 5. The retired member may work beyond the one hundred twenty (120) days if employed as
15 a substitute teacher if the payment does not exceed the rate of compensation for
16 substitute teachers filling similar vacant positions;
- 17 6. The retired member and the Director of Schools/designee shall complete the appropriate
18 form as provided by TCRS; and
- 19 7. The retired member can't accrue additional retirement credit during the retiree's period
20 of employment.
- 21
- 22
- 23
- 24
- 25
- 26

27 **HARD TO FILL POSITIONS**

28 This option allows retired members of TCRS or a similar system to be offered reemployment
29 for up to one (1) year in a hard-to-fill position under the following conditions:

- 1 1. The retired member has been retired for at least sixty (60) calendar days;
- 2
- 3 2. There is no previous agreement to return to work after retirement;
- 4
- 5 3. The Director of Schools documents that the position is hard to fill;
- 6 a. At least one of the following conditions must be met:
- 7 i. It is difficult to recruit and retain qualified employees for the position;
- 8 ii. The position requires specialized certification, credentials, or education;
- 9 iii. The demand for the position exceeds the supply;
- 10 iv. The position is in high demand in the marketplace;
- 11 v. The position is filled by key personnel;
- 12 vi. The position requires specific skills and experience; or
- 13 vii. The position has other unique recruitment or retention issues identified
- 14 and documented by the Director of Schools.
- 15
- 16 4. The retirement benefit payable to the retired member during the period of
- 17 reemployment is reduced to seventy percent (70%) of the retirement allowance
- 18 otherwise payable;
- 19
- 20 5. The retired member is not drawing disability retirement benefits; and
- 21
- 22 6. The retired member can't accrue additional retirement benefits.

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

28 The retired member may be eligible reemployed for additional one-year periods provided the
 29 conditions above are met.

Signature of Employee

Date

Roane County Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Substitute Teachers	Descriptor Code: 5.701	Issued Date: Click here to enter a date.
		Rescinds: 5.701	Issued: 10/22/24

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 Human Resource Coordinator who will maintain
14 file(s) which may include transcripts, credentials, recommendations, and other pertinent information.

15 COMPENSATION

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

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

21 CERTIFICATION

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

26

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

Roane County Board of Education

Voluntary Pre-K Enrollment

6.2011.1

1 The Board may establish an early childhood education program to address the educational needs of
2 eligible children. Before initial enrollment, the below shall be utilized when determining if a student is
3 eligible to participate in a voluntary pre-kindergarten program.

- 4 The student is an “at-risk child” who is four (4) years of age on or before August 15 and a
5 member of a family with an income that meets the eligibility requirements for free or reduced-
6 price lunch; and resides in the geographic area served by the school district.
7
- 8 The student is considered a dependent child who is four (4) years of age on or before August
9 15; whose parent was killed; died as a direct result of injuries received or has been officially
10 reported as being either a prisoner of war or missing in action while serving honorably as a
11 member of the United States armed forces during a qualifying period of armed conflict; or was
12 formerly a prisoner of war or missing in action under such circumstances, who can present
13 official certification; and resides in the geographic area served by the school district.

14 After initial enrollment, if the school district has space available, children who are not at-risk may be
15 enrolled in the voluntary pre-kindergarten program if the below criteria are met.

- 16 Reside within the geographic area served by the school district and who are:
17
 - 18 Four (4) years of age, with or without a disability, on or before August 15;
 - 19 Three (3) years of age on or before August 15; and
 - 20 Who have been in the Tennessee Early Intervention System (TEIS); or
 - 21 Who are screened and identified as educationally at-risk, as determined by
22 federal law; or
 - 23 Three (3) years of age on or before August 15, who are members of families with
24 incomes that meet the eligibility requirements for free or reduced-price lunch; or
- 25
- 26 Reside outside of the geographic area serviced by the school district; are children of a parent
27 who is a school employee; and four (4) years of age on or before August 15.

Roane County Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Personnel Goals	Descriptor Code: 5.100	Issued Date:
		Rescinds: 5.100	Issued: 05/20/21

1 The Board's personnel goals are as follows:¹

- 2 1. To ensure that the Director of Schools recruits and employs the best qualified individuals to staff
3 the school district;
- 4 2. To provide compensation, benefits, and working environments sufficient to attract and retain
5 qualified employees;
- 6 3. To provide an in-service training program for all employees to improve their performance; and
- 7 4. To conduct an evaluation program that will contribute to the continuous improvement of staff
8 performance.

Legal References

1. [TCA 49-1-302\(g\); Public Acts of 2025, Chapter No. 494](#)

Cross References

School District Goals 1.700

Roane County Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: School District Goals	Descriptor Code: 1.700	Issued Date:
		Rescinds: 1.700	Issued: 05/20/21

1 The Board shall determine the educational goals of the school district. In discharging that
2 responsibility, the Board has adopted the following goals:

3 **INSTRUCTION**

- 4 1. To promote a plan for the organized improvement of school curriculum, including the transition
5 between elementary and secondary schools;
- 6 2. To offer a wide range of career and service opportunities;
- 7 3. To promote an integration of academic, physical, social, and emotional growth experiences for
8 each student; and
- 9 4. To promote the recognition of achievement in all endeavors (i.e., academic, athletic).

