

Regular Board of Education Meeting

August 25, 2025 5:00 PM

Robert J. Smallridge School Administration Building

I. Call to Order

II. Pledge of Allegiance and Presentation of Colors

III. School Program by Glenwood Elementary School

IV. Approval of Agenda

V. Special Reports/Presentations

A. Good News

VI. Public Forum

VII. Consent Agenda

A. Board Minutes 08-04-25

B. ORHS NJROTC Field Trip to Norfolk, VA

C. ORHS Baseball Field Trip to Kingsport, TN

D. ORHS Baseball Field Trip to Gulf Shores, AL

E. ORHS Volleyball Field Trip to Bristol, VA

F. ORHS Volleyball Field Trip to Hixson, TN

G. JMS Wilderness Connections Field Trip to Oneida, TN

VIII. Items for Action

A. FY26 Public School Security Grant

B. Board Policy 1.901 Charter School Applications - First and Second Reading

C. Board Policy 4.406 Use of the Internet - First and Second Reading

D. Board Policy 5.200 Separation Practices for Tenured Teachers - First and Second Reading

E. Board Policy 5.500 Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious) - First and Second Reading

F. Addition of 1.0 FTE American Sign Language Interpreter (ASL)

G. Reclassification of .75 TA position at Linden from General Education to Special Education

H. Reclassification of iSchool Teachers

I. Prisms of Reality Contract

IX. Items for Information

A. Legislative Update

B. Financial Reports - June 2025 & July 2025

X. Items for Discussion

XI. Old Business

XII. New Business

XIII. Communications

XIV. Adjournment



Willow Brook

Willow Brook kicked off the new school year by welcoming students and families at our annual *Meet the Teacher* event on Thursday, July 24. This special event provided a wonderful opportunity for families to connect with our dedicated staff and begin building strong relationships for the year ahead.

On Tuesday, August 5, Willow Brook held its annual Open House, welcoming students and their families to explore the school and share the exciting learning experiences that happen each day.

Fourth-grade math teacher and specialist, Cherie Tan, was selected for the newly updated national NIET Fellows Program. She was featured alongside a select group of teachers, administrators, and coaches from across the country. We are proud to have Ms. Tan serving the students and staff of Willow Brook.

Robertsville Middle School

Robertsville Middle School nominated one 8th grade student for participation in the 2025 *Promising Young Writers Contest*, sponsored by the National Council of Teachers of English. Amira D. Marshall earned a rating of Superior. Dr. Julie Kinder-McMillan was the sponsoring ELA teacher.

RMS TSA students competed at the TSA National Competition in Nashville in June, with 9,500 participants in attendance from across the country and abroad. Our students competed in 16 events; seven advanced to the semifinals, four placed in the finals, and one earned first place.

Dr. Julie Kinder-McMillan was one of 15 educators invited to join a summer study trip sponsored by the Tennessee Holocaust Commission to Kraków and Warsaw, Poland. In June, the group visited various Holocaust-related locations, including Auschwitz-Birkenau, Treblinka, and Plaszów concentration camps; the Ringelblum Archive; the Warsaw Ghetto remnant; and the POLIN Museum of the History of Polish Jews.

Dr. Julie Kinder-McMillan was one of 50 Tennessee history teachers accepted into the TN America 250: Voices & Volunteers Teacher Institute at Sycamore Shoals State Historic Park in July 2025.



Oak Ridge High School

Chief Nicholls and ORHS cadets Morgan Snyder, Hope May, Hailey Dimmer, and Michael Finstad visited Lakeway Christian Academy to help train and mentor students preparing to launch their NJROTC program. Both groups valued the experience, with Lakeway students eager to begin their journey and ORHS cadets excited about the connections made and future partnerships.

Nineteen Oak Ridge High School TSA members attended the National TSA Convention in Nashville from June 27 to July 1.

Gold Achievement Awards were presented to Toby Chen, Colton Hopson, Drayton Keehn, and Hailey Moore. Simon Weston placed 9th in the nation in Music Production, and Henry Landau earned 2nd place nationally in CAD Engineering.

National TSA Secretary Odelia Kneiser honored Todd Livesay with TSA's highest recognition, the Honorary Lifetime Achievement Award, in celebration of his 39 years of service as a TSA advisor.

Six ORHS students earned national honors at the FCCLA National Leadership Conference, July 5–9 in Orlando, Florida. Highlights include a 5th-place finish in Event Management by Liliana Bailey, Caroline Beard, and Serenity Campbell; 11th place in Chapter Service Project Portfolio by Brilee Morris; and silver medals earned by Kaylee Hickman (Career Investigation) and Alyssa Prince (Teach or Train). Students also participated in leadership workshops and networking events. Sponsor Dr. Bev Sparks praised their achievements and community impact.

Ms. Rebecca Whitehead's presentation at the 2024 meeting of the Tennessee World Language Teachers Association was recognized with the *Best in Tennessee* award.

In June, ORHS art teacher Heather Eades accompanied seven students on a tour of the Scandinavian capitals, visiting Oslo, Copenhagen, Stockholm, Helsinki, and Tallinn. The trip provided students invaluable cultural and artistic experiences, expanding their perspectives and deepening their appreciation for art and global traditions.

OAK RIDGE SCHOOLS
CAMPUS LEAVE REQUEST – Overnight Trip

Accommodations: Overnight lodging for students must be appropriately selected with student safety, quality of accommodations, cost, and location to events as central considerations. Students should be appropriately assigned to rooms and an overnight adult supervision and contact plan should be established and communicated to students.

School: OAK RIDGE HIGH SCHOOL Date: 7/21/25

The following group requests permission to leave the school campus to participate in the educational activity indicated below. Parental permission will be obtained for each student.

Class/Group Requesting Permission: NJROTC

Educational Activity: NAVAL HISTORY AND PATRIOTISM

Destination: NAVAL STATION NORFOLK, VA AND LITTLE CREEK AMPHIBIOUS BAS

Purpose of Trip: TOUR THE BASES AND ASSOCIATED SHIPS AND SUB COMMANDS

Departure Date: 3-16-26 Departure Time: 0600

Return Date: 3-20-26 Return Time: 2300

Mode of Transportation: BUS

First Student ☐ Transportation Contractor ☒ School System Van ☐ Air Travel ☐

NOTE: Only ORS employees are authorized to drive school system vans.

School System Van – Name of Driver: _____

Driver's License Verified by: _____ Attach copy of driver's license

Transportation Contractor: PRIORITY COACH, INC. Phone #: 865-945-3074

(Only approved transportation companies may be used. Refer to ORS website for list of approved companies)

Air Travel Flight #'s: _____

Hotel/Motel Name: NAVAL SEA CADET BARRACKS B-30 ONBOARD NAVAL STATION I

Address: NAVAL STATION NORFOLK

City: NORFOLK State: VA Zip: _____

Phone: 757-932-0159 Contact Person: JOANNA TAFT

Number of Nights: 4 Hotel Rating: N/A

Name of School Sponsor/Date: RYAN NICHOLLS / 7-21-25

Signature of School Sponsor:  Cell #: 865-712-1924

Minimum requires teacher to student ratio:

PreK – 3 yr olds 1:4 K-2nd 1:6 3rd-4th 1:10 5th-8th 1:12 9th-12th 1:15
4 yr olds 1:6

of Students: 25 # of Adults: 2 Chaperone/Student Ratio: 1:12.5

Professional Staff Chaperone(s)

1. Name: RYAN NICHOLLS Cell #: 865-712-1924
2. Name: DANIEL TROY Cell #: 615-495-1835
3. Name: _____ Cell #: _____
4. Name: _____ Cell #: _____

Other Chaperone(s):

1. Name: _____ Cell #: _____
2. Name: _____ Cell #: _____
3. Name: _____ Cell #: _____
4. Name: _____ Cell #: _____

Field Trips which exceed \$25,000, involve out of the country travel, out of state travel or overnight stay require School Board approval, regardless of fund raising, Booster Club participation or other contributions. Please follow these guidelines when requesting approval of such trip:

1. Submit an "Item for Action" for the Board Agenda (Principals have directions on submitting Board Agenda items).
2. Attach as documentation the following items"
 - Completed Campus Leave Request
 - Details of Trip/Itinerary
 - Justification/Explanation of Cost (per student/chaperone/total)
 - Financial Arrangements for students who cannot afford trip (if any)
 - Insurance Details
 - Out of country travel requires a release for each student participant

Financial Arrangements: (please indicate method)

No Cost	Paid by Students	Paid by School	Paid by School System
Substitute Required	Acct to be charged for Substitute	_____	
\$ <u>400.00</u>	Per Student	TOTAL TRIP AMOUNT: \$ <u>10,000.00</u>	

Provisions for those students unable to pay: _____
CADETS CAN PARTICIPATE IN VARIOUS FUNDRAISERS TO PAY FOR ALL OF OR OFFSET A PORTION OF THEIR COST, OR THEY CAN PAY OUT OF POCKET.

Other information, comments, and special arrangements: (foreseeable hazards must be identified)

NONE

Staff Member: RYAN NICHOLLS

Date: 7-21-25

Athletic Director: _____

Date: _____

This Section for Athletic Trips Only

At the high school level up to three events and/or tournaments per season can involve an overnight trip. However, no more than one day of school may be missed for these trips. (Under certain conditions, the Superintendent of Schools or designee may approve additional events.? These trips must be paid entirely from funds outside the Oak Ridge High School Athletic Department. TSSAA Tournament games would be an exception to this policy. (All overnight trips involving middle school athletics require Superintendent or designee approval.)

Number of overnight trips (including this request) requested during the current school year: _____

Athletic Director Signature: _____

Date: _____

Principal's Action: Approved: Disapproved:

Principal's Signature: 

Date: 7.25.25

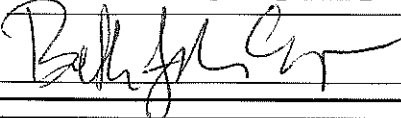
Superintendent or Designee's Action: Approved: Disapproved:

Superintendent or Designee's Signature: _____ Date: _____

Board Approval Date: _____



Oak Ridge Schools – Campus Leave/Field Trip Permission Form

Name of Group:	NJROTC			
Destination:	NAVAL STATION NORFOLK, VA AND LITTLE CREEK AMPHIBIOUS BASES			
Mode of Transportation:	BUS	Purpose:	ORIENTATION TRIP	
Date:	3 / 16 / 26	Time:	0600	to Date: 3 / 20 / 26 Time: 2300
Expected Number of Participants:	25	Expected Number of Chaperones:	2	
Teacher/Sponsor of Trip:	RYAN NICHOLLS			
Principal Signature:			Date: 7-21-25	

Fee Requested (if any)*

*In the course of learning throughout the school year, there are always opportunities to go above and beyond what the basic curriculum requires. In such cases, it is customary for the school to request a fee in order to cover the cost of these enhancements. These fees are in no way required and your child will not be denied the opportunity to participate or benefit from any curricular offering as a result of not paying a requested fee. The fees simply allow the district to offset the cost of any additional opportunities.

PARENT: Please separate this form and return to : CHIEF NICHOLLS by: 3-11-26
(Teacher) (Date)

My child _____ has my permission to go on the Oak Ridge Schools field trip as described above. He/She will abide by the rules of Oak Ridge School and any special rules of the sponsor.

I have read and understand the activities my child will be involved with on this field trip. I understand that the Oak Ridge School System will provide adequate supervision, but as with any activity, injuries may occur. The School System is responsible only for injuries that result from the negligence of their staff. With my signature, I also authorize emergency medical treatment for my child.

I will be responsible for the damage to personal property of others or injury to other people caused by my son/daughter.

Parent/Guardian (printed)

Parent/Guardian (signature)

Date

Please provide 2 Emergency Contact Phone Numbers

Name/Relationship

Number

Name/Relationship

Number

NORFOLK TRIP ITINERARY

Monday, 16 March 2026

0600-Depart Oak Ridge High School
1230-Stop for Lunch
1345-Depart lunch stop
1730-Arrive NB Norfolk, VA
1730-1830-Check-in and admin
1830-Depart for dinner on base (walking)
1900-2030-Dinner
2030-Depart for Sea Cadet Barracks
2100-Arrive Naval Station Norfolk
2100-2200-Personnal time
2200-Taps

Tuesday, 17 March 2026

0530-Reveille
0630-Depart for galley
0630-0745-Breakfast
0745-0845-Travel to Little Creek Amphibious Base
0845-Arrive Little Creek Amphibious Base/ACU 4
0845-1015-Tour ACU 4
1015-Depart for ACU 2
1030-1200-Tour ACU 2 and harbor tour
1200-1210-Depart for Little Creek Galley

1210-1315-Lunch
1315-1325-Depart for Coastal Riverine Squadron 4
1325-1615- Tour Coastal Riverine Squadron 4
1615-Travel to Little Creek Galley
1630-1710-Dinner
1710-Depart for Lemans Karting
1745-Arrive at Lemans Karting
1800-2100-Go-Karts and Laser Tag at Lemans Karting
2100-Depart for Sea Cadet Barracks
2200-Arrive Sea Cadet Barracks
2200-2300-Personnal time
2300-Taps

Wednesday, 18 March 2026

0600-Reveille
0700-Depart for NB Norfolk Galley (walking)
0705-0800-Breakfast
0800-0900-Bus tour around NB Norfolk and Naval Air Station or
visit DRMO/Thrift Store (0800-1100)
0900-Depart for NEX shopping
0910-1100-Shopping at Navy Exchange
1100-Depart for NB Norfolk Galley
1110-1230-Lunch
1230-Depart for Carrier tour
1300-1445-Tour of USS Gerald R. Ford (Pier 11)

1445-Depart for USS XXXXXXXX
1500-1700-Tour USS XXXXXXXX
1710-Depart for bowling alley
1730-Arrive bowling alley
1800-2000-Bowling
2000-Depart for Sea Cadet Barracks
2010-Arrive Sea Cadet Barracks
2010-2200-Personnal time
2300-Taps

Thursday, 19 March 2026

0600-Reveille
0700-Depart for NB Norfolk Galley (walking)
0705-0800-Breakfast
0800-Depart for Naval Air Station
0815-1100-Tour Air Squadron
1100-Depart for NB Norfolk Galley
1110-1230-Lunch
1230-Depart for Farrier Firefighting School
1300-1600-Tour FFS
1600-Depart for Sea Cadet Barracks to change clothes
1645-Depart for the Bowling Alley for fun and dinner
1700-Arrive bowling alley
1700-2000-Bowling
2000-Depart for Sea Cadet Barracks

2010-Arrive Sea Cadet Barracks

2010-2200-Personnal time

2300-Taps

Friday, 20 March 2026

0500-Reville

0500-0530-Pack up all personal and unit gear

0530-0630- Field Day the barracks

0630-Check-out

0645-Depart for NB Norfolk Galley

0650-0800-Breakfast

0810-Depart for Oak Ridge HS

1300-Stop for lunch

1900-Arrive Oak Ridge HS

All times are approximate and subject to change.

OAK RIDGE SCHOOLS
CAMPUS LEAVE REQUEST – Overnight Trip

Accommodations: Overnight lodging for students must be appropriately selected with student safety, quality of accommodations, cost, and location to events as central considerations. Students should be appropriately assigned to rooms and an overnight adult supervision and contact plan should be established and communicated to students.

School: ORHS Date: 7/23/2025

The following group requests permission to leave the school campus to participate in the educational activity indicated below. Parental permission will be obtained for each student.

Class/Group Requesting Permission: Baseball

Educational Activity: Baseball Tournament- Dobyns Bennett

Destination: Kingsport, TN

Purpose of Trip: Tournament

Departure Date: 4/16/2026 Departure Time: 8:00 am

Return Date: 4/18/2026 Return Time: 3:00pm

Mode of Transportation: Vans

First Student ☐ Transportation Contractor ☒ School System Van ☐ Air Travel ☐

NOTE: Only ORS employees are authorized to drive school system vans.

