

BARTLETT CITY BOARD OF EDUCATION BUSINESS MEETING AGENDA

**AUDITORIUM
5705 STAGE ROAD
BARTLETT, TN 38134**

**August 27, 2026
6:00 PM**

- I. INVOCATION
- II. PLEDGE OF ALLEGIANCE
- III. CALL TO ORDER & ROLL CALL
 - A. Official Business of the Day
- IV. SPECIAL PRESENTATIONS
- V. PUBLIC COMMENT
- VI. APPROVAL OF AGENDA
- VII. APPROVAL OF MINUTES OF PREVIOUS MEETINGS
 - A. July 23, 2026 Business Meeting Minutes
- VIII. REPORTS
 - A. Chairman's Report
 - B. Superintendent's Report
 - C. General Counsel's Report
 - D. Tennessee Legislative Network (TLN) Representative Report
 - E. Financial Report
- IX. UNFINISHED BOARD BUSINESS
- X. BOARD ACTION ITEMS
 - A. New Board Business
 - 1. [Methodist North Clinical Affiliation Agreement](#)
 - 2. 2026-2027 SAVE Act Assurances
 - 3. Approval of the 2026-2027 Disciplinary Hearing Authority (DHA) Members
 - 4. [FIRST READING REVISED POLICY 4014 Grading System](#)
 - 5. FIRST READING REVISED POLICY: 5013.3 Sick Leave
 - 6. [Resolution 13-10 Budget Amendment](#)
 - 7. Resolution 14-2 Budget Amendment
 - 8. 2026-2027 School Support Organizations for Approval
- XI. ADJOURNMENT

**BARTLETT CITY BOARD OF EDUCATION
BUSINESS MEETING MINUTES**

**AUDITORIUM
5705 STAGE ROAD
BARTLETT, TN 38134**

**July 23, 2026
6:00 PM**

INVOCATION AND PLEDGE OF ALLEGIANCE

Board Member Bryan Woodruff said a prayer. The Board and audience recited the Pledge of Allegiance.

CALL TO ORDER & ROLL CALL

Official Business of the Day

Chairman Cook called the meeting to order at 6:00 p.m. The following Board Members were present:

Ms. Erin Berry
Mr. David Cook
Mrs. Shirley Jackson
Dr. Brad Ratliff
Mr. Bryan Woodruff

SPECIAL PRESENTATIONS

Kat Sam, Amro, presented the National Association of Music Merchants (NAMM) Best Communities for Music Education award.

JULY RECOGNITIONS

Boys Track and Field Team

The team finished the season with a 6th place team finish at State. Lebron Willis finished as the State runner-up in the 110-meter hurdles, ran the fifth-fastest time in State history, and ended the season ranked 58th nationally. RJ Brown placed fifth in the 400 meters at the State meet and finished the year ranked as the 17th-best freshman in the nation. Lebron Willis, RJ Brown, Kawaii Riley, and CJ Bratcher captured the State championship in the 4x200-meter relay while breaking the school record. Chris Freeman, CJ Bratcher, Jayden Stephens, and Lebron Willis also set a new school record in the 4x100-meter relay, earning a third-place finish at the state meet. In the 4x400-meter relay, RJ Brown, Jaden Davis, CJ Bratcher, and Kawaii Riley placed sixth at state. The mixed 4x400-meter relay team of Caden Freeman, Cameron Porterfield, Kyndall Laws, and Mariah Marshall broke the school record and finished fourth at the State meet. CJ Bratcher also had an outstanding individual season, finishing the year ranked as the 30th-best freshman nationally in the 200 meters.

Caden Freeman
Cameron Porterfield
Chris Freeman
Lebron Willis
RJ Brown
Kawaii Riley
CJ Bratcher
TJ Webb
Jaden Davis
Jayden Stephens

Head Coach: Kris Harman
Asst. Coach: Zachary Emptage
Asst. Coach: Marvin Stewart

Bartlett High School Girls Track and Field

The Bartlett High School Girls Track and Field team earned the 2026 TSSAA Class AAA State Runner Up title for the second consecutive year, showcasing outstanding teamwork, determination, and excellence throughout the season.

The team was led by State Champion Jordann Davis, who captured the Discus Championship while breaking her own school record. The 4 x 200 Meter Relay team of Chloe Woods, Ava Boyd, Asia Bolden, and Khloe Words also claimed the State Championship.