10 **STUDENTS**

- 11 1. To structure the instructional program to provide necessary alternatives to meet a variety of
12 individual needs and aspirations;
- 13 2. To ensure that each student's interests, capacities, and objectives are considered in his/her
14 learning program; and
- 15 3. To help students gain understanding of themselves as well as skills and techniques in living and
16 working with others and being responsible citizens.

17 **PERSONNEL**

- 18 1. To promote high quality performance by the staff, including both professional and support
19 personnel;
- 20 2. To establish acceptable performance standards for all personnel;
- 21 3. To provide in-service training and professional growth experiences for teachers and
22 administrators; and
- 23 4. To maintain an evaluation system for the improvement of the instructional system.

24

1 OPERATIONS

- 2 1. To make every effort to secure adequate funding for the educational program in support of the
3 stated goals;
 - 4 2. To maintain an adequate system of fiscal and business management;
 - 5 3. To develop plans for the efficient use of school facilities; and
 - 6 4. To ensure appropriate communication between the Director of Schools and the Board.
- 7 The Board shall annually review these goals and revise them as necessary.
- 8 The Director of Schools is responsible for developing procedures and strategies to implement the goals
9 of the Board.

Cross References

Role of the Board of Education 1.101
Board Member Development Opportunities 1.204
Fiscal Management Goals 2.100
Business Management Goals 3.100
Instructional Program 4.100
Evaluations of Instructional Programs 4.702
Personnel Goals 5.100
Student Goals 6.100

Roane County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: School District Records	Descriptor Code: 1.407	Issued Date:
		Rescinds: 1.407	Issued: 10/08/19

1 *General*

2 The Director of Schools shall maintain all school district records required by law, regulation, and board
3 policy. Any citizen of Tennessee shall be permitted during business hours to inspect public records
4 maintained by the school district unless otherwise prohibited by law. Any citizen of Tennessee may
5 request in writing and receive copies of open public records subject to the payment of reasonable
6 cost.^{1,2,3,4}

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

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

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

15 **REQUESTS FOR INSPECTION²**

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

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

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

25 **REQUESTS FOR COPIES²**

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

1 The records custodian shall provide an estimate of the reasonable costs to produce the requested
2 records. The Tennessee Comptroller of the Treasury, Office of Open Records Counsel Schedule of
3 Reasonable Charges shall be used to determine the reasonable cost. The records custodian will provide
4 the citizen with an invoice detailing the charges. The citizen shall pay the estimated reasonable costs
5 by cash or money order prior to the district producing the copies.

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

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

10 **FREQUENT AND MULTIPLE REQUESTS**

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

18 **DENYING REQUESTS FOR NONCOMPLIANCE⁷**

19 *Requests to Inspect a Public Record*

20 The district shall deny a request to inspect a public record from any citizen that has:

- 21 a. Made two (2) or more requests to view a public record within a six-month period; and
- 22
- 23 b. For each request failed to view the record within fifteen (15) business days of receiving
- 24 notification that the record was available.

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

28 *Requests for Copies of Public Records*

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

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

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

1 RECORDS RETENTION

2 The Director of Schools and/or designee(s) shall retain and dispose of school district records in
3 accordance with the following guidelines:⁸

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

18 DISTRICT PUBLIC RECORDS REQUEST COORDINATOR¹⁵

19 **Title: Amanda Evans, Human Resource Coordinator, 105 Bluff Road, Kingston, TN 37763**

20 **Contact Information: (865) 376-5592 or abevans@roaneschools.com**

Legal References

1. [TCA 49-2-301\(b\)\(1\)\(Z\)](#)
2. [TCA 10-7-503](#); [Public Acts of 2025, Chapter No. 94](#)
3. [TCA 10-7-506\(a\)](#)
4. [TCA 49-2-104](#)
5. [TCA 10-7-504\(p\)](#)
6. *Policy Related to Reasonable Charges a Records Custodian May Charge for Frequent and Multiple*

Cross References

Financial Reports and Records 2.701
Personnel Records 5.114
Student Records 6.600

Requests for Public Records, Tennessee Comptroller of the Treasury, available at

<https://www.comptroller.tn.gov/content/dam/cot/orc/documents/oorc/policies-and-guidelines/ScheduleofReasonableCharges.pdf>; TCA 10-

[7-503\(a\)\(1\)\(B\),\(C\)](#)

7. [TCA 10-7-503\(a\)\(7\)\(A\)\(vii\)](#)

8. [TCA 10-7-503\(h\)\(6\)](#)

9. [TCA 10-7-401](#)

10. [TCA 10-7-406](#); [TCA 10-7-301\(5\),\(13\)](#)

11. [TCA 10-7-404](#)