School System Van – Name of Driver: Travis Free

Driver's License Verified by: Mandy Smith Attach copy of driver's license

Transportation Contractor: Sexton Automotive Vans Phone #: 865-272-3223

(Only approved transportation companies may be used. Refer to ORS website for list of approved companies)

Air Travel Flight #'s: _____

Hotel/Motel Name: Marriot Meadowview Convention Center

Address: 1901 Meadowview Parkway

City: Kingsport State: TN Zip: 37660

Phone: 8663060942 Contact Person: Ashley Bishop

Number of Nights: 1 Hotel Rating: 4

Name of School Sponsor/Date: Travis Free- Head Baseball Coach

Signature of School Sponsor:  Cell #: 865-973-7118

Minimum requires teacher to student ratio:

PreK – 3 yr olds 1:4
4 yr olds 1:6

K-2nd 1:6

3rd-4th 1:10

5th-8th 1:12

9th-12th 1:15

of Students: 25 # of Adults: 5 Chaperone/Student Ratio: 5:1

Professional Staff Chaperone(s)

1. Name: Travis Free Cell #: 8659737118
2. Name: Jeremiah Ball Cell #: 4235795746
3. Name: Nate Hoffmeister Cell #: 8657714825
4. Name: Kevin McKeethan Cell #: 8656606062

Other Chaperone(s):

1. Name: Jeff Ulreich Cell #: 5857604036
2. Name: _____ Cell #: _____
3. Name: _____ Cell #: _____
4. Name: _____ Cell #: _____

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1. Submit an "Item for Action" for the Board Agenda (Principals have directions on submitting Board Agenda items).
2. Attach as documentation the following items"
 - Completed Campus Leave Request
 - Details of Trip/Itinerary
 - Justification/Explanation of Cost (per student/chaperone/total)
 - Financial Arrangements for students who cannot afford trip (if any)
 - Insurance Details
 - Out of country travel requires a release for each student participant

Financial Arrangements: (please indicate method)

☐ No Cost ☒ Paid by Students ☐ Paid by School ☐ Paid by School System

Substitute Required _____ Acct to be charged for Substitute N/A

\$ N/A Per Student TOTAL TRIP AMOUNT: \$ 0

Provisions for those students unable to pay: _____
if Students or families cannot afford or send a parent. We will have a buddy system and families will "adopt" a kid for the week. WE can help negate the cost for families with booster funds.

Other information, comments, and special arrangements: (foreseeable hazards must be identified)

we played in the same tournament last year and was huge success for our program and a great culture building trip.

Staff Member: Travis Free

Date: 7/23/2025

Athletic Director: JOE Gaddis

Date: 8/1/25

This Section for Athletic Trips Only

At the high school level up to three events and/or tournaments per season can involve an overnight trip. However, no more than one day of school may be missed for these trips. (Under certain conditions, the Superintendent of Schools or designee may approve additional events.? These trips must be paid entirely from funds outside the Oak Ridge High School Athletic Department. TSSAA Tournament games would be an exception to this policy. (All overnight trips involving middle school athletics require Superintendent or designee approval.)

Number of overnight trips (including this request) requested during the current school year: _____

Athletic Director Signature: JOE Gaddis

Date: 8/1/25

Principal's Action: ☒ Approved: ☐ Disapproved:

Principal's Signature: Beth J. Goff

Date: 7-24-25

Superintendent or Designee's Action: Approved: ☐ Disapproved: ☐

Superintendent or Designee's Signature: _____ Date: _____

Board Approval Date (if required): _____

Tribe Classic Itinerary

Thursday:

2:00PM- Leave ORHS to drive towards Greenville, TN

4:00PM- Arrive at Greenville HS for game 1 of the Tribe Classic

5:00- Game 1 vs Greenville

7:30PM- Drive to Hotel in Kingsport, TN

Friday:

Breakfast at Hotel:

11:30am-Grab lunch (Bring money to eat)

12:20p- Hit in cages at TVA Credit Union Park

1:30p- Game vs Science Hill

Uniform: White Pants w/ Stripe, Secret City, White Hat

4:00- Game vs Abington, VA

7:00- Team Dinner paid for by Donor

8:00- Back to hotel for night

Saturday:

7:45am Breakfast

8:30am- Leave for Hunter Wright w/ Bags packed

9:00am Arrive at Hunter Wright Stadium

Hit in cages

10:00am- Game vs Daniel Boone

Uniform: Grey pants, cardinal top, cardinal hat

OAK RIDGE SCHOOLS
CAMPUS LEAVE REQUEST – Overnight Trip

Accommodations: Overnight lodging for students must be appropriately selected with student safety, quality of accommodations, cost, and location to events as central considerations. Students should be appropriately assigned to rooms and an overnight adult supervision and contact plan should be established and communicated to students.

School: ORHS Date: 7/23/2025

The following group requests permission to leave the school campus to participate in the educational activity indicated below. Parental permission will be obtained for each student.

Class/Group Requesting Permission: Baseball

Educational Activity: Baseball Tournament- Spring Break

Destination: Gulf Shores, AL

Purpose of Trip: Tournament

Departure Date: 3/22/2026

Departure Time: 8:00 am

Return Date: 3/28/2026

Return Time: 3:00pm

Mode of Transportation: Families travel as a family

First Student ☐ Transportation Contractor ☐ School System Van ☐ Air Travel ☐

NOTE: Only ORS employees are authorized to drive school system vans.

School System Van – Name of Driver: N/A

Driver's License Verified by: N/A Attach copy of driver's license

Transportation Contractor: N/A Phone #: _____

(Only approved transportation companies may be used. Refer to ORS website for list of approved companies)

Air Travel Flight #'s: _____

Hotel/Motel Name: Various Locations- Families on their own for travel

Address: _____

City: Gulf Shores State: AL Zip: _____

Phone: _____ Contact Person: _____

Number of Nights: _____ Hotel Rating: _____

Name of School Sponsor/Date: Travis Free- Head Baseball Coach

Signature of School Sponsor:  Cell #: 865-973-7118

Minimum requires teacher to student ratio:

*PreK – 3 yr olds 1:4
4 yr olds 1:6*

K-2nd 1:6

3rd-4th 1:10

5th-8th 1:12

9th-12th 1:15

of Students: 25 # of Adults: 5 Chaperone/Student Ratio: 5:1

Professional Staff Chaperone(s)

1. Name: Travis Free Cell #: 8659737118
2. Name: Jeremiah Ball Cell #: 4235795746
3. Name: Nate Hoffmeister Cell #: 8657714825
4. Name: Kevin McKeethan Cell #: 8656606062

Other Chaperone(s):

1. Name: Jeff Ulreich Cell #: 5857604036
2. Name: _____ Cell #: _____
3. Name: _____ Cell #: _____
4. Name: _____ Cell #: _____

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2. Attach as documentation the following items"
 - Completed Campus Leave Request
 - Details of Trip/Itinerary
 - Justification/Explanation of Cost (per student/chaperone/total)
 - Financial Arrangements for students who cannot afford trip (if any)
 - Insurance Details
 - Out of country travel requires a release for each student participant

Financial Arrangements: (please indicate method)

☐ No Cost ☒ Paid by Students ☐ Paid by School ☐ Paid by School System

Substitute Required _____ Acct to be charged for Substitute N/A

\$ N/A Per Student TOTAL TRIP AMOUNT: \$ 0

Provisions for those students unable to pay: _____
if Students or families cannot afford or send a parent. We will have a buddy system and families will "adopt" a kid for the week. WE can help negate the cost for families with booster funds.

Other information, comments, and special arrangements: (foreseeable hazards must be identified)

we played in the same tournament last year and was huge success for our program and a great culture building trip.

Staff Member: Travis Free

Date: 7/23/2024

Athletic Director: Joe Gaddis

Date: 8/1/25

This Section for Athletic Trips Only

At the high school level up to three events and/or tournaments per season can involve an overnight trip. However, no more than one day of school may be missed for these trips. (Under certain conditions, the Superintendent of Schools or designee may approve additional events.? These trips must be paid entirely from funds outside the Oak Ridge High School Athletic Department. TSSAA Tournament games would be an exception to this policy. (All overnight trips involving middle school athletics require Superintendent or designee approval.)

Number of overnight trips (including this request) requested during the current school year: _____

Athletic Director Signature: Joe Gaddis

Date: 8/1/25

Principal's Action: ☒ Approved: ☐ Disapproved:

Principal's Signature: Bill Free

Date: 7/24/25

Superintendent or Designee's Action: Approved: ☐ Disapproved: ☐

Superintendent or Designee's Signature: _____ Date: _____

Board Approval Date (if required): _____

Gulf Shores Itinerary

March 22-28

Parents responsible for travel, lodging, and food on this trip.

Parents: your son is allowed to be on this trip from Saturday March 21- March 28

We will be back for practice in Oak Ridge on Sunday March 29th at 3:00PM

Game #1: Monday, March 23, 11:00 CT Spanish Fort HS

Game #2/3: Tuesday, March 24 9:00aCT and 12:00CT Gulf Shores HS

Game #4: Wednesday, March 25 4:00 Fairhope HS

If we advance to Final 4:

Game # 5 and Game #6 Will be held at Gulf Shores HS on Thursday March 26.

Dates of Interest:

Tuesday, march 24th- Team Dinner at 6:30 (Location TBD)

Friday, March 27th- Family Day

Saturday, March 28th- Travel Day

Sunday, March 29th- Practice at 3:30 at Oak Ridge Schools

All players will be responsible for transportation to games. Arrive 1 Hour before scheduled game time

OAK RIDGE SCHOOLS
CAMPUS LEAVE REQUEST – Overnight Trip

Accommodations: Overnight lodging for students must be appropriately selected with student safety, quality of accommodations, cost, and location to events as central considerations. Students should be appropriately assigned to rooms and an overnight adult supervision and contact plan should be established and communicated to students.

School: Oak Ridge High School Date: July 29, 2025

The following group requests permission to leave the school campus to participate in the educational activity indicated below. Parental permission will be obtained for each student.

Class/Group Requesting Permission: Volleyball Team

Educational Activity: Tournament

Destination: Bristol

Purpose of Trip: Participate in tournament to play against out of area competition

Departure Date: 9/26/25 Departure Time: 12:00 pm

Return Date: 9/27/25 Return Time: 9:00 pm

Mode of Transportation: Caravan with coaches & parents

First Student ☐ Transportation Contractor ☐ School System Van ☐ Air Travel ☐

NOTE: Only ORS employees are authorized to drive school system vans.

School System Van – Name of Driver: _____

Driver's License Verified by: _____ Attach copy of driver's license

Transportation Contractor: _____ Phone #: _____

(Only approved transportation companies may be used. Refer to ORS website for list of approved companies)

Air Travel Flight #'s: _____

Hotel/Motel Name: Hilton Garden Inn

Address: 325 Village Circle

City: Bristol State: VA Zip: 24201

Phone: 276-644-4000 Contact Person: Meghan Ellis

Number of Nights: 1 Hotel Rating: 4.4

Name of School Sponsor/Date: Oak Ridge Volleyball Boosters & Head Coach

Signature of School Sponsor: Meghan Ellis Cell #: 865-591-3292

Minimum requires teacher to student ratio

PreK – 3 yr olds 1:4 K-2nd 1:6 3rd-4th 1:10 5th-8th 1:12 9th-12th 1:15
4 yr olds 1:6

of Students: 16 # of Adults: 9 Chaperone/Student Ratio: 1:2

Professional Staff Chaperone(s)

1. Name: Meghan Ellis Cell #: 865-591-3292
2. Name: Erica Murray Cell #: 865-306-3754
3. Name: Lily Yassu Cell #: 865-340-0385
4. Name: _____ Cell #: _____

Other Chaperone(s):

1. Name: Jerry Williams Cell #: 865-776-4608
2. Name: Misty Hay Cell #: 865-755-8530
3. Name: Julie Sullivan Cell #: 865-748-3001
4. Name: Rebecca Trotter Cell #: 720-365-7848

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 - **Justification/Explanation of Cost (per student/chaperone/total)**
 - Financial Arrangements for students who cannot afford trip (if any)
 - Insurance Details
 - Out of country travel requires a release for each student participant

Financial Arrangements: (please indicate method)

No Cost	Paid by Students	Paid by School	Paid by School System
Substitute Required	Acct to be charged for Substitute	<u>Volleyball</u>	
\$ <u>20</u>	Per Student	TOTAL TRIP AMOUNT: \$ <u>1,405.27</u>	

Provisions for those students unable to pay: Dinner will be provided on Friday
night. Breakfast for the girls will be provided by the hotel. The only meal girls will pay for is lunch on Sa
the Booster Club will pay for those girls.

Other information, comments, and special arrangements: (foreseeable hazards must be identified)

Staff Member: Meghan Ellis

Date: 7/29/25

Athletic Director: JOE GALLS

Date: 7/29/25

This Section for Athletic Trips Only

At the high school level up to three events and/or tournaments per season can involve an overnight trip. However, no more than one day of school may be missed for these trips. (Under certain conditions, the Superintendent of Schools or designee may approve additional events.? These trips must be paid entirely from funds outside the Oak Ridge High School Athletic Department. TSSAA Tournament games would be an exception to this policy. (All overnight trips involving middle school athletics require Superintendent or designee approval.)

Number of overnight trips (including this request) requested during the current school year: 2

Athletic Director Signature: _____

Date: _____

Principal's Action: Approved: ☒ Disapproved: ☐

Principal's Signature: Beth J. Gotsch

Date: 7-29-25

Superintendent or Designee's Action: Approved: ☐ Disapproved: ☐

Superintendent or Designee's Signature: _____ Date: _____

Board Approval Date: _____

Teresa Seals

Subject: FW: Overnight Volleyball Trips Itinerary

ITINERARY - Volleyball 9/26/25 – 9/27/25 -

Bristol High School Tournament

12:00 pm - Leave ORHS

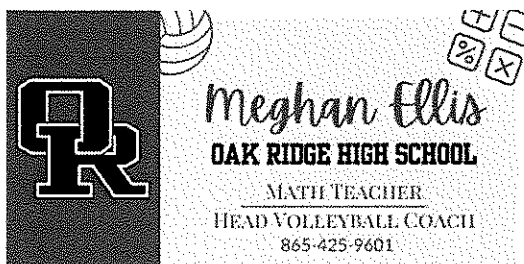
Stop for lunch on the way as a group - Will be paid for by Boosters

Go straight to school for first game - Schedule of games TBD

After last Friday night game, travel to hotel and check in.

Saturday Morning - Eat breakfast at hotel and travel to school for Saturday games.

Leave from school after last game to travel back to ORHS



OAK RIDGE SCHOOLS
CAMPUS LEAVE REQUEST – Overnight Trip

Accommodations: Overnight lodging for students must be appropriately selected with student safety, quality of accommodations, cost, and location to events as central considerations. Students should be appropriately assigned to rooms and an overnight adult supervision and contact plan should be established and communicated to students.

School: Oak Ridge High School

Date: July 29, 2025

The following group requests permission to leave the school campus to participate in the educational activity indicated below. Parental permission will be obtained for each student.

Class/Group Requesting Permission: Volleyball Team

Educational Activity: Tournament

Destination: Baylor High School

Purpose of Trip: Participate in tournament to play against out of area competition

Departure Date: 9/12/25

Departure Time: 12:00 pm

Return Date: 9/13/25

Return Time: 9:00 pm

Mode of Transportation: Caravan with coaches & parents

First Student ☐ Transportation Contractor ☐ School System Van ☐ Air Travel ☐

NOTE: Only ORS employees are authorized to drive school system vans.