The Lady Panthers also produced three State Runner Up finishes: Rihanna Rinkin in the 100 Meter Hurdles, the 4 x 100 Meter Relay team of Rihanna Rinkin, Asia Bolden, Chloe Woods, and Khloe Words, and the 4 x 400 Meter Relay team of Jordyn Busby, Kyndall Laws, Khloe Words, and Ava Boyd.

Their accomplishments reflect the dedication, hard work, and championship culture of the Bartlett High School track and field program. Congratulations to these outstanding student athletes and coaches on an exceptional season.

Girls Track

Asia Bolden
Ava Boyd
Jordyn Busby
Jordann Davis
Kyndall Laws
Mariah Marshall
Peyton Miller
Rihanna Rinkin
Chloe Woods
Khloe Words

Coaches:

Jaja Nebo, Tania Moore, Mirrakohl Johnson, Jada Allen, Pamela Haley, Darrion Allen, Kris Harman, Marvin Stewart, Zach Emptage, Joshua Tate.

Bartlett High School Unified Track and Field

The Bartlett High School Unified Track and Field team captured its fifth consecutive TSSAA Unified State Championship, continuing a tradition of excellence, inclusion, and teamwork. Unified Track brings together students with and without disabilities to compete side by side in the 100 Meter Dash, Long Jump, Shot Put, and 4 x 100 Meter Relay, proving that "There's No Dis In My Ability."

The Panthers were led by State Champions Morgan Chalmers and Malana Mzamo in the Long Jump, Morgan Chalmers and Peyton Miller in the 100 Meter Dash, and Melody Chalmers and Peyton Miller in the Shot Put.

This championship was made possible through a total team effort by Dena Aba-Waij, Essence Burrell, Cesar Colin, Brandon Johnson Jr. (DJ), D'Quaveon Naazir, Logan Riley, Devin Scherrod, Kelsie Scherrod, Christian Piper, and their teammates, whose commitment to inclusion, teamwork, and perseverance continues to inspire our school community. Congratulations to the Bartlett Unified Track and Field team on an outstanding season and five consecutive state championships.

Dena Aba-Waij
Essence Burrell
Melody Chalmers
Morgan Chalmers
Cesar Colin
Jordann Davis
Brandon Johnson Jr.
Peyton Miller
Malana Mzamo
D'Quaveon Naazir
Logan Riley
Devin Scherrod
Kelsie Scherrod
Christian Piper

Coaches:

Jaja Nebo, Tania Moore, Mirrakohl Johnson, Jada Allen, Pamela Haley, Darrion Allen, Kris Harman, Marvin Stewart, Zach Emptage, Joshua Tate.

Pamela Hardy, President of the Track and Field Booster Club, presented Coach Nebo with an award.

Middle School Track and Field Champions

What a season it was for Elmore Park Track & Field! This championship wasn't built overnight. It was built through countless X's on the field, long afternoons and evenings, practices at Freeman Park, and practices in the blazing heat, pouring rain, and bitter cold when nobody else wanted to be outside. The boys left no doubt who the best team was, winning every invitational they entered, scoring 100+ points twice during the season and rewriting the record books along the way. They now hold the Middle School State Championship meet record in the 100m (10.93), shattered multiple school records, and capped off the year by scoring an unbelievable 60 points at the State Championships (the most ever scored by a boys team). But this championship belongs to more than just the boys. The girls team showed up all season, competing with heart, and helping create the winning culture that made this program so special. Together, they proved that when preparation meets belief, championships follow. This season wasn't just about winning a title; it was about leaving a legacy that Elmore Park will remember for years to come.

Christopher Aldridge, Jr.
Ayden Davenport
Chase Kee
Tanner Kee
Nathaniel Klassy
Judah Nunley
Solace Washington

Coaches:

Darion Allen, Head Coach
Darrell Lewis, Assistant Coach
Kelly Szczepanski, Assistant Coach
Preston Williams, Assistant Coach

PUBLIC COMMENT

No public comments.

APPROVAL OF AGENDA

Chairman Cook requested amending the agenda by adding agenda item #20 Child Trafficking Prevention and changing agenda item #10 to Revised Policy: 5014.1 Family and Medical Leave. Board Member Jackson made the motion to amend the agenda and Board Member Berry seconded the motion.

Ms. Erin Berry made the motion to approve the amended agenda. Mr. Bryan Woodruff seconded the motion. With all ayes, the amended agenda was approved.