12. [TCA 10-7-413](#)

13. [TCA 10-7-414](#)

14. [TCA 39-16-504](#)

15. [TCA 10-7-503\(g\)\(1\)\(D\)](#)

Surplus Equipment

CTE



FILE COPY Date: 10/2/25

TOP OF TABLE

BOTTOM OF TABLE

RCS#	Item	Brand	Model	Serial #	Budget (i.e., Title I, IV, 141, etc.)
56954	Cell Book	HP	4111704		
	" "	Dell	4111810		
	" "	Dell	4111882		
33927		Think Pad	4111411		
(1)	Monitor				
(4ea)	Keyboard				
	monitor/keyboard		422008		
	computer		CTE0001240		
	bytespeed/monitor		42080		
	bytespeed		4201997		
			4202006		
			4201994		
53594	think pad				
	chromebook		4111882		
	chromebook				
56954	chromebook				
19617	Dell w/monitor				
CTE	000659	oled laptop			
19556	Old computer				

School name and address:-

Rockwood High School Cynthia Lewis

Technology Dpt. Surplus

10/23/25

RCS #	Description	Brand	Serial Number	Model
53425	Access Point	Extreme / Enterasys	1738Y-1334100000	WS-AP3935i-FCC
57271	Access Point	Extreme / Enterasys	1821Y-1175400000	WS-AP3935i-FCC
57306	Access Point	Extreme / Enterasys	1821Y-1088400000	WS-AP3935i-FCC
53168	Access Point	Extreme / Enterasys	1738Y-1320900000	WS-AP3935i-FCC
54933	Access Point	Extreme / Enterasys	1738Y-1416300000	WS-AP3935i-FCC
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53185	Access Point	Extreme / Enterasys	1738Y-1254600000	WS-AP3935i-FCC
54165	Access Point	Extreme / Enterasys	1738Y-1333300000	WS-AP3935i-FCC
57258	Access Point	Extreme / Enterasys	1821Y-1137400000	WS-AP3935i-FCC
53177	Access Point	Extreme / Enterasys	1738Y-1316900000	WS-AP3935i-FCC
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57255	Access Point	Extreme / Enterasys	1821Y-1182400000	WS-AP3935i-FCC
57376	Access Point	Extreme / Enterasys	1821Y-1538600000	WS-AP3935i-FCC
53150	Access Point	Extreme / Enterasys	1738Y-1339000000	WS-AP3935i-FCC
53135	Access Point	Extreme / Enterasys	1738Y-1340300000	WS-AP3935i-FCC
53144	Access Point	Extreme / Enterasys	1738Y-1334800000	WS-AP3935i-FCC
53136	Access Point	Extreme / Enterasys	1738Y-1336600000	WS-AP3935i-FCC
53140	Access Point	Extreme / Enterasys	1738Y-1434400000	WS-AP3935i-FCC
53133	Access Point	Extreme / Enterasys	1738Y-1339700000	WS-AP3935i-FCC
53149	Access Point	Extreme / Enterasys	1738Y-1339100000	WS-AP3935i-FCC
53134	Access Point	Extreme / Enterasys	1738Y-1340000000	WS-AP3935i-FCC