School System Van – Name of Driver: _____

Driver's License Verified by: _____ Attach copy of driver's license

Transportation Contractor: _____ Phone #: _____

(Only approved transportation companies may be used. Refer to ORS website for list of approved companies)

Air Travel Flight #'s: _____

Hotel/Motel Name: Holiday Inn Express

Address: 4820 Hixson Pike

City: Hixson State: TN Zip: 37343

Phone: 423-877-6464 Contact Person: Meghan Ellis

Number of Nights: 1 Hotel Rating: 4

Name of School Sponsor/Date: Oak Ridge Volleyball Boosters & Head Coach

Signature of School Sponsor: Meghan Ellis Cell #: 865-591-3292

Minimum requires teacher to student ratio:

PreK – 3 yr olds 1:4

K-2nd 1:6

3rd-4th 1:10

5th-8th 1:12

9th-12th 1:15

4 yr olds 1:6

of Students: 16 # of Adults: 9 Chaperone/Student Ratio: 1:2

Professional Staff Chaperone(s)

1. Name: Meghan Ellis Cell #: 865-591-3292
2. Name: Erica Murray Cell #: 865-306-3754
3. Name: Lily Yassu Cell #: 865-340-0385
4. Name: _____ Cell #: _____

Other Chaperone(s):

1. Name: Jerry Williams Cell #: 865-776-4608
2. Name: Misty Hay Cell #: 865-755-8530
3. Name: Julie Sullivan Cell #: 865-748-3001
4. Name: Rebecca Trotter Cell #: 720-365-7848

Field Trips which exceed \$25,000, involve out of the country travel, out of state travel or overnight stay require School Board approval, regardless of fund raising, Booster Club participation or other contributions. Please follow these guidelines when requesting approval of such trip:

1. Submit an "Item for Action" for the Board Agenda (Principals have directions on submitting Board Agenda items).
2. Attach as documentation the following items"
 - Completed Campus Leave Request
 - Details of Trip/Itinerary
 - Justification/Explanation of Cost (per student/chaperone/total)
 - Financial Arrangements for students who cannot afford trip (if any)
 - Insurance Details
 - Out of country travel requires a release for each student participant

Financial Arrangements: (please indicate method)

No Cost	Paid by Students	Paid by School	Paid by School System
Substitute Required	Acct to be charged for Substitute	<u>Volleyball</u>	
\$ <u>20</u>	Per Student	TOTAL TRIP AMOUNT: \$ <u>\$961.88</u>	

Provisions for those students unable to pay: Dinner will be provided on Friday
night. Breakfast for the girls will be provided by the hotel. The only meal girls will pay for is lunch on Sa
the Booster Club will pay for those girls.

Other information, comments, and special arrangements: (foreseeable hazards must be identified)

Staff Member: Meghan Ellis

Date: 7/29/25

Athletic Director: Joe Gaddis

Date: 7/29/25

This Section for Athletic Trips Only

At the high school level up to three events and/or tournaments per season can involve an overnight trip. However, no more than one day of school may be missed for these trips. (Under certain conditions, the Superintendent of Schools or designee may approve additional events.? These trips must be paid entirely from funds outside the Oak Ridge High School Athletic Department. TSSAA Tournament games would be an exception to this policy. (All overnight trips involving middle school athletics require Superintendent or designee approval.)

Number of overnight trips (including this request) requested during the current school year: 2

Athletic Director Signature: _____

Date: _____

Principal's Action: Approved: Disapproved:

Principal's Signature: Beth Gaddis

Date: 7-29-25

Superintendent or Designee's Action: Approved: Disapproved:

Superintendent or Designee's Signature: _____ Date: _____

Board Approval Date: _____

Teresa Seals

Subject: FW: Overnight Volleyball Trips Itinerary

ITINERARY - Volleyball 9/12/25 – 9/13/25 -

Baylor High School Tournament

12:00 pm - Leave ORHS

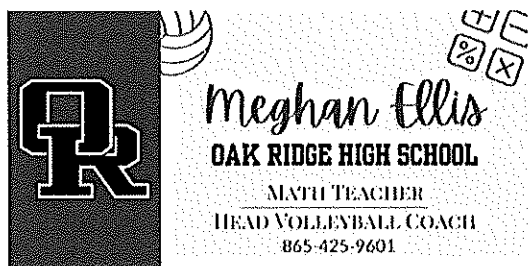
Stop for lunch on the way as a group - Will be paid for by Boosters

Go straight to school for first game - Schedule of games TBD

After last Friday night game, travel to hotel and check in.

Saturday Morning - Eat breakfast at hotel and travel to school for Saturday games.

Leave from school after last game to travel back to ORHS



OAK RIDGE SCHOOLS
CAMPUS LEAVE REQUEST – Overnight Trip

Accommodations: Overnight lodging for students must be appropriately selected with student safety, quality of accommodations, cost, and location to events as central considerations. Students should be appropriately assigned to rooms and an overnight adult supervision and contact plan should be established and communicated to students.

School: Jefferson Date: 8/1/25

The following group requests permission to leave the school campus to participate in the educational activity indicated below. Parental permission will be obtained for each student.

Class/Group Requesting Permission: Wilderness Connections

Educational Activity: Backpacking field trip

Destination: Big South Fork National River & Recreation Area

Purpose of Trip: Learn regional history & science

Departure Date: 10/22/25 Departure Time: 1:15 p.m.

Return Date: 10/24/25 Return Time: 3:30 p.m.

Mode of Transportation: School bus

First Student ☒ Transportation Contractor ☐ School System Van ☐ Air Travel

NOTE: Only ORS employees are authorized to drive school system vans.

School System Van – Name of Driver: _____

Driver's License Verified by: _____ Attach copy of driver's license

Transportation Contractor: Parker Transport Phone #: 865-457-4259
(Only approved transportation companies may be used. Refer to ORS website for list of approved companies) \$750/bus

Air Travel Flight #'s: _____

Hotel/Motel Name: Camping at a national river area

Address: 4564 Leatherwood Rd

City: Oneida State: TN Zip: 37841

Phone: 423-286-7275 Contact Person: Ranger Mary Grimm

Number of Nights: 2 Hotel Rating: N/A

Name of School Sponsor/Date: John Beard / 8/1/25

Signature of School Sponsor: John Beard Cell #: 865-314-1887

Minimum requires teacher to student ratio:

PreK – 3 yr olds 1:4

K-2nd 1:6

3rd-4th 1:10

5th-8th 1:12

9th-12th 1:15

4 yr olds 1:6

of Students: 16 # of Adults: 3

Chaperone/Student Ratio: 1:5.3

Professional Staff Chaperone(s)

1. Name: John Beard Cell #: 865-314-1887
2. Name: Scott Linn Cell #: 865-661-9458
3. Name: Mackenzie Taylor Cell #: 615-972-3801
4. Name: _____ Cell #: _____

Other Chaperone(s):

1. Name: _____ Cell #: _____
2. Name: _____ Cell #: _____
3. Name: _____ Cell #: _____
4. Name: _____ Cell #: _____

Field Trips which exceed \$25,000, involve out of the country travel, out of state travel or overnight stay require School Board approval, regardless of fund raising, Booster Club participation or other contributions. Please follow these guidelines when requesting approval of such trip:

1. Submit an "Item for Action" for the Board Agenda (Principals have directions on submitting Board Agenda items).
2. Attach as documentation the following items"
 - Completed Campus Leave Request
 - Details of Trip/Itinerary
 - Justification/Explanation of Cost (per student/chaperone/total)
 - Financial Arrangements for students who cannot afford trip (if any)
 - Insurance Details
 - Out of country travel requires a release for each student participant

Financial Arrangements: (please indicate method)

No Cost

Paid by Students

Paid by School

Paid by School System

Substitute Required

Acct to be charged for Substitute

JMS

\$ 70.00 Per Student

TOTAL TRIP AMOUNT: \$ 1,000.00

Provisions for those students unable to pay:

Scholarships are available using Wilderness Connections funds.

Other information, comments, and special arrangements: (foreseeable hazards must be identified)

Staff Member: John Beard

Date: 8/1/25

Athletic Director: _____

Date: _____

This Section for Athletic Trips Only

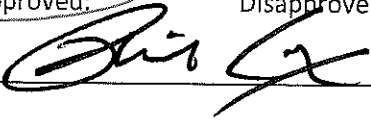
At the high school level up to three events and/or tournaments per season can involve an overnight trip. However, no more than one day of school may be missed for these trips. (Under certain conditions, the Superintendent of Schools or designee may approve additional events.? These trips must be paid entirely from funds outside the Oak Ridge High School Athletic Department. TSSAA Tournament games would be an exception to this policy. (All overnight trips involving middle school athletics require Superintendent or designee approval.)

Number of overnight trips (including this request) requested during the current school year: _____

Athletic Director Signature: _____

Date: _____

Principal's Action: Approved: Disapproved:

Principal's Signature: 

Date: 8/4/25

Superintendent or Designee's Action: Approved: Disapproved:

Superintendent or Designee's Signature: _____ Date: _____

Board Approval Date: _____



Mrs. Jenifer Laurendine, Executive Director of School Leadership

OAK RIDGE SCHOOLS

304 New York Avenue

Oak Ridge, TN 37830

865-425-9002

To: Dr. Bruce Borchers, Superintendent Oak Ridge Schools

From: Mrs. Jenifer Laurendine, Executive Director of School Leadership

Subject: FY26 Public School Security Grant

Date: August 8, 2025

The FY26 Public School Security Grant will fund priority safety improvements identified in recent districtwide security assessments, including increased Oak Ridge Police Department School Resource Officer coverage at extracurricular events, installation of safety-rated bollards at Oak Ridge Preschool and Robertsville Middle School to prevent unauthorized vehicle access, and upgrades to outdated or missing access control systems and intruder-function door hardware across multiple facilities. These targeted measures will enhance event security, protect high-traffic pedestrian areas, and strengthen the district's capacity for effective lockdowns, supporting our ongoing commitment to a safe and secure learning environment for all students and staff. The grant is for \$99,110.72.

Budget	
Oak Ridge (012) Public District - FY 2026 - Public School Security Grant - Rev 0 - FY26 Public School Security Grant	
Account Number	Total
72130 - Other Student Support	\$30,000.00
72620 - Maintenance of Plant	\$69,110.72
	Total
	\$99,110.72
	Adjusted Allocation
	\$99,110.72
	Remaining
	\$0.00

Budget Detail

Oak Ridge (012) Public District - FY 2026 - Public School Security Grant - Rev 0 - FY26 Public School Security Grant

72130 - Other Student Support - \$30,000.00 ▼

Budget Detail		Narrative Description
Account Number:	72130 - Other Student Support	Funds will be allocated to compensate the Oak Ridge Police Department (ORPD) for School Resource Officers (SROs) who provide security and safety services during extracurricular school events. These include, but are not limited to, athletic games, dances, academic competitions, performances, and other school-sponsored functions held outside of regular instructional hours. The presence of SROs at these events is essential to ensuring the safety and well-being of students, staff, families, and community members. Officers serve not only as a security presence but also help foster positive relationships between law enforcement and the school community. Their responsibilities include crowd management, emergency response readiness, deterrence of criminal or disruptive behavior, and coordination with school administrators during incidents. Compensation will be provided in accordance with the ORPD's established hourly rate for off-duty law enforcement services. The estimated total is based on anticipated event hours, number of officers required per event, and the overall extracurricular calendar for the school year. This funding reflects the district's commitment to maintaining a secure and welcoming environment at all school-related events, supporting both educational outcomes and community engagement.
Line Item Number:	309 - Contracts with Government Agencies	
Optional Program Code:		
Location Code:	Oak Ridge (012)	
Quantity:	1.00	
Cost:	\$30,000.00	
Line Item Total:	\$30,000.00	
Total for 72130 - Other Student Support:		\$30,000.00
Total for all other Account Numbers:		\$69,110.72
Total for all Account Numbers:		\$99,110.72
Adjusted Allocation:		\$99,110.72
Remaining:		\$0.00

Budget Detail

Oak Ridge (012) Public District - FY 2026 - Public School Security Grant - Rev 0 - FY26 Public School Security Grant

72620 - Maintenance of Plant - \$69,110.72 ▼

Budget Detail		Narrative Description
Account Number: 72620 - Maintenance of Plant Line Item Number: 790 - Other Equipment Optional Program Code: Location Code: Oak Ridge (012) Quantity: 1.00 Cost: \$39,110.72 Line Item Total: \$39,110.72		This funding will be used to enhance physical security across schools within the Oak Ridge School District through the purchase and installation of electronic access control systems and intruder-function door hardware. There are many areas that are requiring upgrades and also initial installation. These upgrades are critical components of the district's comprehensive school safety plan, designed to prevent unauthorized entry and allow rapid lockdown capabilities in the event of an emergency. Access control systems will include electronic badge access/card readers or keypads at main entrances and other designated access points to allow only authorized staff, students and personnel to enter the building/classrooms. These systems will also allow administrators to monitor, restrict, or disable access in real time. Intruder-function door hardware will be installed on classroom and office doors to allow staff to quickly lock doors from the inside without the use of a key, improving emergency response time and minimizing exposure during security threats. This investment supports the district's commitment to ensuring a safe and secure environment for all students, staff, and visitors while maintaining the functionality and accessibility of school facilities.
Account Number: 72620 - Maintenance of Plant Line Item Number: 790 - Other Equipment Optional Program Code: Location Code: Oak Ridge (012) Quantity: 1.00 Cost: \$30,000.00 Line Item Total: \$30,000.00		This funding will be used to purchase and install safety bollards at key pedestrian and building access points at Oak Ridge Preschool and Robertsville Middle School. The installation of these protective barriers is a proactive safety measure designed to prevent unauthorized vehicle access and to safeguard students, staff, and community members from potential vehicle-related incidents on school grounds. Bollards will be strategically placed near main entrances, drop-off and pick-up zones, and other high-traffic pedestrian areas to create a secure perimeter without impeding daily operations or accessibility. These permanent fixtures will help mitigate risks associated with vehicular accidents or intentional threats involving vehicles. By investing in this infrastructure, Oak Ridge Schools is reinforcing its commitment to maintaining a safe and secure learning environment for all members of the school community.
		Total for 72620 - Maintenance of Plant: \$69,110.72
		Total for all other Account Numbers: \$30,000.00

Total for all Account Numbers:	\$99,110.72
Adjusted Allocation:	\$99,110.72
Remaining:	\$0.00

Oak Ridge Board of Education [Click here to choose a school board.](#)

Monitoring: Review: Annually, in August	Descriptor Term: Charter School Applications	Descriptor Code: 1.901	Issued Date: <u>08/25/25</u> 08/04/25
		Rescinds:	Issued: <u>08/04/25</u> <u>01/25/21</u> 11/27/17 01/04/16

1 SCOPE

2 This policy shall apply to sponsors and potential sponsors of newly created public charter schools. It
3 shall not apply to public charter schools converted from existing public schools. Proposals from
4 existing charter school operators or replicators and applicants proposing to contract with educational
5 service providers shall be in accordance with state law¹

6 DEFINITION

7 A charter school shall be a public, nonsectarian, non-religious, non-home based school which operates
8 within a public school district. It shall be subject to all state and federal laws and constitutional
9 provisions prohibiting discrimination on the basis of disability, race, creed, color, gender, national
10 origin, religion, ancestry or need for special education services.

11 The purposes of charter schools are to:

- 12 1) Improve learning for all students and close the achievement gap between high and low
13 students;
- 14 2) Provide options for parents to meet educational needs of students in high priority schools;
- 15 3) Encourage the use of different and innovative teaching methods, and provide greater decision-
16 making authority to schools and teachers in exchange for greater responsibility for student
17 performance;
- 18 4) Measure performance of pupils and faculty, and ensure that children have the opportunity to
19 reach proficiency on state academic assessments;
- 20 5) Create new professional opportunities for teachers; and
- 21 6) Afford parents substantial meaningful opportunities to participate in the education of their
22 children.
- 23
- 24
- 25
- 26
- 27

1

2 APPLICATION PROCESS

3 A prospective charter school sponsor shall send the Superintendent or designee notice of its intent sixty
4 (60) days prior to February 1 of the year preceding the year in which the proposed charter school plans
5 to begin operation as a public charter school.

6 A sponsor seeking board approval of an initial charter school application must complete the forms
7 provided by the Tennessee Department of Education. The application must provide all the information
8 required by law. The sponsor must demonstrate that the proposed charter school meets the purpose
9 prescribed by law for the formation of a charter school and the proposed charter school will be able to
10 implement a viable program of quality education for its students.³

Electronic applications must be submitted to the Board and Department of Education on or before
~~11:594:30~~ p.m. on February 1 of the year preceding the year in which the proposed charter school
plans to begin operation as a public charter school. If the 1st of February falls on a Saturday, Sunday, or
holiday on which the school district offices are closed, applications will be accepted on the next
business day or before ~~4:30~~11:59 p.m. Late applications will not be accepted, without exception. The
sponsor shall pay an application fee of \$2,500.00.²

The Board shall determine whether an application is complete within ten (10) business days of
receiving the application and shall notify the sponsor within five (5) business days of the determination
if the application is determined to be incomplete.³

11 REVIEW TEAM¹

12 If necessary, the Board shall appoint a review team to assist in reviewing and evaluating charter school
13 applications. The team shall be composed of members of the administrative staff for the district,
14 community members, and a member of the board with relevant educational, organizational, financial,
15 and legal experience. At the board meeting in November each year, the Superintendent or designee
16 shall make a recommendation to the Board of which members of his administrative staff should be
17 appointed to the team. The Board shall name the members of the team at its meeting in January of each
18 year. The Board shall designate a Chair of the review team as the contact person for answering
19 questions about the application process and receiving applications.