APPROVAL OF MINUTES OF PREVIOUS MEETINGS

June 25, 2026 Business Meeting Minutes

The June 25, 2026 Business Meeting Minutes passed with a motion by Ms. Shirley Jackson and a second by Ms. Erin Berry. With all ayes, the minutes were approved.

REPORTS

Chairman's Report

Chairman Cook updated the Board Members that he recently attended the June 29th OPEB Trust Board Meeting. Following are the updated results: Second quarter 8.37%, year to date 5.88%, with a 3-year average of 11.41%. Since inception, the average return is 7.47%. The Bartlett City Schools portion of the Trust has \$11.07 Million balance.

Superintendent's Report

Superintendent Stephens provided the update below:

- Administrators' In-service is tomorrow at BHS.
- New teacher in-service has been taking place this week.
- Teachers report next Tuesday.
- The BCS System wide address will be held on Friday July 31st. Doors open at 8:00 a.m.
- B Ready Day is Thursday, July 30th.
- Staffing is almost complete, and we have just a handful of openings.
- I recently presented at BACC meeting. Thanks to Board Member Jackson for attending.
- BHS practice facility is being used. We are waiting for a couple of punch list items to be completed, and we will be scheduling a ribbon cutting.
- First Day of School is August 6th. If you want to visit schools that day, Bethany will be reaching out to help coordinate.

General Counsel's Report

No report.

Tennessee Legislative Network (TLN) Representative Report

No report.

Financial Report

The June Financial Report was accepted by the Board. It is a non-voting item.

UNFINISHED BOARD BUSINESS

No Unfinished Business.

BOARD ACTION ITEMS

Consent Agenda

New Board Business

Suspend rules to allow approval of policies on One Reading. passed with a motion by Mr. Bryan Woodruff and a second by Dr. Brad Ratliff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 1006 School Board Meetings

REVISED POLICY 1006 School Board Meetings passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 1008 Agendas

REVISED POLICY 1008 Agendas passed with a motion by Ms. Erin Berry and a second by Dr. Brad Ratliff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 1009 Public Participation at Board Meetings

REVISED POLICY 1009 Public Participation at Board Meetings passed with a motion by Dr. Brad Ratliff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING NEW POLICY 1021 Use of the Internet and Internet Safety

NEW POLICY 1021 Use of the Internet and Internet Safety passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Shirley Jackson.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING NEW POLICY 1038 School District Planning

NEW POLICY 1038 School District Planning passed with a motion by Ms. Erin Berry and a second by Mr. Bryan Woodruff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 1034 Charter Schools

REVISED POLICY 1034 Charter Schools passed with a motion by Ms. Erin Berry and a second by Mr. Bryan Woodruff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 3022 Security

REVISED POLICY 3022 Security passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 4014 Grading Systems

REVISED POLICY 4014: Grading Systems passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 4029 Graduation Requirements

REVISED POLICY 4029 Graduation Requirements passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 5014.1 Family and Medical Leave

REVISED POLICY 5014.1 Family and Medical Leave passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Shirley Jackson.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 5003 Application and Employment

REVISED POLICY 5003 Application and Employment passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 5024 Ethics

REVISED POLICY 5024 Ethics passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 6014 Home Schools

REVISED POLICY 6014 Home Schools passed with a motion by Mr. Bryan Woodruff and a second by Mrs. Shirley Jackson.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 6027 Interrogations and Searches

REVISED POLICY 6027 Interrogations and Searches passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 6002 Student Discrimination, Harassment, Bullying, Cyberbullying and Intimidation

REVISED POLICY 6002 Student Discrimination, Harassment, Bullying, Cyberbullying and Intimidation passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

FIRST READING REVISED POLICY 6066 Private Pay Provider

REVISED POLICY 6066 Private Pay Providers passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

5-Year Capital Improvement Plan

5-Year Capital Improvement Plan passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

Resolution 14-1 Budget Amendment

Resolution 14-1 Budget Amendment passed with a motion by Mr. Bryan Woodruff and a second by Ms. Erin Berry.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

Approval of School Support Organizations (SSO) 2026-2027

Approval of School Support Organizations (SSO) 2026-2027 passed with a motion by Dr. Brad Ratliff and a second by Mr. Bryan Woodruff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

Child Trafficking Prevention

Child Trafficking Prevention passed with a motion by Mr. Bryan Woodruff and a second by Dr. Brad Ratliff.