53138	Access Point	Extreme / Enterasys	1738Y-1340900000	WS-AP3935i-FCC
53143	Access Point	Extreme / Enterasys	1738Y-1434300000	WS-AP3935i-FCC
53148	Access Point	Extreme / Enterasys	1738Y-1339400000	WS-AP3935i-FCC
53139	Access Point	Extreme / Enterasys	1738Y-1341400000	WS-AP3935i-FCC
53142	Access Point	Extreme / Enterasys	1738Y-1434100000	WS-AP3935i-FCC
54119	Access Point	Extreme / Enterasys	1738Y-1364900000	WS-AP3935i-FCC
53015	Access Point	Extreme / Enterasys	1738Y-1257700000	WS-AP3935i-FCC
53026	Access Point	Extreme / Enterasys	1738Y-1314400000	WS-AP3935i-FCC
53038	Access Point	Extreme / Enterasys	1738Y-1259500000	WS-AP3935i-FCC
53025	Access Point	Extreme / Enterasys	1745Y-1350700000	WS-AP3935i-FCC
53035	Access Point	Extreme / Enterasys	1745Y-1375400000	WS-AP3935i-FCC
53030	Access Point	Extreme / Enterasys	1738Y-1257100000	WS-AP3935i-FCC
53151	Access Point	Extreme / Enterasys	1738Y-1338400000	WS-AP3935i-FCC
54115	Access Point	Extreme / Enterasys	1738Y-1415500000	WS-AP3935i-FCC
53137	Access Point	Extreme / Enterasys	1738Y-1341200000	WS-AP3935i-FCC
53141	Access Point	Extreme / Enterasys	1738Y-1434500000	WS-AP3935i-FCC
53145	Access Point	Extreme / Enterasys	1738Y-1335400000	WS-AP3935i-FCC
53132	Access Point	Extreme / Enterasys	1738Y-1339800000	WS-AP3935i-FCC
54114	Access Point	Extreme / Enterasys	1738Y-1366700000	WS-AP3935i-FCC
57282	Access Point	Extreme / Enterasys	1821Y-1112900000	WS-AP3935i-FCC
57245	Access Point	Extreme / Enterasys	1821Y-1167700000	WS-AP3935i-FCC
57351	Access Point	Extreme / Enterasys	1821Y-1005500000	WS-AP3935i-FCC
57359	Access Point	Extreme / Enterasys	1821Y-1518100000	WS-AP3935i-FCC
57363	Access Point	Extreme / Enterasys	1821Y-1519300000	WS-AP3935i-FCC
57256	Access Point	Extreme / Enterasys	1821Y-1094300000	WS-AP3935i-FCC
57353	Access Point	Extreme / Enterasys	1821Y-1517100000	WS-AP3935i-FCC
57269	Access Point	Extreme / Enterasys	1821Y-1144500000	WS-AP3935i-FCC
53374	Access Point	Extreme / Enterasys	1738Y-1266100000	WS-AP3935i-FCC
53372	Access Point	Extreme / Enterasys	1738Y-1266600000	WS-AP3935i-FCC
53368	Access Point	Extreme / Enterasys	1738Y-1330500000	WS-AP3935i-FCC
53362	Access Point	Extreme / Enterasys	1738Y-1330200000	WS-AP3935i-FCC
57357	Access Point	Extreme / Enterasys	1821Y-1517600000	WS-AP3935i-FCC
57270	Access Point	Extreme / Enterasys	1821Y-1167200000	WS-AP3935i-FCC
57332	Access Point	Extreme / Enterasys	1821Y-1538500000	WS-AP3935i-FCC
53366	Access Point	Extreme / Enterasys	1738Y-1328000000	WS-AP3935i-FCC
57362	Access Point	Extreme / Enterasys	1821Y-1536100000	WS-AP3935i-FCC
57324	Access Point	Extreme / Enterasys	1821Y-1416500000	WS-AP3935i-FCC
57368	Access Point	Extreme / Enterasys	1821Y-1515100000	WS-AP3935i-FCC
57246	Access Point	Extreme / Enterasys	1821Y-1183000000	WS-AP3935i-FCC
57325	Access Point	Extreme / Enterasys	1821Y-1546600000	WS-AP3935i-FCC
57372	Access Point	Extreme / Enterasys	1821Y-1515000000	WS-AP3935i-FCC
57253	Access Point	Extreme / Enterasys	1821Y-1167600000	WS-AP3935i-FCC
57358	Access Point	Extreme / Enterasys	1821Y-1536800000	WS-AP3935i-FCC
57365	Access Point	Extreme / Enterasys	1821Y-1538800000	WS-AP3935i-FCC
57367	Access Point	Extreme / Enterasys	1821Y-1515300000	WS-AP3935i-FCC
57346	Access Point	Extreme / Enterasys	1821Y-1413900000	WS-AP3935i-FCC
57288	Access Point	Extreme / Enterasys	1821Y-1536200000	WS-AP3935i-FCC
53017	Access Point	Extreme / Enterasys	1738Y-1257500000	WS-AP3935i-FCC