20 The Board shall require a procedure for receiving, reviewing and ruling on applications for the
21 establishment of charter schools. The procedure must include a timeline for the application and review
22 process. A copy of the procedure, including the review criteria, shall be available to any interested
23 party upon request.

24 The review team shall:

25 1) Evaluate all charter school applications based on the review criteria adopted by the board;
26

- 2) Recommend one of the following options to the Board for each application: approve, reject, or reject with stipulations for reconsideration⁴; and
- 3) Make recommendations for revocation, renewal or non-renewal of charter contracts.

APPROVAL, DENIAL OF APPLICATION⁴

The Board shall rule by resolution on the approval or denial of a charter application within ninety (90) calendar days of receipt of the completed application or the application shall be deemed approved by law. The Superintendent or designee shall report the action taken by the Board to the Department of Education.

Approval

The sponsor of a public charter school that is approved by the Board shall enter into a written agreement with the Board, which shall be binding on the charter school's governing body. This agreement, known as the charter agreement, shall be in writing signed by the sponsor and the Board.

The Board will receive an annual authorizer fee of three percent (3%) of the annual per student state and local allocations or thirty-five thousand dollars (\$35,000), whichever is less.⁶ Charter schools approved by the Board of Education are expected to implement the application as submitted and approved. Material variations in operations from the approved application require amendment pursuant to statute and the charter school agreement.⁷

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

New public charter school agreements are approved for a ten (10) year period.⁸ The Board may revoke or deny renewal of a public charter school agreement for any of the reasons enumerated in state law.⁹

Denial

Upon written receipt of the grounds for denial, the sponsor shall have thirty (30) days within which to submit an amended application to correct the deficiencies. The board shall have thirty (60) calendar days either to deny or to approve the amended application or the application shall be deemed approved by law.⁵

Within ten (10) calendar days of final denial, an appeal may be filed with the Tennessee Charter School Commission.¹⁰

Legal References

1. TCA 49-13-106; State Board of Education Policy 6.111
2. TCA 49-13-107; Public Acts of 2025, Chapter No. 275; TCA 1-3-102; TCA 49-13-108; TRR/MS 0520-14-01-.01(1)(b),(e)
3. TRR/MS 0520-14-01-.01(1)(i)
4. TRR/MSS 0520-14-01
5. TCA 49-13-108; Public Acts of 2025, Chapter No. 275; TRR/MSS 0520-14-01
6. TCA 49-13-128
7. TCA 49-13-110(d)-(e); TRR/MSS 0520-14-01
8. TCA 49-13-110 (c)
9. TCA 49-13-122
10. TCA 49-13-108(b)(5)

Oak Ridge Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 08/04/25 <u>08/25/25</u>
		Rescinds: 4.406	Issued: <u>08/04/25</u> 07/01/25 08/01/22 11/24/14 06/25/12

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

Employees

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

The Superintendent of Schools shall develop and implement procedures for appropriate Internet use which shall address the following:

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

1 STUDENTS

2 The Superintendent of Schools/designee shall develop and implement procedures for appropriate
3 Internet use by students. Procedures shall address the following:

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

17 INTERNET SAFETY MEASURES ²

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

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

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

- 33 1. Utilizing technology that filters, blocks, or otherwise prevents internet access (for both students
34 and adults) to material that is obscene or pornographic;³
- 35 2. Prohibiting and preventing a user from sending, receiving, viewing, or downloading materials
36 that are deemed to be harmful to minors;⁴

3. Maintaining and securing a usage log; and

4. Monitoring online activities of students.²

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

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

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

E-MAIL

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

INTERNET SAFETY INSTRUCTION⁶

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

SOCIAL NETWORKING

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

~~1.2~~ District staff who have a presence on social networking websites are prohibited from posting data, documents, photographs or inappropriate information that is likely to create a material and substantial disruption of classroom activity.

~~2.3~~ District staff are prohibited from accessing personal social networking sites on school computers or during school hours except for legitimate instructional purposes.

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

VIOLATIONS

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

VENDOR CONTRACTS³

Prior to entering into any contract for the provision of digital or online materials created or marketed for kindergarten through grade twelve (K-12), the district shall obtain an assurance that the vendor shall adhere to state law. This determination includes ensuring that the vendor filters, blocks, or otherwise prevents access to pornography or obscenity and verifying that the technology prevents a 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
3. Public Acts of 2022, Chapter No. 1002
4. TCA 39-17-901; Public Acts of 2022, Chapter No. 1002
5. TCA 10-7-512
6. TCA 49-1-221
7. Public Acts of 2025, Chapter No. 195
8. TCA 49-1-221(c)

Cross References

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

Oak Ridge Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200	Issued Date: <u>08/01/22</u> <u>08/25/25</u>
		Rescinds: IV-76	Issued: <u>08/01/22</u> <u>08/02/21</u> <u>09/25/17</u> <u>01/26/15</u>

1 SUSPENSION PENDING AN INVESTIGATION ¹

2 The superintendent of schools may suspend a tenured employee at any time that may seem necessary, pending
3 investigation or final disposition of a case before the board or an appeal. If the matter under investigation is not
4 the subject of an ongoing criminal investigation or a department of children's services investigation, and if no
5 charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in
6 duration. Under no circumstances shall the superintendent of schools suspend a teacher with pay. If vindicated
7 or reinstated, the teacher shall be paid full salary for the period of suspension.

8 SUSPENSION OF THREE DAYS OR LESS ^{2,3,}

9 The superintendent of schools/designee may suspend a tenured employee for incompetence, inefficiency, neglect
10 of duty, unprofessional conduct and insubordination. Before an employee is suspended he/she shall be: (1)
11 provided with written notice, including the reasons for the suspension along with an explanation of the evidence
12 and copies of any documents relied upon by the Superintendent of Schools in reaching the decision to suspend;
13 (2) given an opportunity to respond to the superintendent at a conference, if requested within five (5) days; and
14 (3) given a written decision of the suspension within ten (10) days. Both parties may be represented by counsel
15 at the conference, which shall be recorded.

16 Under no circumstances shall a superintendent of schools suspend a tenured employee with pay. If reinstated, the
17 tenured employee shall be paid full salary for the period of suspension, unless suspension without pay is deemed
18 to be an appropriate penalty.

19 DISMISSAL OR SUSPENSIONS GREATER THAN THREE DAYS ⁴

20 The district shall maintain a list of qualified individuals who have indicated a willingness to act as impartial
21 hearing officers, as defined under Tennessee law.

22 When charges are made against a tenured employee, charging the employee with offenses which may justify
23 dismissal or a suspension greater than three days, the charges shall be made in writing, specifically stating the
24 offenses which are charged and shall be signed by the party or parties making the charges.

25 If, in the opinion of the Board, the charges are of such nature as to warrant the release or a suspension greater than
26 three days of the employee, the superintendent of schools shall give the employee a written notice of this decision,
27 a copy of the charges against the employee, and a copy of a form provided by the Commissioner of Education
28 advising the employee of his/her legal duties, rights and recourse.

1 A tenured employee who has been given notice of charges against him/her may within thirty (30) days after receipt
2 of notice give written notice to the superintendent of schools of his/her request for a hearing.

3 The superintendent of schools shall, within five (5) days after receipt of request, assign a hearing officer from the
4 list maintained by the district.

5 The hearing officer shall notify the parties, or their attorney, of the officer's assignment and direct the parties or
6 the attorneys for the parties, or both, to appear before the hearing officer for simplification of issues and the
7 scheduling of the hearing. That hearing shall be set no later than thirty (30) days following receipt of the initial
8 request for a hearing. In the discretion of the hearing officer, all or part of any prehearing conference may be
9 conducted by telephone if each participant has an opportunity to participate, be heard, and to address proof and
10 evidentiary concerns. The hearing officer is empowered to issue appropriate orders and to regulate the conduct of
11 the proceedings.

12 Either party may appeal to the Board of Education an adverse ruling by giving written notice of appeal within ten
13 (10) working days of the hearing officer's delivery of the hearing officer's written findings and conclusions. The
14 superintendent of schools shall prepare a copy of the proceedings, including all transcripts and evidence,
15 documentary or otherwise, and transmit the same to the Board within twenty (20) days of the receipt of the notice
16 of appeal.

17 The Board shall hear the appeal on the record, and no new evidence may be submitted by either party. The
18 appealing party may appear before the Board to argue why the adverse ruling should be over- turned. In no event
19 should such argument last more than fifteen (15) minutes, unless the Board should vote to extend additional time.
20 At the conclusion of the hearing, any member of the Board may vote to sustain the decision of the Hearing officer,
21 send the record back for additional evidence, revise the penalty or reverse the decision. The Board shall render
22 its decision within ten (10) working days after the conclusion of the hearing. In the event that the decision of the
23 Board is appealed to the Chancery court, the Board shall transmit the entire record prepared by the superintendent
24 and reviewed by the Board to the Chancery court for its review.

25 RESIGNATION

26 A tenured employee shall give the superintendent of schools notice of resignation at least thirty (30) days before
27 the effective date of the resignation. An employee who fails to give such notice, in the absence of justifiable
28 extenuating circumstances, shall forfeit all tenure status. The district may waive the thirty (30) days' notice
29 requirement and permit an employee to resign in good standing.⁵

30 The conditions under which it is permissible to break a contract with the district are as follows:⁶

- 31 1. The incapacity on the part of the employee to perform the contract as evidenced by the certified statement
32 of a physician;
- 33 2. The release by the district of the employee from the contract which the employee has entered into with
34 the district.⁶

35 Any employee on leave shall notify the superintendent of schools in writing at least thirty (30) days prior to the
36 date of return if the employee does not intend to return to the position from which he/she has taken leave. Failure
37 to render such notice may be considered a breach of contract.⁷

38 Upon a breach of contract with the district, the Board, upon a motion recorded in its minutes, may file a complaint
39 with the State Board of Education and request the suspension of a employee's license. After the State Board of

1 Education has provided the employee an opportunity for defense during a hearing, the State Board of Education
2 may suspend the license for no less than thirty (30) and no more than three hundred sixty-five (365) days.⁸

3
4 **RETIREMENT**

5
6 Retirement shall mean a termination of services under conditions which will allow the employee to draw benefits
7 from retirement plans and/or social security benefits. Employees eligible for retirement benefits may elect to retire
8 at any age according to the provisions of the retirement system.

9 Central office personnel shall assist employees in securing retirement benefits; however, it shall be the
10 responsibility of the retiring employee to provide verification of eligibility in writing from TCRS to the central
11 office. It shall be the responsibility of the retiring employee to file for benefits.

Legal References

Cross References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE), TCA 49-5-512(d)
3. TCA 49-5-511(a)(2)
4. TCA 49-5-511—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Oak Ridge Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Discrimination / Harassment of Employees (Sexual, Racial, Ethnic, Religious)	Descriptor Code: 5.500	Issued Date: 08/25/25
		Rescinds:	Issued: 01/26/15

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

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

1. Unreasonably interfere with the individual's work or performance; or
2. Create an intimidating, hostile or offensive work environment; or
3. Imply that submission to such conduct is made an explicit or implicit term of employment;
4. Imply that submission to or rejection of such conduct will be used as a basis for an employment decision affecting the harassed employee.

Alleged victims of sexual, racial, ethnic and religious discrimination/harassment shall report these incidents immediately.² This report should be made to the immediate supervisor, except when the immediate supervisor is the offending party. If the immediate supervisor is the offending party, the report may be made for staff-to-staff harassment to the director of human resources or for student-to staff harassment to the director of pupil services. Allegations of discrimination/harassment shall be fully investigated (as set forth in *Complaints and Grievances* 5.501). An oral complaint may be submitted; however, such complaint must be reduced to writing to ensure a more complete investigation. The complaint should include the following information:

- Identity of the alleged victim and person accused;
- Location, date, time and circumstances surrounding the alleged incident;
- Description of what happened;
- Identity of witnesses; and
- Any other evidence available.

The privacy and anonymity of all parties and witnesses to complaints will be respected. However, because an individual's need for confidentiality must be balanced with obligations to cooperate with police investigations or legal proceedings, to provide due process to the accused, to conduct a thorough investigation or to take necessary action to resolve a complaint, the identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

1 A substantiated charge against an employee shall result in disciplinary action up to and including
2 termination. A substantiated charge against a student may result in corrective or disciplinary action up
3 to and including suspension.

4 There will be no retaliation against any person who reports discrimination/harassment or participates in
5 an investigation. However, any employee who refuses to cooperate or gives false information during the
6 course of any investigation may be subject to disciplinary action. The willful filing of a false report will
7 itself be considered harassment and will be treated as such.

8 An employee disciplined for violation of this policy may appeal the decision to the superintendent.
9

Legal References

1. 29 CFR §1604.11
2. 20 U.S.C. § 1681

Cross References

Appeals To & Appearances Before the Board 1.404
Complaints and Grievances 5.501



Oak Ridge Schools • 304 New York Avenue • Oak Ridge, TN 37831
(865) 425-9027 • Fax (865) 425-9061 • jcstults@ortn.edu • www.ortn.edu
Every student prepared for college, career, and life success

John C. Stults II, Executive Director of Student Services

To: Board of Education

From: John Stults

Date: 08/15/2025

Re: Memorandum for Addition of 1.0 FTE American Sign Language Interpreter (ASL) professional

- Oak Ridge School's Student Services Department recommends the addition of a 1.0 FTE special education ASL professional.
- This position will be paid for out of General-Purpose funds.
- This position is necessary to support two four-year old students at the preschool who are deaf/hard of hearing.
- This position is necessary to provide an appropriate education for these students.
- Funding reimbursement for this position will be sought through the high-cost reimbursement process at the end of the school year.

Sincerely,

John C. Stults II



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John C. Stults II, Executive Director of Student Services

To: Board of Education

From: John Stults

Date: 08/15/2025

Re: Memorandum for reclassification of .75 TA position from general education to special education.

- Oak Ridge School's Student Services Department recommends the reclassification of a .75 TA position from General Education to Special Education
- Student needs at Linden make special education the most needed area for this TA per Mrs. Jenkins and her leadership staff.
- Special education TAs are paid out of different salary lanes, so the position needs to be reclassified to ensure proper payment for the new hire.

Sincerely,

John C. Stults II

To: Dr. Borchers

From: Dr. Kelly Williams

Date: August 15, 2025

Subject: Board Approval of iSchool Reclassification

Dear Dr. Borchers,

In order to meet the evolving needs of our programs and ensure adequate time for planning, curriculum development, student support, and program coordination, we are recommending the reclassification of iSchool teacher positions to instructor positions. This change will include additional contract days to allow staff to fully address program requirements, participate in extended training, and support student success beyond the traditional school calendar. The reclassification aligns staffing structures with the demands of the program and ensures we can deliver high-quality educational experiences that meet district goals. The additional pay will be coming out of instructional contingency.

Kelly M. Williams, Ed.D

Executive Director of Teaching & Learning



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PRISMS OF REALITY PROPOSAL CONTRACT FOR **Oak Ridge Schools**

July 23, 2025

ABOUT PRISMS

Prisms of Reality is an experiential learning platform for math and science that uses adaptive Immersive Virtual Reality to transform the learning experience. Designed for tactile, kinesthetic, and visual sense-making while solving compelling real-world problems, Prisms is designed to help school districts efficiently bridge learning loss and boost interest in STEM in a fun, engaging and delightful way while adhering to rigorous pedagogical standards.

Prisms offers content learning and skill-building modules in Grades 7-8 Math, Algebra I, Geometry, Advanced Algebra, Precalculus, Middle School Earth / Life / Physical Sciences, High School Biology, and High School Chemistry. The Fall 2025 roadmap includes Grade 12 STEM subjects including Statistics, Calculus, Environmental Science, and Physics as well as expanded Middle School Math and Geometry libraries.

Prisms course libraries each consist of standards-aligned VR modules on core topics that are intended to supplement 2-3 lessons within a relevant unit of study. A synchronous web-based dashboard allows teachers to monitor student progress, provide just-in-time feedback, and leverage performance analytics. Prisms also provides full wraparound instructional and assessment materials to assess transfer from VR to paper / pencil, as well as professional development for participating teachers, coaches, and administrators.

Prisms is the new paradigm in STEM learning, empowering teachers and students to teach and learn math and science through movement, experience, and discovery.



SCOPE OF PROJECT

Overview

The partnership between Prisms and a school or district involves the implementation of Prisms' VR content modules & related materials to provide administrators and educators with a platform that rapidly improves student proficiencies on key bottleneck topics in secondary math and science.

The success of a Prisms implementation depends on various parties working together and collaborating effectively. This may include but is not limited to scheduling onboarding calls, reviewing data, coordinating teacher professional development opportunities, coordinating hardware deliveries and setup, and more.

Web-based Dashboard

Teachers, coaches, and other administrators can use single sign on (SSO) through Google, Clever, OneRoster, Schoology, ClassLink, or an LTI Advantage-based LMS (e.g., Canvas) to access our web-based dashboard. Use of this platform may require coordination with your instructional technology administrators during initial setup. The dashboard can also be accessed directly using application-specific credentials in cases where none of these options is available to schools.

Professional Development & Training

Prisms will offer onboarding & professional development to ensure that teachers are prepared with the technical and pedagogical know-how to implement Prisms in their classrooms. Prisms requires that any new teacher implementing the program attends an onboarding training. Prisms strongly recommends that every teacher implementing the program receives at least two rounds of on-site coaching during the academic year. Throughout the term of partnership, Prisms may provide additional professional development opportunities, including coaching, lesson study, educator workshops, and seminars / learning series.

Prisms' professional development commitments for the term of partnership are outlined in the Description of Hardware, Software, and Service Fees. Professional development may be priced on a per school, per student, or FTE basis. Additional professional development opportunities may be purchased during the term of partnership.

Instructional Materials

Prisms provides full wraparound instructional & assessment materials to support the seamless integration of Prisms into core instruction. These materials may include lesson guides, post-module activities, synthesis activities, curriculum integration guides, checks for understanding, surveys, and more. Access to these materials is provided to all participating teachers, coaches, and administrators at no additional cost.

Software Licenses

Prisms will provide a fixed quantity of software licenses as outlined in the Description of Hardware, Software, and Service Fees. Each license gives 1 student unlimited access to Prisms' IVR modules for the entire term of partnership. This license may apply to one subject area (math or science) or both (math and science) depending on the scope of the contract.

Throughout the year Prisms may update its software and teacher toolkit materials at no additional cost to schools during the term of partnership. Prisms' licenses are available at the listed price below with an annual option to opt in unless otherwise stated below in the Description of Hardware, Software, and Service Fees.



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Headsets and Headset Storage

Prisms has a partnership with leading VR headset manufacturers and leading VR storage manufacturers. Prisms VR content is available on several modern headset models as part of an exclusive solution bundled with MDM. Prisms will work with you to align on the best hardware configuration during procurement, at prices not to exceed those outlined below in the Description of Hardware, Software, and Service Fees. Prisms recommends districts purchase additional AA batteries for the VR controllers, each of which requires either 1 or 2 AA batteries, depending on the model.

Technical Support

Prisms provides technical support across the full suite of hardware & software platforms involved in the implementation of Prisms. This includes but is not limited to RMA for hardware, supporting districts with software & firmware updates, providing help desk service, publishing and maintaining a knowledge base, managing licenses, enabling integration with the Prisms dashboard, and more.

Designated Coordinator

Prisms requests that all partners provide a designated coordinator to oversee the implementation of the project. This person's responsibilities may include coordinating hardware deliveries, supervising the scheduling of administrator and teacher onboarding, streamlining communication between Prisms and the district, helping facilitate software updates, scheduling coaching, and the like.

Privacy & Security

The protection of your data is extremely important to us. Prisms maintains strict security practices to ensure any data provided to Prisms is protected via industry-leading standards. No Student PII is shared by Prisms with any third parties other than database hosting provider. All data collected by Prisms is stored in the US in an encrypted database on AWS, protected in-flight via SSL using TLS 1.3, and encrypted using standard AES-256 encryption.

Prisms is willing to review any necessary privacy or data sharing agreements required in order to enter into partnership. Prisms can provide more information on specific security-related practices upon request.

Terms of Service

Please thoroughly review our [Terms of Service](#).



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DESCRIPTION OF HARDWARE, SOFTWARE, AND SERVICE FEES

CONTRACT DETAILS

Contract Start Date	August 1, 2025	Prisms VR Contact Gerald Fanion 501-413-4757 gerald.fanion@prismsvr.com
Contract End Date	July 31, 2026	
Contract Duration	12 months	

HARDWARE (One-Time Cost)

Description	Cost per Unit (\$)	Number of Units	Total Cost (\$)
PrismsVR Headsets (Pico) Donated	\$649.00	30	\$0.00
PrismsVR Charging Carts - (Capacity 15 headsets each)	\$2,500.00	2	\$5,000.00
PrismsVR Headset Provisioning	\$3,000.00	1	\$3,000.00
Hardware Subtotal			\$8,000.00

PRISMS IMPLEMENTATION (Annual Cost)

Description	Cost per Unit (\$)	Number of Units	Total Cost (\$)
Site Implementation <i>(Includes all of the following)</i> Student VR Software Licenses (Math and Science modules) * Up to 500 student licenses (you can exceed if needed) Administrator and Teacher Licenses * Unlimited Administrator and Teacher Licenses LMS Integration (e.g., Clever, Canvas, Google) Teacher Dashboard Access and Reporting One Teacher Institute * Approximately 6 hour in-person onboarding PD for all participating teachers Up to 3 Coaching Days (up to 6 hours each) * Coaching Day 1 - A Prisms coach models teaching with Prisms at your school(s) * Coaching Day 2 - A Prisms coach co-teaches Prisms with your participating staff * Coaching Day 3 - A Prisms coach supports teachers with Transfer Day MDM (Mobile Device Management) - allows for upgrades and new modules Data reviews with district / school leadership		1	\$22,540.00
Implementation Subtotal			\$22,540.00

TOTAL COST (Hardware + Prisms Implementation)

Description	Number of Units
Total	\$30,540.00

Pricing valid for 30 days from date received



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1. **VR Software Licenses.** Full access for a single student for the term of partnership for the specified courses. Unused licenses are non-refundable. Access to the web-based dashboard for teachers, coaches, and other administrators is included in the cost.
2. **Technical Support.** The cost of Mobile Device Management (MDM) licenses for each headset is included in the per headset technical support fee.
3. **Warranty.** All RMA is handled through Prisms. Headsets purchased through Prisms are backed by the manufacturer's standard 1-year limited warranty. Carts purchased through Prisms are backed by a 2-year manufacturer's warranty for electrical components and a 10-year manufacturer's warranty for craftsmanship.
4. **Terms of Payment.** Invoices are to be paid within Net 30 terms from the date of headset delivery.
5. **Term of Partnership.** The partnership term is **12 months**, beginning on **August 1, 2025** and ending on **July 31, 2026**.

My signature below indicates that I am an authorized representative of my organization; I have reviewed, understand, and accept all terms outlined in this proposal describing the partnership between Prisms of Reality Inc. and **District**.

Prisms of Reality Inc.

District

X _____

X _____

Name: Anurupa Ganguly

Name:

Title: Founder and CEO

Title:

Date:

Date:

Designated Coordinator

☐ Same as above

Name:

Title:

Email:

Billing Contact

Name:

Email:

Billing Address:

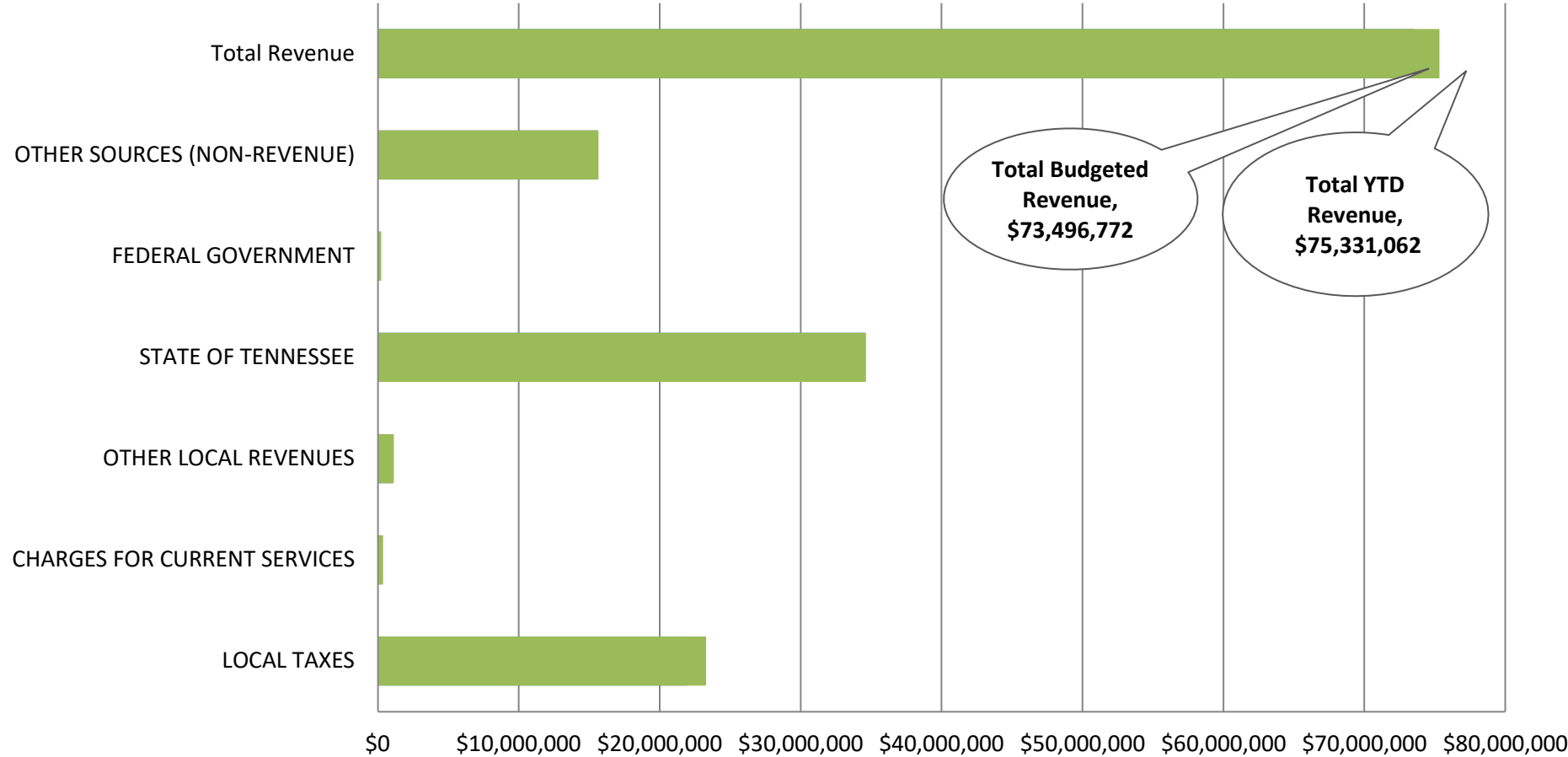
		2024-25	June 2024-25	2024-25	2024-25	2024-25	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Budget Remaining
40110	Current Property Tax	13,189,000.00	54,792.04	12,985,262.62	98.46%	203,737.38		203,737.38
40210	Local Option Sales Tax	8,765,000.00	1,871,345.78	10,309,679.20	117.62%	-1,544,679.20		-1,544,679.20
40275	Mixed Drink Tax	350.00	131.14	725.06	207.16%	-375.06		-375.06
43511	Tuition - Regular Day Students	300,000.00		370,944.17	123.65%	-70,944.17		-70,944.17
43533	Transportation Fees	3,000.00	810.00	5,835.99	194.53%	-2,835.99		-2,835.99
44110	Interest Earned	676,500.00	80,458.88	968,822.91	143.21%	-292,322.91		-292,322.91
44120	Lease/Rentals	12,000.00	2,090.50	23,163.50	193.03%	-11,163.50		-11,163.50
44170	Miscellaneous Refunds	5,500.00	439.17	13,413.03	243.87%	-7,913.03		-7,913.03
44530	Sale of Equipment	25,000.00	4,230.00	14,493.18	57.97%	10,506.82		10,506.82
44570	Contributions & Gifts	221,789.73	29,185.00	80,344.71	36.23%	141,445.02		141,445.02
44990	Other Local Revenues	40,000.00	18,308.69	33,515.70	83.79%	6,484.30		6,484.30
46510	TN Investment in Student Achv	32,700,000.00	3,253,981.64	33,044,439.01	101.05%	-344,439.01		-344,439.01
46513	TISA On-Behalf Payments	85,000.00	77,265.99	77,265.99	90.90%	7,734.01		7,734.01
46515	Early Childhood Education	554,980.71	149,767.28	554,980.71	100.00%			
46590	Other State Education Funds	603,788.68	480,750.10	480,750.10	79.62%	123,038.58		123,038.58
46596	Paid Parental Leave	100,000.00	3,044.02	88,183.53	88.18%	11,816.47		11,816.47
46610	Career Ladder Program	76,000.00		76,109.13	100.14%	-109.13		-109.13
46790	Other Vocational	225,622.41	20,197.45	173,367.85	76.84%	52,254.56		52,254.56
46980	Other State Grants	96,526.71		96,526.71	100.00%			
46990	Other State Revenues		15,000.00	37,319.25		-37,319.25		-37,319.25
47230	Disaster Relief	91,000.00		91,316.97	100.35%	-316.97		-316.97
47630	Public Law 874 - Maint/Operat.	20,000.00		63,197.00	315.99%	-43,197.00		-43,197.00
47640	ROTC Reimbursement	78,310.00	20,502.52	80,168.26	102.37%	-1,858.26		-1,858.26
49700	Insurance Recovery	8,441.00		5,941.00	70.38%	2,500.00		2,500.00
49800	Transfers In	125,000.00	147,072.28	161,333.81	129.07%	-36,333.81		-36,333.81
49810	City General Fund Transfer	15,493,963.00	1,291,163.62	15,493,963.00	100.00%			
-----	Revenue	73,496,772.24	7,520,536.10	75,331,062.39	102.50%	-1,834,290.15		-1,834,290.15
		=====	=====	=====	=====	=====		=====
71100	Regular Instruction Prgm	32,142,736.62	5,059,712.43	31,481,355.09	97.94%	661,381.53		661,381.53
71150	Alternative Instruction Prgm	941,785.00	137,723.57	925,132.10	98.23%	16,652.90		16,652.90
71200	Special Education Prgm	5,970,581.00	876,637.00	5,706,772.40	95.58%	263,808.60		263,808.60
71300	Career/Technical Education Prg	2,400,802.41	302,200.16	2,276,530.99	94.82%	124,271.42		124,271.42
71900	Contingency	139,460.02				139,460.02		139,460.02
72120	Health Services	834,875.00	81,773.17	792,426.65	94.92%	42,448.35		42,448.35
72130	Other Student Support	2,111,786.27	222,407.08	2,025,291.64	95.90%	86,494.63		86,494.63
72210	Regular Inst. Support	4,847,379.00	558,389.09	4,750,375.47	98.00%	97,003.53		97,003.53
72220	Special Education Support	975,906.00	84,589.20	792,201.18	81.18%	183,704.82		183,704.82
72230	Career & Technical Prg Support	280,587.77	22,504.86	279,570.89	99.64%	1,016.88		1,016.88