53020	Access Point	Extreme / Enterasys	1738Y-1317900000	WS-AP3935i-FCC
57329	Access Point	Extreme / Enterasys	1821Y-1534600000	WS-AP3935i-FCC
57377	Access Point	Extreme / Enterasys	1821Y-1533500000	WS-AP3935i-FCC
57371	Access Point	Extreme / Enterasys	1821Y-1534800000	WS-AP3935i-FCC
57339	Access Point	Extreme / Enterasys	1821Y-1519600000	WS-AP3935i-FCC
57378	Access Point	Extreme / Enterasys	1821Y-1135900000	WS-AP3935i-FCC
57287	Access Point	Extreme / Enterasys	1821Y-1518600000	WS-AP3935i-FCC
57341	Access Point	Extreme / Enterasys	1821Y-1538200000	WS-AP3935i-FCC
54120	Access Point	Extreme / Enterasys	1734Y-1392200000	WS-AP3935i-FCC
57292	Access Point	Extreme / Enterasys	1821Y-1514800000	WS-AP3935i-FCC
53019	Access Point	Extreme / Enterasys	1738Y-1247900000	WS-AP3935i-FCC
53146	Access Point	Extreme / Enterasys	1738Y-1334900000	WS-AP3935i-FCC
68010	Access Point	Extreme / Enterasys	1552Y-1090100000	WS-AP3935i-FCC
53111	Access Point	Extreme / Enterasys	1738Y-1332600000	WS-AP3935i-FCC
53216	Access Point	Extreme / Enterasys	1738Y-1365200000	WS-AP3935i-FCC
57268	Access Point	Extreme / Enterasys	1821Y-1100400000	WS-AP3935i-FCC
53230	Access Point	Extreme / Enterasys	1745Y-1451100000	WS-AP3935i-FCC
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53345	Access Point	Extreme / Enterasys	1738Y-1265200000	WS-AP3935i-FCC
53267	Access Point	Extreme / Enterasys	1738Y-1356300000	WS-AP3935i-FCC
53289	Access Point	Extreme / Enterasys	1738Y-1416900000	WS-AP3935i-FCC
53256	Access Point	Extreme / Enterasys	1738Y-1366800000	WS-AP3935i-FCC
53288	Access Point	Extreme / Enterasys	1738Y-1363000000	WS-AP3935i-FCC
53246	Access Point	Extreme / Enterasys	1738Y-1357400000	WS-AP3935i-FCC
53282	Access Point	Extreme / Enterasys	1738Y-1415900000	WS-AP3935i-FCC
53259	Access Point	Extreme / Enterasys	1738Y-1413100000	WS-AP3935i-FCC
53245	Access Point	Extreme / Enterasys	1738Y-1358000000	WS-AP3935i-FCC
53285	Access Point	Extreme / Enterasys	1738Y-1365300000	WS-AP3935i-FCC
57328	Access Point	Extreme / Enterasys	1821Y-1505600000	WS-AP3935i-FCC
53273	Access Point	Extreme / Enterasys	1738Y-1408700000	WS-AP3935i-FCC
53258	Access Point	Extreme / Enterasys	1738Y-1367100000	WS-AP3935i-FCC
53292	Access Point	Extreme / Enterasys	1738Y-1363300000	WS-AP3935i-FCC
53375	Access Point	Extreme / Enterasys	1738Y-1328200000	WS-AP3935i-FCC
53274	Access Point	Extreme / Enterasys	1738Y-1356000000	WS-AP3935i-FCC
53361	Access Point	Extreme / Enterasys	1738Y-1329900000	WS-AP3935i-FCC
53365	Access Point	Extreme / Enterasys	1738Y-1329000000	WS-AP3935i-FCC
53319	Access Point	Extreme / Enterasys	1738Y-1326900000	WS-AP3935i-FCC
53320	Access Point	Extreme / Enterasys	1738Y-1281700000	WS-AP3935i-FCC
53300	Access Point	Extreme / Enterasys	1738Y-1326800000	WS-AP3935i-FCC
53302	Access Point	Extreme / Enterasys	1738Y-1267000000	WS-AP3935i-FCC
53315	Access Point	Extreme / Enterasys	1738Y-1267200000	WS-AP3935i-FCC
53323	Access Point	Extreme / Enterasys	1738Y-1334300000	WS-AP3935i-FCC
53324	Access Point	Extreme / Enterasys	1738Y-1333000000	WS-AP3935i-FCC
53311	Access Point	Extreme / Enterasys	1738Y-1266900000	WS-AP3935i-FCC
53224	Access Point	Extreme / Enterasys	1738Y-1364600000	WS-AP3935i-FCC
53310	Access Point	Extreme / Enterasys	1738Y-1327300000	WS-AP3935i-FCC
53306	Access Point	Extreme / Enterasys	1738Y-1329600000	WS-AP3935i-FCC