		2024-25	June 2024-25	2024-25	2024-25	2024-25	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Budget Remaining
72250	Technology Services	3,011,904.90	267,899.36	2,965,741.19	98.47%	46,163.71		46,163.71
72260	Adult Programs	41,162.00	2,946.74	39,981.52	97.13%	1,180.48		1,180.48
72290	Communications	290,333.75	39,369.95	287,314.72	98.96%	3,019.03		3,019.03
72310	Board of Education	1,487,053.00	87,323.21	1,306,091.99	87.83%	180,961.01		180,961.01
72320	Director of Schools	415,463.00	35,581.22	404,960.18	97.47%	10,502.82		10,502.82
72410	Office of the Principal	4,735,667.71	405,820.42	4,637,451.84	97.93%	98,215.87		98,215.87
72510	Fiscal Services	1,062,370.00	93,762.22	1,038,628.34	97.77%	23,741.66		23,741.66
72520	Human Resources/ Personnel	518,545.00	43,699.11	506,355.85	97.65%	12,189.15		12,189.15
72610	Operation of Plant	5,098,831.28	568,040.04	4,769,676.26	93.54%	329,155.02		329,155.02
72620	Maintenance of Plant	2,242,131.66	184,225.04	2,066,231.31	92.15%	175,900.35		175,900.35
72710	Transportation	2,193,380.85	297,906.11	2,055,499.86	93.71%	137,880.99		137,880.99
73400	Early Childhood Education	453,803.12	66,506.91	453,803.12	100.00%			
73401	Pre-K General Fund	942,400.00	76,975.00	916,444.48	97.25%	25,955.52		25,955.52
76100	Regular Capital Outlay	3,666,049.47	62,647.03	3,161,014.04	86.22%	505,035.43		505,035.43
82130	Education Principal on Debt	6,877.00		6,877.00	100.00%			
82230	Education Interest on Debt	123.00		123.00	100.00%			
99100	Transfers Out	126,015.17	124,326.99	124,326.99	98.66%	1,688.18		1,688.18
----- Expense		76,938,010.00	9,702,965.91	73,770,178.10	95.88%	3,167,831.90		3,167,831.90
----- General Purpose School Fund		-3,441,237.76	-2,182,429.81	1,560,884.29	99.11%	-5,002,122.05		-5,002,122.05
Grand Revenue Totals		73,496,772.24	7,520,536.10	75,331,062.39	102.50%	-1,834,290.15		-1,834,290.15
Grand Expense Totals		76,938,010.00	9,702,965.91	73,770,178.10	95.88%	3,167,831.90		3,167,831.90
Grand Totals		3,441,237.76	2,182,429.81	1,560,884.29	-45.36%	5,002,122.05		5,002,122.05
		Loss	Loss	Profit		Loss		Loss

Number of Accounts: 1474

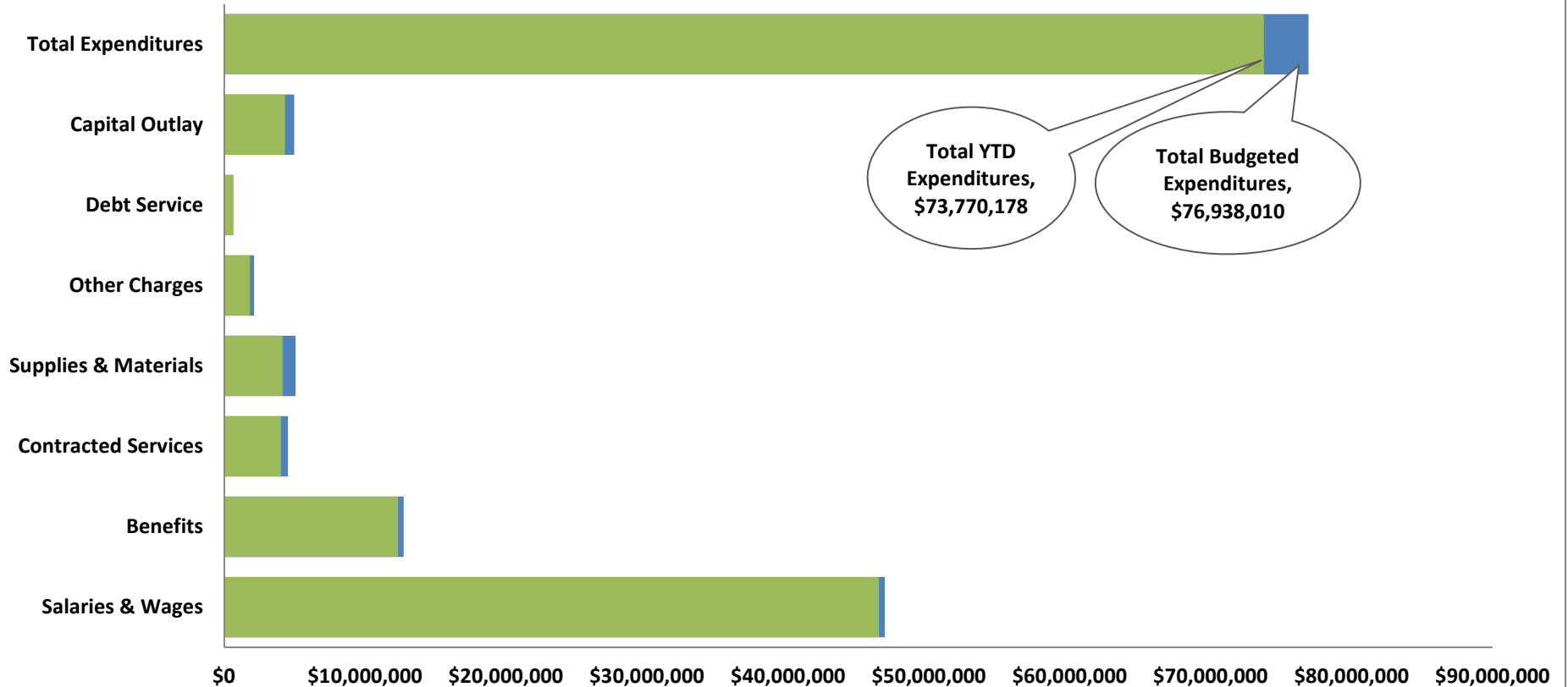
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General Fund Revenue Budget to Actual Summary - June, 2025



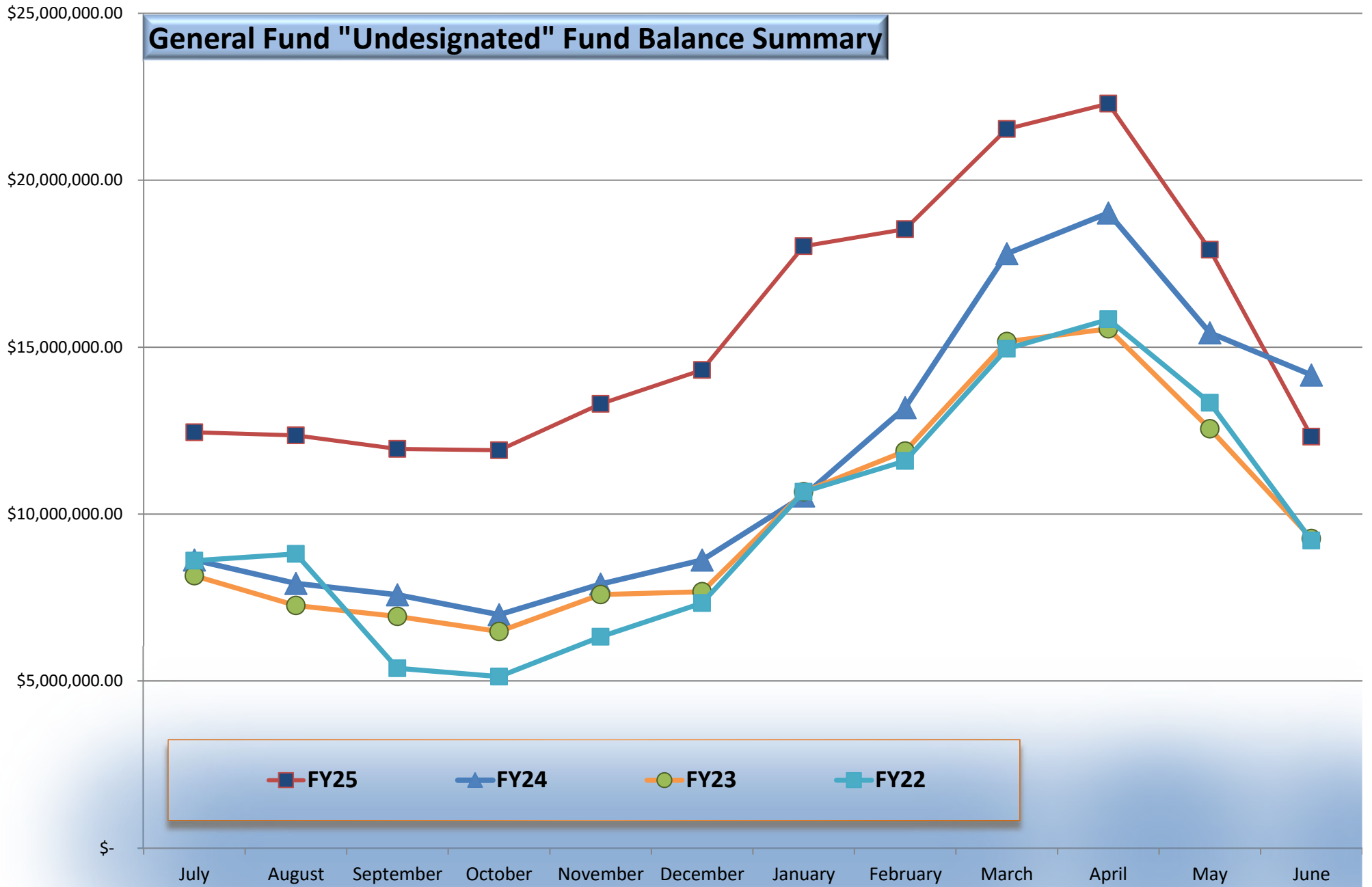
	LOCAL TAXES	CHARGES FOR CURRENT SERVICES	OTHER LOCAL REVENUES	STATE OF TENNESSEE	FEDERAL GOVERNMENT	OTHER SOURCES (NON-REVENUE)	Total Revenue
Percent of Budget	106.11%	124.35%	115.60%	100.54%	123.97%	100.22%	102.50%
Year-To-Date	23,295,666.88	376,780.16	1,133,753.03	34,628,942.28	234,682.23	15,661,237.81	\$75,331,062
FYTD Budget	21,954,350.00	303,000.00	980,789.73	34,441,918.51	189,310.00	15,627,404.00	\$73,496,772

General Fund Expenditure Budget to Actual Summary by Object June, 2025



	Salaries & Wages	Benefits	Contracted Services	Supplies & Materials	Other Charges	Debt Service	Capital Outlay	Total Expenditures
■ FYTD %	99.13%	96.79%	89.02%	81.90%	86.28%	100%	87.01%	95.88%
■ FYTD Activity	46,463,191.52	12,332,774.80	4,035,204.29	4,147,748.07	1,829,113.34	644,205.00	4,317,941.08	\$73,770,178
■ FYTD Revised Bdg	46,871,496.30	12,742,138.12	4,533,070.74	5,064,504.73	2,120,068.26	644,205.00	4,962,526.85	\$76,938,010

General Fund "Undesignated" Fund Balance Summary



		2024-25	June 2024-25	2024-25	2024-25	2024-25	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Balance Remaining
142	School Federal Projects							
R	Revenue							
47131	Vocational Program Improvement	132,897.49	15,392.52	132,897.49	100.00%			
47141	Title I	938,786.61	221,310.20	894,155.55	95.25%	44,631.06		44,631.06
47143	Special Education Grants	1,463,873.71	372,580.66	1,326,084.86	90.59%	137,788.85		137,788.85
47145	Special Ed Pre-School Grants	63,221.67	8,943.91	37,289.63	58.98%	25,932.04		25,932.04
47146	English Lang Acq Grants	40,323.37	3,190.83	28,030.71	69.51%	12,292.66		12,292.66
47147	Title IV Part B, 21st Century	118,750.00	30,960.84	115,317.22	97.11%	3,432.78		3,432.78
47189	Title II	278,899.63	32,684.46	165,144.65	59.21%	113,754.98		113,754.98
47307	COVID-19 Grant B	3,250.00		2,750.00	84.62%	500.00		500.00
47309	COVID-19 Grant D	87,800.00	18,199.58	85,984.17	97.93%	1,815.83		1,815.83
47401	ESSER 3.0	168,353.98		168,353.98	100.00%			
47404	ARP Homeless Grant	36,243.11	11,999.19	17,558.69	48.45%	18,684.42		18,684.42
47590	Other Federal Through State	344,635.39	79,324.62	315,895.78	91.66%	28,739.61		28,739.61
47990	Other Direct Fedral Revenue	1,180,769.80	288,892.52	1,142,849.42	96.79%	37,920.38		37,920.38
-----	Revenue	4,857,804.76	1,083,479.33	4,432,312.15	91.24%	425,492.61		425,492.61
E	Expense							
71100	Regular Instruction Prgm	720,072.13	74,109.16	693,094.50	96.25%	26,977.63		26,977.63
71200	Special Education Prgm	1,143,912.85	155,016.05	999,812.71	87.40%	144,100.14		144,100.14
71300	Career/Technical Education Prg	107,838.12	2,503.49	108,133.69	100.27%	-295.57		-295.57
72120	Health Services	16,497.11		4,360.74	26.43%	12,136.37		12,136.37
72130	Other Student Support	328,847.86	18,803.61	296,866.87	90.27%	31,980.99		31,980.99
72210	Regular Inst. Support	659,266.13	85,702.88	532,611.31	80.79%	126,654.82		126,654.82
72220	Special Education Support	374,444.08	42,588.93	366,413.83	97.86%	8,030.25		8,030.25
72230	Career & Technical Prg Support	1,618.70		1,618.70	100.00%			
72250	Technology Services	27,139.99		24,472.04	90.17%	2,667.95		2,667.95
72710	Transportation	11,466.00	1,275.09	6,614.43	57.69%	4,851.57		4,851.57
73100	Food Service	2,000.00				2,000.00		2,000.00
73300	Community Services	1,285,062.00	171,903.93	1,248,253.10	97.14%	36,808.90		36,808.90
99100	Transfers Out	179,639.79	145,798.70	150,060.23	83.53%	29,579.56		29,579.56
-----	Expense	4,857,804.76	697,701.84	4,432,312.15	91.24%	425,492.61		425,492.61
-----	School Federal Projects		385,777.49		91.24%			

		2024-25	June 2024-25	2024-25	2024-25	2024-25	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Balance Remaining
142	School Federal Projects							
-								
			=====		=====			
143	Central Cafeteria							
R	Revenue							
43521	Lunch Payments - Children	270,000.00		261,131.55	96.72%	8,868.45		8,868.45
43522	Lunch Payments - Adults	3,500.00		2,146.50	61.33%	1,353.50		1,353.50
43523	Income From Breakfast	40,000.00		41,686.40	104.22%	-1,686.40		-1,686.40
43525	A la Carte Sales	85,000.00	-1.00	147,504.31	173.53%	-62,504.31		-62,504.31
43990	Other Charges for Food Service	50,000.00	5,805.00	150,776.43	301.55%	-100,776.43		-100,776.43
44110	Interest Earned	35,000.00	2,246.72	31,348.72	89.57%	3,651.28		3,651.28
46520	School Food Service	20,560.00		15,986.30	77.75%	4,573.70		4,573.70
47111	USDA School Lunch Program	1,225,212.00		1,261,061.95	102.93%	-35,849.95		-35,849.95
47112	USDA Commodities	155,000.00	155,143.57	155,143.57	100.09%	-143.57		-143.57
47113	Breakfast	340,000.00		398,405.90	117.18%	-58,405.90		-58,405.90
47114	USDA - Other	320,000.00	55,372.80	321,258.77	100.39%	-1,258.77		-1,258.77
-----	Revenue	2,544,272.00	218,567.09	2,786,450.40	109.52%	-242,178.40		-242,178.40
E	Expense							
73100	Food Service	3,326,290.45	473,447.57	2,786,017.57	83.76%	540,272.88		540,272.88
-----	Expense	3,326,290.45	473,447.57	2,786,017.57	83.76%	540,272.88		540,272.88
-----	Central Cafeteria	-782,018.45	-254,880.48	432.83	94.92%	-782,451.28		-782,451.28
		=====	=====	=====	=====	=====		=====

		2024-25	June 2024-25	2024-25	2024-25	2024-25	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Balance Remaining
145	Other Education Funds							
R	Revenue							
44990	Other Local Revenues	35,000.00	3,600.00	32,289.98	92.26%	2,710.02		2,710.02
49800	Transfers In	124,434.00	123,053.41	123,053.41	98.89%	1,380.59		1,380.59
-----	Revenue	159,434.00	126,653.41	155,343.39	97.43%	4,090.61		4,090.61
E	Expense							
73300	Community Services	159,434.00	14,395.90	146,556.14	91.92%	12,877.86		12,877.86
-----	Expense	159,434.00	14,395.90	146,556.14	91.92%	12,877.86		12,877.86
-----	Other Education Funds		112,257.51	8,787.25	94.68%	-8,787.25		-8,787.25
			=====	=====	=====	=====		=====
146	Extended School Program							
R	Revenue							
43581	Community Services Fees Child	497,695.00	32,641.50	546,531.35	109.81%	-48,836.35		-48,836.35
-----	Revenue	497,695.00	32,641.50	546,531.35	109.81%	-48,836.35		-48,836.35
E	Expense							
73300	Community Services	495,592.00	65,142.52	495,591.11	100.00%	0.89		0.89
99100	Transfers Out	10,000.00		10,000.00	100.00%			
-----	Expense	505,592.00	65,142.52	505,591.11	100.00%	0.89		0.89
-----	Extended School Program	-7,897.00	-32,501.02	40,940.24	104.87%	-48,837.24		-48,837.24
			=====	=====	=====	=====		=====

		2024-25	June 2024-25	2024-25	2024-25	2024-25	Encumbered	Unencumbered
Acct	Acct	<u>FYTD Budget</u>	<u>Monthly Activity</u>	<u>Year-To-Date</u>	<u>Percent of Budget</u>	<u>Variance from Bud</u>	<u>Amount</u>	<u>Balance Remaining</u>
	Grand Revenue Totals	8,059,205.76	1,461,341.33	7,920,637.29	98.28%	138,568.47		138,568.47
	Grand Expense Totals	8,849,121.21	1,250,687.83	7,870,476.97	88.94%	978,644.24		978,644.24
	Grand Totals	789,915.45	210,653.50	50,160.32	-6.35%	840,075.77		840,075.77
		Loss	Profit	Profit		Loss		Loss

Number of Accounts: 382

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

Combined Fund Balance and YTD Operating Statement Summary

June, 2025

Description	General Fund 141	Federal Fund 142	Food Service Fund 143	Special Fund 145	ECC Fund 146
Beginning Fund Balance July 1, 2024	20,036,067.15	0.00	1,695,609.24	27,731.99	323,595.26
Plus YTD Revenue per books 6/30/25	75,331,062.39	4,432,312.15	2,786,450.40	155,343.39	546,531.35
Less YTD Expenditures per books 6/30/25	(73,770,178.10)	(4,432,312.15)	(2,786,017.57)	(146,556.14)	(505,591.11)
Revenues Over (Under) Expenditures as of 6/30/25	1,560,884.29	0.00	432.83	8,787.25	40,940.24
Ending Fund Balance per books as of 6/30/25	21,596,951.44	0.00	1,696,042.07	36,519.24	364,535.50

Fund Balance Restricted/Committed/Assigned Status

Encumbrances and Deferred Revenue	\$ -		\$ 32,063.96		
Inventory					
Restricted for Career Ladder Program	2,177.59				
Restricted for Operation of Non-Instructional Services (CCI)	3,509.75		913,898.11		364,535.50
Committed for Other Purposes (Vehicles- ERR Fund)	0.00				
Committed for Other Purposes (Device Replacement)	3,000,000.00				
Assigned for Instruction- Coordinated School Health	3,035.59				
Assigned for other local grants					
Assigned for Instruction - Education Foundation Grant	2,160.34				
Assigned for Instruction (APSI-ORHS)	5,712.22				
Assigned for Support Services FRC Local Funds (56)				36,519.24	
Nonspendable-Prepaid Expenditures					
Assigned to Balance FY26 Budget	6,263,899.00	0.00	750,080.00		
Unassigned Fund Balance 6/30/25	\$ 12,316,456.95	0.00	0.00	0.00	
Total Fund Balance 6/30/25	21,596,951.44	\$ -	\$ 1,696,042.07	\$36,519.24	\$ 364,535.50

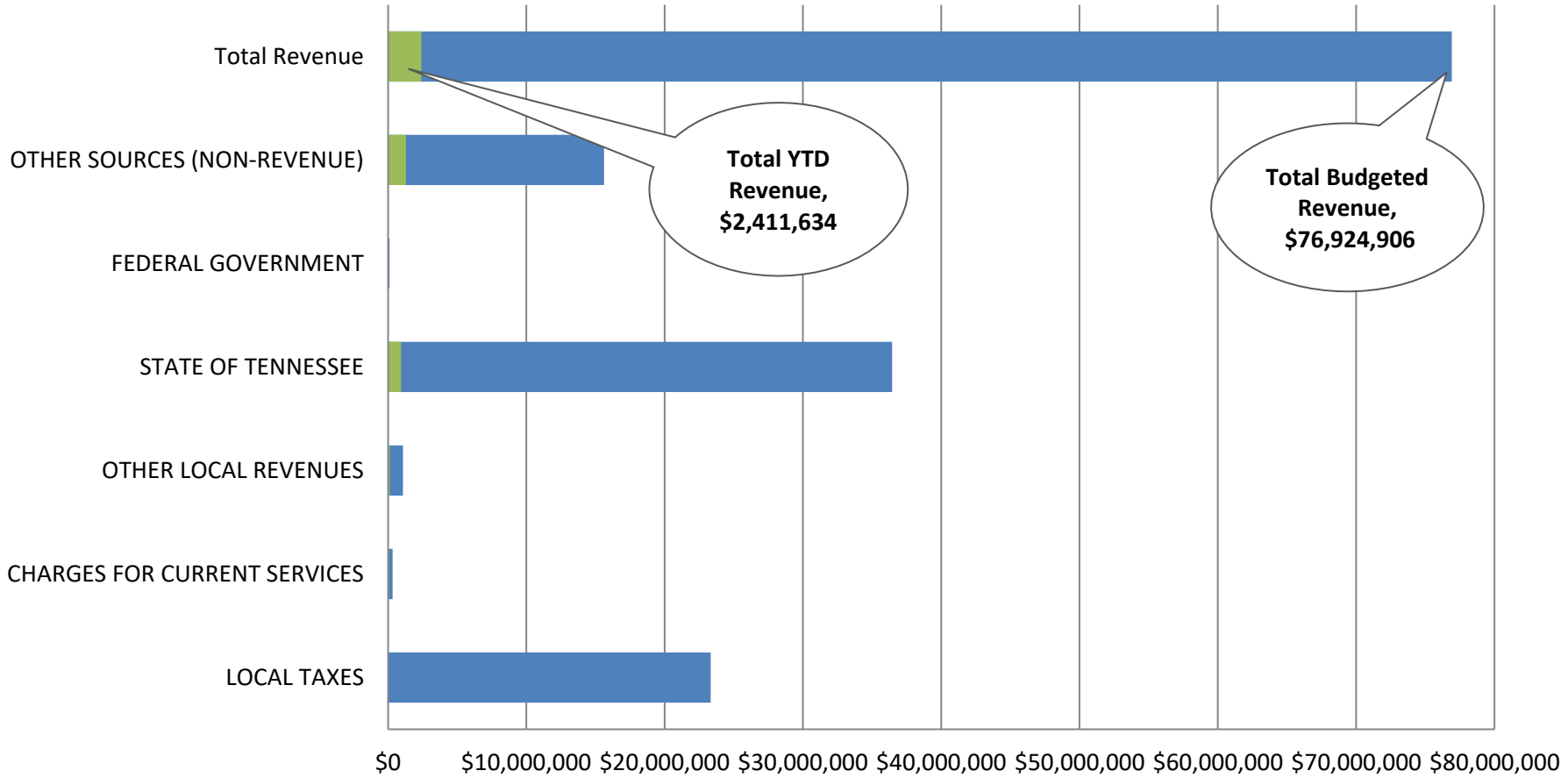
		2025-26	July 2025-26	2025-26	2025-26	2025-26	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Budget Remaining
40110	Current Property Tax	13,830,000.00				13,830,000.00		13,830,000.00
40210	Local Option Sales Tax	9,500,000.00				9,500,000.00		9,500,000.00
40275	Mixed Drink Tax	500.00				500.00		500.00
43511	Tuition - Regular Day Students	330,000.00	52,929.50	52,929.50	16.04%	277,070.50		277,070.50
43533	Transportation Fees	3,500.00	80.00	80.00	2.29%	3,420.00		3,420.00
44110	Interest Earned	800,000.00	72,704.10	72,704.10	9.09%	727,295.90		727,295.90
44120	Lease/Rentals	15,000.00				15,000.00		15,000.00
44170	Miscellaneous Refunds	7,500.00				7,500.00		7,500.00
44530	Sale of Equipment	15,000.00	40,651.00	40,651.00	271.01%	-25,651.00		-25,651.00
44570	Contributions & Gifts	200,000.00	14,294.18	14,294.18	7.15%	185,705.82		185,705.82
44990	Other Local Revenues	40,000.00	464.81	464.81	1.16%	39,535.19		39,535.19
46510	TN Investment in Student Achv	34,295,000.00				34,295,000.00		34,295,000.00
46513	TISA On-Behalf Payments	85,000.00				85,000.00		85,000.00
46515	Early Childhood Education	533,803.00				533,803.00		533,803.00
46590	Other State Education Funds	922,640.00	939,346.40	939,346.40	101.81%	-16,706.40		-16,706.40
46596	Paid Parental Leave	100,000.00				100,000.00		100,000.00
46610	Career Ladder Program	76,000.00				76,000.00		76,000.00
46790	Other Vocational	42,000.00				42,000.00		42,000.00
46980	Other State Grants	400,000.00				400,000.00		400,000.00
47630	Public Law 874 - Maint/Operat.	25,000.00				25,000.00		25,000.00
47640	ROTC Reimbursement	82,000.00				82,000.00		82,000.00
49700	Insurance Recovery	3,000.00				3,000.00		3,000.00
49800	Transfers In	125,000.00				125,000.00		125,000.00
49810	City General Fund Transfer	15,493,963.00	1,291,163.58	1,291,163.58	8.33%	14,202,799.42		14,202,799.42
-----	Revenue	76,924,906.00	2,411,633.57	2,411,633.57	3.14%	74,513,272.43		74,513,272.43
		=====	=====	=====	=====	=====		=====
71100	Regular Instruction Prgm	38,338,333.16	1,173,731.51	1,173,731.51	3.06%	37,164,601.65	3,771,175.57	33,393,426.08
71150	Alternative Instruction Prgm	902,771.00	5,544.99	5,544.99	0.61%	897,226.01	1,145.70	896,080.31
71200	Special Education Prgm	6,529,404.00	97,635.84	97,635.84	1.50%	6,431,768.16	12,868.87	6,418,899.29
71300	Career/Technical Education Prg	2,571,200.00	20,079.61	20,079.61	0.78%	2,551,120.39	12,887.12	2,538,233.27
71900	Contingency	1,100,000.00				1,100,000.00		1,100,000.00
72120	Health Services	942,152.00	16,516.46	16,516.46	1.75%	925,635.54	1,611.78	924,023.76
72130	Other Student Support	2,211,668.00	229,716.77	229,716.77	10.39%	1,981,951.23	37,478.00	1,944,473.23
72210	Regular Inst. Support	4,393,114.84	184,875.16	184,875.16	4.21%	4,208,239.68	49,214.20	4,159,025.48
72220	Special Education Support	766,426.00	36,265.01	36,265.01	4.73%	730,160.99	61,400.00	668,760.99
72230	Career & Technical Prg Support	274,305.00	24,556.48	24,556.48	8.95%	249,748.52	134.00	249,614.52
72250	Technology Services	3,270,169.00	256,883.78	256,883.78	7.86%	3,013,285.22	107,389.83	2,905,895.39
72290	Communications	340,482.00	51,730.24	51,730.24	15.19%	288,751.76	3,421.00	285,330.76

		2025-26	July 2025-26	2025-26	2025-26	2025-26	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Budget Remaining
72310	Board of Education	1,329,949.00	355,301.61	355,301.61	26.72%	974,647.39	12,456.29	962,191.10
72320	Director of Schools	441,112.00	46,926.02	46,926.02	10.64%	394,185.98	5,749.75	388,436.23
72410	Office of the Principal	5,249,719.00	381,039.44	381,039.44	7.26%	4,868,679.56	4,574.48	4,864,105.08
72510	Fiscal Services	1,190,238.00	113,278.90	113,278.90	9.52%	1,076,959.10	158.86	1,076,800.24
72520	Human Resources/ Personnel	585,527.00	68,385.69	68,385.69	11.68%	517,141.31	11,343.16	505,798.15
72610	Operation of Plant	5,423,989.00	546,951.63	546,951.63	10.08%	4,877,037.37	126,281.16	4,750,756.21
72620	Maintenance of Plant	2,311,096.00	137,483.76	137,483.76	5.95%	2,173,612.24	316,720.94	1,856,891.30
72710	Transportation	2,188,214.00	91,990.61	91,990.61	4.20%	2,096,223.39		2,096,223.39
73400	Early Childhood Education	453,803.00				453,803.00		453,803.00
73401	Pre-K General Fund	1,036,230.00	87,603.02	87,603.02	8.45%	948,626.98	2,670.00	945,956.98
76100	Regular Capital Outlay	1,195,205.00	502,910.00	502,910.00	42.08%	692,295.00	201,009.00	491,286.00
82130	Education Principal on Debt	6,912.00				6,912.00		6,912.00
82230	Education Interest on Debt	88.00				88.00		88.00
99100	Transfers Out	136,698.00				136,698.00		136,698.00
-----	Expense	83,188,805.00	4,429,406.53	4,429,406.53	5.32%	78,759,398.47	4,739,689.71	74,019,708.76
		=====	=====	=====	=====	=====	=====	=====
-----	General Purpose School Fund	-6,263,899.00	-2,017,772.96	-2,017,772.96	4.27%	-4,246,126.04	-4,739,689.71	493,563.67
		=====	=====	=====	=====	=====	=====	=====
Grand Revenue Totals		76,924,906.00	2,411,633.57	2,411,633.57	3.14%	74,513,272.43		74,513,272.43
Grand Expense Totals		83,188,805.00	4,429,406.53	4,429,406.53	5.32%	78,759,398.47	4,739,689.71	74,019,708.76
Grand Totals		6,263,899.00	2,017,772.96	2,017,772.96	32.21%	4,246,126.04	4,739,689.71	493,563.67
		Loss	Loss	Loss		Loss	Loss	Profit