53322	Access Point	Extreme / Enterasys	1738Y-1268500000	WS-AP3935i-FCC
53023	Access Point	Extreme / Enterasys	1745Y-1350900000	WS-AP3935i-FCC
57285	Access Point	Extreme / Enterasys	1821Y-1380300000	WS-AP3935i-FCC
57290	Access Point	Extreme / Enterasys	1821Y-1537100000	WS-AP3935i-FCC
57234	Access Point	Extreme / Enterasys	1821Y-1090500000	WS-AP3935i-FCC
57313	Access Point	Extreme / Enterasys	1821Y-1547100000	WS-AP3935i-FCC
57232	Access Point	Extreme / Enterasys	1821Y-1143900000	WS-AP3935i-FCC
57326	Access Point	Extreme / Enterasys	1821Y-1346900000	WS-AP3935i-FCC
57280	Access Point	Extreme / Enterasys	1821Y-1144800000	WS-AP3935i-FCC
57233	Access Point	Extreme / Enterasys	1821Y-1138200000	WS-AP3935i-FCC
57316	Access Point	Extreme / Enterasys	1821Y-141790000Q	WS-AP3935i-FCC
57283	Access Point	Extreme / Enterasys	1821Y-1116200000	WS-AP3935i-FCC
57302	Access Point	Extreme / Enterasys	1821Y-1103400000	WS-AP3935i-FCC
57338	Access Point	Extreme / Enterasys	1821Y-1519500000	WS-AP3935i-FCC
54185	Access Point	Extreme / Enterasys	1745Y-1307400000	WS-AP3935i-FCC
54208	Access Point	Extreme / Enterasys	1745Y-1450700000	WS-AP3935i-FCC
54191	Access Point	Extreme / Enterasys	1745Y-1315900000	WS-AP3935i-FCC
54202	Access Point	Extreme / Enterasys	1734Y-1292900000	WS-AP3935i-FCC
54195	Access Point	Extreme / Enterasys	1745Y-1375700000	WS-AP3935i-FCC
54190	Access Point	Extreme / Enterasys	1745Y-1453300000	WS-AP3935i-FCC
54186	Access Point	Extreme / Enterasys	1745Y-1451700000	WS-AP3935i-FCC
54192	Access Point	Extreme / Enterasys	1745Y-1315700000	WS-AP3935i-FCC
54200	Access Point	Extreme / Enterasys	1734Y-1250000000	WS-AP3935i-FCC
54194	Access Point	Extreme / Enterasys	1745Y-1452000000	WS-AP3935i-FCC
54201	Access Point	Extreme / Enterasys	1734Y-1292200000	WS-AP3935i-FCC
54207	Access Point	Extreme / Enterasys	1745Y-1449900000	WS-AP3935i-FCC
54210	Access Point	Extreme / Enterasys	1745Y-1449600000	WS-AP3935i-FCC
54199	Access Point	Extreme / Enterasys	1734Y-1293100000	WS-AP3935i-FCC
53260	Access Point	Extreme / Enterasys	1738Y-1365400000	WS-AP3935i-FCC
53231	Access Point	Extreme / Enterasys	1738Y-1327100000	WS-AP3935i-FCC
57279	Access Point	Extreme / Enterasys	1821Y-1109800000	WS-AP3935i-FCC
57305	Access Point	Extreme / Enterasys	1821Y-1103600000	WS-AP3935i-FCC
53215	Access Point	Extreme / Enterasys	1738Y-1365600000	WS-AP3935i-FCC
54196	Access Point	Extreme / Enterasys	1745Y-1448500000	WS-AP3935i-FCC
53222	Access Point	Extreme / Enterasys	1738Y-1364000000	WS-AP3935i-FCC
53018	Access Point	Extreme / Enterasys	1738Y-1246500000	WS-AP3935i-FCC
57254	Access Point	Extreme / Enterasys	1821Y-1087900000	WS-AP3935i-FCC
57309	Access Point	Extreme / Enterasys	1821Y-1089700000	WS-AP3935i-FCC
57340	Access Point	Extreme / Enterasys	1821Y-1560600000	WS-AP3935i-FCC
57334	Access Point	Extreme / Enterasys	1821Y-1515500000	WS-AP3935i-FCC
53022	Access Point	Extreme / Enterasys	1745Y-1302900000	WS-AP3935i-FCC
57345	Access Point	Extreme / Enterasys	1821Y-1539000000	WS-AP3935i-FCC
53016	Access Point	Extreme / Enterasys	1738Y-1258200000	WS-AP3935i-FCC
25290	Access Point	Extreme / Enterasys	13314644595D	3710i
24974	Access Point	Extreme / Enterasys	13313984595D	3710i
25310	Access Point	Extreme / Enterasys	13320945595D	3710i
24375	Access Point	Extreme / Enterasys	13312760595D	3710i
24291	Access Point	Extreme / Enterasys	13313936595D	3710i

24959	Access Point	Extreme / Enterasys	13314882595D	3710i
24269	Access Point	Extreme / Enterasys	13312757595D	3710i
24973	Access Point	Extreme / Enterasys	13313108595D	3710i
24143	Access Point	Extreme / Enterasys	13312521595D	3710i
24280	Access Point	Extreme / Enterasys	13320891595D	3710i
25005	Access Point	Extreme / Enterasys	13320052595D	3710i
24085	Access Point	Extreme / Enterasys	13312315595D	3710i
24275	Access Point	Extreme / Enterasys	13320037595D	3710i
24967	Access Point	Extreme / Enterasys	13312489595D	3710i
25386	Access Point	Extreme / Enterasys	13312719595D	3710i
24096	Access Point	Extreme / Enterasys	13320778595D	3710i
24394	Access Point	Extreme / Enterasys	13314682595D	3710i
24311	Access Point	Extreme / Enterasys	13312488595D	3710i
25390	Access Point	Extreme / Enterasys	13320912595D	3710i
24389	Access Point	Extreme / Enterasys	13313916595D	3710i
24975	Access Point	Extreme / Enterasys	13320853595D	3710i
24260	Access Point	Extreme / Enterasys	13302121595D	3710i
25335	Access Point	Extreme / Enterasys	13320161595D	3710i
24206	Access Point	Extreme / Enterasys	13313926595D	3710i
24968	Access Point	Extreme / Enterasys	13313160595D	3710i
24094	Access Point	Extreme / Enterasys	13313126595D	3710i
24991	Access Point	Extreme / Enterasys	13311765595D	3710i
25357	Access Point	Extreme / Enterasys	13312269595D	3710i
24310	Access Point	Extreme / Enterasys	13312494595D	3710i
24986	Access Point	Extreme / Enterasys	13313075595D	3710i
25393	Access Point	Extreme / Enterasys	13314000595D	3710i
24388	Access Point	Extreme / Enterasys	13313933595D	3710i
24264	Access Point	Extreme / Enterasys	13320076595D	3710i
24284	Access Point	Extreme / Enterasys	13312250595D	3710i
24189	Access Point	Extreme / Enterasys	13313815595D	3710i
25376	Access Point	Extreme / Enterasys	13312393595D	3710i
24390	Access Point	Extreme / Enterasys	13290467595B	3710i
24184	Access Point	Extreme / Enterasys	13312395595D	3710i
25394	Access Point	Extreme / Enterasys	13321016595D	3710i
24207	Access Point	Extreme / Enterasys	13312519595D	3710i
25287	Access Point	Extreme / Enterasys	13320971595D	3710i
NO TAG	Access Point	Extreme / Enterasys	500009423050986	3610
NO TAG	Access Point	Extreme / Enterasys	1552Y-1143200000	WS-AP3935i-FCC
NO TAG	Access Point	Extreme / Enterasys	1635Y-1124100000	WS-AP3935i-FCC
NO TAG	Access Point	Extreme / Enterasys	1828Y-1188000000	WS-AP3915i-FCC

Roane County Board of Education
Committee List 2025 - 2026
Appointed October 23, 2025

CAREER TECHNICAL EDUCATION

Larry Brackett - Chairperson - Board Member
Kristy Oran - Board Member
Jody Mioduski - Board Member
Russell K. Jenkins - Director of Schools
Lance Duff - Secondary Supervisor
Cindy Lockett - CTE Director
Corey Mashburn - CTE Counselor

COUNTY COMMISSION LIAISON

(BOARD MEMBERS ONLY)

Sam Cox - Chairperson - Board Vice Chairman
Larry Brackett - Board Member
Nadine Jackson - Board Member
Kristy Oran - Board Member
New Harriman Board Member

EDUCATIONAL/SCHOOL CALENDAR

Kristy Oran - Chairperson - Board Member
Russell K. Jenkins - Director of Schools
Jody Mioduski - Board Member
Larry Brackett - Board Member
Jessica Hunsaker - Board Member
Angela Spurgeon - Elementary Supervisor
Tony Clower - Assistant Director of Schools
Lance Duff - Secondary Supervisor
Shannon Cawood - Principal, MHS
Tiffany Jameson - Principal, MTES
Travis Langley - Principal, MES
Leslie Smith - Principal, HMS
Paul Kamikawa - Athletic Director - RHS

FACILITIES & TRANSPORTATION

Larry Brackett - Chairperson - Board Member
Robert Herrell - Board Member
Jessica Hunsaker - Board Member
Nadine Jackson - Board Member
Danny Wright - Board Chairman
Casey Laymance - Maintenance Supervisor
Brian McKinney - Transportation Supervisor
Russell K. Jenkins - Director of Schools

COLLABORATIVE CONFERENCING

Sam Cox - Chairperson - Board Vice Chairman
Jody Mioduski - Board Member
Jeremiah Cantrell - Board Member
Tony Clower - Assistant Director of Schools
Derek Henderson - Business Manager
Mandy Evans - HR/Attendance Supervisor
Mary Coulter - Teacher - MHS, RCEA President
Jeff Davis - Teacher
Barry Golden - Teacher
Jacquelin Barnes - Teacher
Rhonda Smith - Teacher
Brooks Benjamin - Teacher
Matt Gaskins (Alternate) - Teacher

DIRECTOR EVALUATION

Sam Cox - Chairperson - Board Vice Chairman
Larry Brackett - Board Member
Kristy Oran - Board Member
Robert Herrell - Board Member
Danny Wright - Board Chairman

ETHICS

Nadine Jackson - Chairperson - Board Member
Danny Wright - Board Chairman
Robert Herrell - Board Member
Russell K. Jenkins - Director of Schools
Tony Clower - Assistant Director of Schools
Willie Gallaher - Community Member

HIGH SCHOOL EXECUTIVE

Danny Wright - Chairperson - Board Chairman
Russell K. Jenkins - Director of Schools
Tony Clower - Assistant Director of Schools
Cindy Lockett - CTE Director
Lance Duff - Secondary Supervisor
Marti Sparks - Special Education Supervisor
Casey Laymance - Maintenance Supervisor
Brian McKinney - Transportation Supervisor

Roane County Board of Education
Committee List 2025 - 2026
Appointed October 23, 2025

LEGISLATIVE LIAISON TO TSBA

Kristy Oran - Board Member
Jessica Hunsaker (Alternate) - Board Member

PERSONNEL & BENEFITS

Nadine Jackson - Chairperson - Board Member
Jody Mioduski - Board Member
Kristy Oran - Board Member
Jessica Hunsaker - Board Member
Danny Wright - Board Chairman
Russell K. Jenkins - Director of Schools
Derek Henderson - Business Manager
Mandy Evans - HR/Attendance Supervisor
Megan Adams - School Nutrition Supervisor
Casey Laymance - Maintenance Supervisor
Mary Coulter - Teacher - MHS, RCEA President

SAFETY

Danny Wright - Chairperson - Board Chairman
Sam Cox - Board Vice Chairman
New Harriman Board Member
Jessica Hunsaker - Board Member
Robert Herrell - Board Member
Russell K. Jenkins - Director of Schools
Tony Clower - Assistant Director of Schools
Rosalyn Wilkerson - Lead Nurse, RCHS
Captain Daryl Cook - SRO Supervisor

TSBA VOTING DELEGATES (4)

Jessica Hunsaker - Board Member
Jeremiah Cantrell - Board Member
Larry Brackett - Board Member
Robert Herrell - Board Member

NOTE: All Board Members are welcome to attend committee meetings.