Number of Accounts: 1158

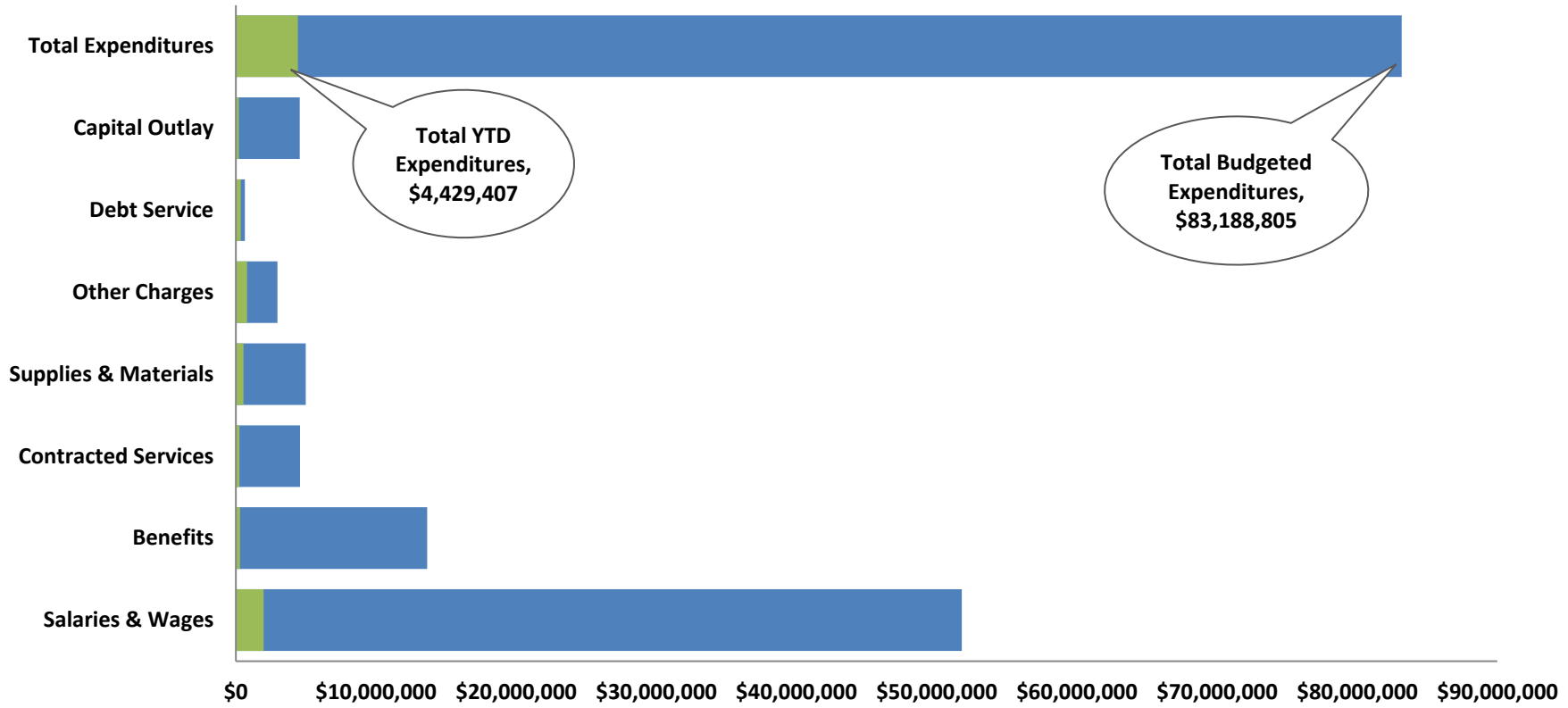
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General Fund Revenue Budget to Actual Summary - July, 2025



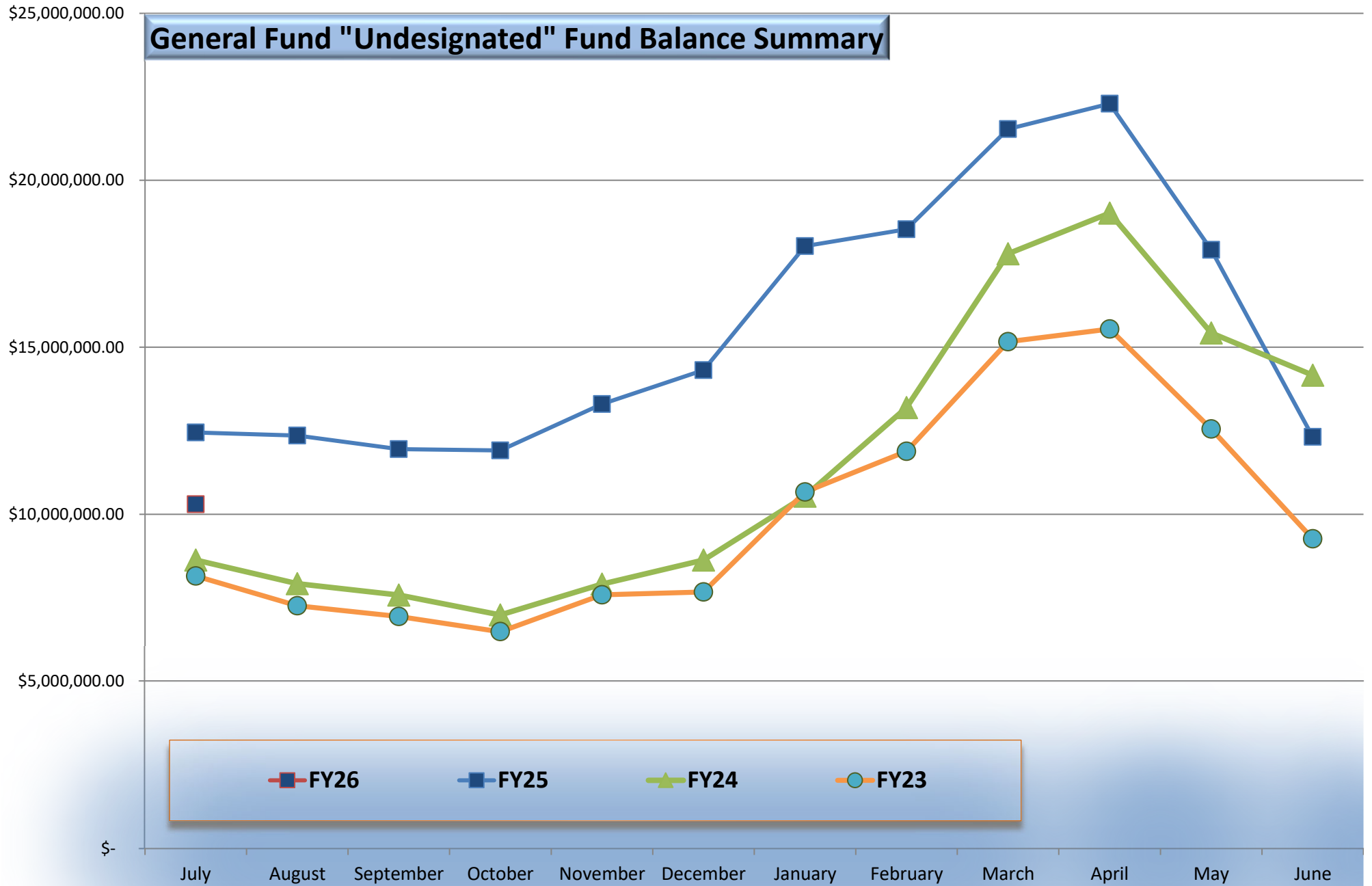
	LOCAL TAXES	CHARGES FOR CURRENT SERVICES	OTHER LOCAL REVENUES	STATE OF TENNESSEE	FEDERAL GOVERNMENT	OTHER SOURCES (NON-REVENUE)	Total Revenue
■ Percent of Budget	0%	15.89%	11.89%	2.58%	0%	8.27%	3.14%
■ Year-To-Date	0	53,009.50	128,114.09	939,346.40	0	1,291,163.58	\$2,411,634
■ FYTD Budget	23,330,500.00	333,500.00	1,077,500.00	36,454,443.00	107,000.00	15,621,963.00	\$76,924,906

General Fund Expenditure Budget to Actual Summary by Object July, 2025



	Salaries & Wages	Benefits	Contracted Services	Supplies & Materials	Other Charges	Debt Service	Capital Outlay	Total Expenditures
■ FYTD %	3.83%	2.17%	5.48%	10.78%	28.15%	54.33%	4.60%	5.32%
■ FYTD Activity	1,982,386.00	296,421.07	252,315.64	537,798.68	795,738.93	350,000.00	214,746.21	\$4,429,407
■ FYTD Revised Bdg	51,798,865.00	13,653,503.00	4,581,631.00	4,985,438.00	2,969,963.00	644,205.00	4,555,200.00	\$83,188,805

General Fund "Undesignated" Fund Balance Summary



		2025-26	July 2025-26	2025-26	2025-26	2025-26	Encumbered	Unencumbered
Acct	Acct	FYTD Budget	Monthly Activity	Year-To-Date	Percent of Budget	Variance from Bud	Amount	Balance Remaining
142	School Federal Projects							
R	Revenue							
47131	Vocational Program Improvement	130,000.00				130,000.00		130,000.00
47141	Title I	925,000.00				925,000.00		925,000.00
47143	Special Education Grants	1,400,000.00				1,400,000.00		1,400,000.00
47145	Special Ed Pre-School Grants	45,000.00				45,000.00		45,000.00
47146	English Lang Acq Grants	30,000.00				30,000.00		30,000.00
47147	Title IV Part B, 21st Century	115,000.00				115,000.00		115,000.00
47189	Title II	200,000.00				200,000.00		200,000.00
47590	Other Federal Through State	722,000.00				722,000.00		722,000.00
47990	Other Direct Fedral Revenue	1,075,000.00				1,075,000.00		1,075,000.00
-----	Revenue	4,642,000.00				4,642,000.00		4,642,000.00
E	Expense							
71100	Regular Instruction Prgm	721,802.00				721,802.00		721,802.00
71200	Special Education Prgm	1,079,306.00				1,079,306.00		1,079,306.00
71300	Career/Technical Education Prg	50,945.00	7,210.00	7,210.00	14.15%	43,735.00	1,750.00	41,985.00
71900	Contingency	500,000.00				500,000.00		500,000.00
72130	Other Student Support	176,445.00	700.00	700.00	0.40%	175,745.00	61,536.00	114,209.00
72210	Regular Inst. Support	347,633.00	20,543.92	20,543.92	5.91%	327,089.08	7,543.00	319,546.08
72220	Special Education Support	362,903.00	11,494.36	11,494.36	3.17%	351,408.64		351,408.64
72230	Career & Technical Prg Support						2,291.82	-2,291.82
73300	Community Services	1,277,966.00	40,591.35	40,591.35	3.18%	1,237,374.65	10,545.84	1,226,828.81
99100	Transfers Out	125,000.00				125,000.00		125,000.00
-----	Expense	4,642,000.00	80,539.63	80,539.63	1.74%	4,561,460.37	83,666.66	4,477,793.71
-----	School Federal Projects		-80,539.63	-80,539.63	0.87%	80,539.63	-83,666.66	164,206.29
			=====	=====	=====	=====	=====	=====

Acct	Acct	2025-26 FYTD Budget	July 2025-26 Monthly Activity	2025-26 Year-To-Date	2025-26 Percent of Budget	2025-26 Variance from Bud	Encumbered Amount	Unencumbered Balance Remaining
143	Central Cafeteria							
R	Revenue							
43521	Lunch Payments - Children	272,580.00				272,580.00		272,580.00
43522	Lunch Payments - Adults	3,500.00	18.00	18.00	0.51%	3,482.00		3,482.00
43523	Income From Breakfast	43,000.00				43,000.00		43,000.00
43525	A la Carte Sales	140,000.00	180.20	180.20	0.13%	139,819.80		139,819.80
43990	Other Charges for Food Service	200,000.00	1,379.90	1,379.90	0.69%	198,620.10		198,620.10
44110	Interest Earned	35,000.00	2,185.36	2,185.36	6.24%	32,814.64		32,814.64
46520	School Food Service	20,000.00				20,000.00		20,000.00
47111	USDA School Lunch Program	1,300,072.00				1,300,072.00		1,300,072.00
47112	USDA Commodities	175,000.00				175,000.00		175,000.00
47113	Breakfast	360,108.00				360,108.00		360,108.00
47114	USDA - Other	350,000.00	320.98	320.98	0.09%	349,679.02		349,679.02
-----	Revenue	2,899,260.00	4,084.44	4,084.44	0.14%	2,895,175.56		2,895,175.56
E	Expense							
73100	Food Service	3,649,340.00	7,239.14	7,239.14	0.20%	3,642,100.86	6,669.60	3,635,431.26
-----	Expense	3,649,340.00	7,239.14	7,239.14	0.20%	3,642,100.86	6,669.60	3,635,431.26
-----	Central Cafeteria	-750,080.00	-3,154.70	-3,154.70	0.17%	-746,925.30	-6,669.60	-740,255.70
		=====	=====	=====	=====	=====	=====	=====
145	Other Education Funds							
R	Revenue							
44990	Other Local Revenues	35,000.00	4,164.00	4,164.00	11.90%	30,836.00		30,836.00
49800	Transfers In	136,698.00				136,698.00		136,698.00
-----	Revenue	171,698.00	4,164.00	4,164.00	2.43%	167,534.00		167,534.00

Acct	Acct	2025-26 FYTD Budget	July 2025-26 Monthly Activity	2025-26 Year-To-Date	2025-26 Percent of Budget	2025-26 Variance from Bud	Encumbered Amount	Unencumbered Balance Remaining
145	Other Education Funds							
E	Expense							
73300	Community Services	171,698.00	5,044.88	5,044.88	2.94%	166,653.12	1,039.00	165,614.12
-----	Expense	171,698.00	5,044.88	5,044.88	2.94%	166,653.12	1,039.00	165,614.12
-----	Other Education Funds		-880.88	-880.88	2.68%	880.88	-1,039.00	1,919.88
			=====	=====	=====	=====	=====	=====
146	Extended School Program							
R	Revenue							
43581	Community Services Fees Child	500,000.00	50,011.50	50,011.50	10.00%	449,988.50		449,988.50
-----	Revenue	500,000.00	50,011.50	50,011.50	10.00%	449,988.50		449,988.50
E	Expense							
73300	Community Services	555,177.00	33,158.03	33,158.03	5.97%	522,018.97	17,316.60	504,702.37
99100	Transfers Out	15,000.00				15,000.00		15,000.00
-----	Expense	570,177.00	33,158.03	33,158.03	5.82%	537,018.97	17,316.60	519,702.37
-----	Extended School Program	-70,177.00	16,853.47	16,853.47	7.77%	-87,030.47	-17,316.60	-69,713.87
			=====	=====	=====	=====	=====	=====
	Grand Revenue Totals	8,212,958.00	58,259.94	58,259.94	0.71%	8,154,698.06		8,154,698.06
	Grand Expense Totals	9,033,215.00	125,981.68	125,981.68	1.39%	8,907,233.32	108,691.86	8,798,541.46
	Grand Totals	820,257.00	67,721.74	67,721.74	8.26%	752,535.26	108,691.86	643,843.40
		Loss	Loss	Loss		Loss	Loss	Loss

Number of Accounts: 308

Combined Fund Balance and YTD Operating Statement Summary

July, 2025

	General	Federal	Food Service	Special	ECC
Description	Fund 141	Fund 142	Fund 143	Fund 145	Fund 146
Beginning Fund Balance July 1, 2025	21,596,951.44	0.00	1,696,042.07	36,519.24	364,535.50
Plus YTD Revenue per books 7/31/25	2,411,633.57	0.00	4,084.44	4,164.00	50,011.50
Less YTD Expenditures per books 7/31/25	(4,429,406.53)	(80,539.63)	(7,239.14)	(5,044.88)	(33,158.03)
Revenues Over (Under) Expenditures as of 7/31/25	(2,017,772.96)	(80,539.63)	(3,154.70)	(880.88)	16,853.47
Ending Fund Balance per books as of 7/31/25	19,579,178.48	(80,539.63)	1,692,887.37	35,638.36	381,388.97

Fund Balance Restricted/Committed/Assigned Status

Encumbrances and Deferred Revenue	\$ -		\$ 35,146.71		
Inventory					
Restricted for Career Ladder Program	2,177.59				
Restricted for Operation of Non-Instructional Services (CCI)	3,509.75		907,660.66		381,388.97
Committed for Other Purposes (Vehicles- ERR Fund)	0.00				
Committed for Other Purposes (Device Replacement)	3,000,000.00				
Assigned for Instruction- Coordinated School Health	3,035.59				
Assigned for other local grants					
Assigned for Instruction - Education Foundation Grant	2,160.34				
Assigned for Instruction (APSI-ORHS)	5,712.22				
Assigned for Support Services FRC Local Funds (56)				35,638.36	
Nonspendable-Prepaid Expenditures					
Assigned to Balance FY26 Budget	6,263,899.00	0.00	750,080.00		
Unassigned Fund Balance 7/31/25	\$ 10,298,683.99	-80,539.63	0.00	0.00	
Total Fund Balance 7/31/25	19,579,178.48	\$ (80,539.63)	\$ 1,692,887.37	\$35,638.36	\$ 381,388.97