The Board Chairperson can be used, if needed, to make a quorum and vote.

PARTNERSHIPS/SPONSORSHIPS/FOUNDATIONS

Kristy Oran - Chairperson - Board Member
Jeremiah Cantrell - Board Member
Jessica Hunsaker - Board Member
Jody Mioduski - Board Member
New Harriman Board Member
Russell K. Jenkins - Director of Schools
Cindy Lockett - CTE Director
Lance Duff - Secondary Supervisor
Mandy Evans - HR/Attendance Supervisor

POLICY

Sam Cox - Chairperson - Board Vice Chairman
Larry Brackett - Board Member
Nadine Jackson - Board Member
Robert Herrell - Board Member
Jeremiah Cantrall - Board Member
Russell K. Jenkins - Director of Schools
Angela Spurgeon - Elementary Supervisor
Tony Clower - Assistant Director of Schools
Lance Duff - Secondary Supervisor
Mandy Evans - HR/Attendance Supervisor

TECHNOLOGY/ONE TO WORLD

Sam Cox - Chairperson - Board Vice Chairman
Kristy Oran - Board Member
New Harriman Board Member
Jeremiah Cantrell - Board Member
Jody Mioduski - Board Member
Shannon Kamer - Technology Supervisor
Renea Emory - Technology Intergration Instructor

EXTRACURRICULAR COMMITTEE (New as of 10/23/25)

Sam Cox - Chairperson - Board Vice Chairman
Danny Wright - Board Chairman
Larry Brackett - Board Member
Robert Herrell - Board Member
Nadine Jackson - Board Member
Tony Clower - Assistant Director of Schools
Shay Shannon - HHS Athletic Director
Paul Kamikawa - RHS Athletic Director
Whitney Moore - MHS Athletic Director
Bruce Robinette - RCHS Athletic Director
Tony Kegley - OSHS Athletic Director

Background Check Review Rubric for Employment with Roane County Schools

Purpose

To ensure that hiring decisions regarding applicants with adverse background check findings are made consistently, fairly, and in compliance with federal, state, and local regulations, while prioritizing student safety.

Step 1: Initial Screening

Category	Automatic Disqualification	Further Review Required	Generally Permissible
Violent Felonies	✓	-	-
Sexual Offenses	✓	-	-
Child-Related Offenses	✓	-	-
Felony Drug Offenses	Case-by-case (review)	✓	-
Misdemeanor Drug Offenses	-	✓	-
Property Crimes	-	✓	✓ if >7 years old, no repeats
Traffic Offenses	-	✓ if job involves driving	✓ if unrelated
Financial Crimes	-	✓	✓ if unrelated & >7 years old
Domestic Violence	Case-by-case	✓	-

Step 2: Review Criteria

Assign a score in each category (0–3 points). Higher scores indicate greater risk.

Criteria	0 Points	1 Point	2 Points	3 Points
Severity of Offense	Non-criminal/ minor	Misdemeanor	Non-violent felony	Violent felony
Recency	>10 years	5–10 years	2–5 years	<2 years
Pattern of Behavior	Single/isolated	Two incidents	Repeated incidents	Pattern of offenses
Relation to Job Duties	Unrelated	Minimally related	Moderately related	Directly related
Evidence of Rehabilitation	Strong evidence	Moderate	Minimal	None
Disposition of Court	Dismissed	Plead to lesser offense	Fine and time served	Prison/Jail time

Recommended Action:

- 0–4 points: Eligible for hire
- 5–7 points: Conditional hire (probationary, supervision)
- 8–12 points: Not recommended for hire

Step 3: Documentation

- HR must document the decision-making process.
- Verify decision aligns with state board, Title VII, and FCRA.
- Maintain confidentiality.

SCORE: _____

Human Resource Supervisor: _____ **Date:** _____

RFP Interview Scoring Results

		<u>MGT</u>	<u>EOA</u>	<u>WLPRT</u>	<u>TTH</u>
Jody Mioduski		45	42	45	42
Kristy Oran		46	36	45	45
Robert Herrell		46	41	47	45
Danny Wright		39	40	44	38
Nadine Jackson		53	40	45	37
Sam Cox		48	42	47	42
Jeremiah Cantrell		51	46	50	49
	Totals	328	287	323	298