Ms. Erin Berry: Aye, Mr. David Cook: Aye, Mrs. Shirley Jackson: Aye, Dr. Brad Ratliff: Aye, Mr. Bryan Woodruff: Aye

ADJOURNMENT

The meeting adjourned at 7:01 p.m.

David M. Cook II, Chairman

Dr. David A. Stephens, Superintendent

The following individuals are recommended as members of the Disciplinary Hearing Authority (DHA) for the 2026-2027 school year.

Tabitha Boddie (Human Resources Coordinator)

Dr. Lora Filsinger (Director of Human Resources)

Dr. Momodou Keita (Director of Student Services)

Mark Stephens (Student Services Supervisor)

Dr. Kevin Gideon (Human Resources Supervisor)

Bartlett City Board of Education		4014
Descriptor Term: GRADING SYSTEM	Descriptor Code: Instructional Services	Issue Date: 07/24/2014
	Rescinds:	Current Revision: 10/24/2024

1 The Bartlett City Schools grading system will follow all applicable statutes, rules, and regulations of
2 the State Board of Education. The grading system shall be uniform district-wide¹, except to the
3 extent that BCS operates ungraded and/or unstructured classes in grades K-3 in accordance with
4 state rules and regulations.² Conduct grades are based on behavior and shall not be deducted from
5 scholastic grades. Student conduct grades shall reflect “E” for excellent, “G” for good, “S” for
6 satisfactory, “N” for needs improvement”, or “U” for unsatisfactory and shall be reported at each
7 grading period.

8 **REPORT CARDS**

9 The report card form, content, and procedure shall be approved by the Board prior to
10 implementation. Report cards shall include the information necessary to communicate student
11 progress to parents, and they shall provide academic progress and attendance information on a
12 regular basis. Report cards are distributed at the end of each nine-week grading period. At the
13 midpoint of the nine weeks, parents will be notified of students’ progress through an interim report.
14 When a student’s behavior or academic performance falls below acceptable levels, the teacher
15 must notify the parent through interim reports or student report cards.

16 Kindergarten Report Cards

17 Kindergarten grade level standards shall be as prescribed by the State of Tennessee. Students are
18 evaluated based on their progress toward meeting benchmarks for each standard. Progress shall
19 be indicated by “M” for “Mastery and “X” for “Non-Mastery” for each skill. Letter grades are used to
20 express basic grading for non-core content areas like art, music, and physical education. Letter
21 grades include “E” for excellent, “G” for good, “S” for satisfactory, “N” for needs improvement or “U”
22 for unsatisfactory.

23 Universal Reading Screener and Dyslexia Screener³

24 If a universal reading screener and/or dyslexia screener was administered to a student who is
25 enrolled in kindergarten (K) through eighth grade (8th) in the current school year, then the results of
26 the screener shall be provided to the student’s parent/guardian with the student’s report card.

27 **GRADING SCALE GRADES ONE (1) THROUGH TWELVE (12)**

28 The grading system for core content areas is expressed by the letters “A”, “B”, “C”, “D”, and “F”
29 according to the numerical values listed on the grading scale below. First (1st) and second (2nd)
30 grade science and social studies will be expressed by the letter grades “S” or “N”.

¹ T.C.A. §49-1-302(a)(17)

² T.C.A. §49-1-302(g)

³ Public Acts of 2025, Chapter No. 330

A	90-100
B	80-89
C	70-79
D	60-69
F	Below 60

1 State Standardized Assessments

2 For students in grades 3-12, scores on state standardized assessments shall comprise the
3 minimum percentage of the students' final grades as permitted by law.⁴

4 All state standardized raw assessment data shall be calculated by using the target grade
5 methodology as prescribed by the State Department of Education.

6 High School Grading

7 Students who meet only the minimum requirements should be given minimum passing grades. No
8 student may fail for the semester or year if the only failing grade is that of the semester examination.

9 Students who successfully complete a high school course will earn high school credit. Credits will
10 be awarded in .5 increments upon successful completion of a semester. A student will receive one
11 full credit in the course if he/she receives a passing yearly grade in the course.

12 For courses which have no state mandated end of course ("EOC") exam, each semester grade is
13 fifty percent (50%) of the final grade. For courses which include a state EOC exam, each semester
14 grade is forty-five percent (45%) of the final grade, and the EOC exam accounts for ten percent
15 (10%). For the 2017-2018 school year and beyond, each semester grade is forty-seven point five
16 percent (47.5%) of the final grade, and the EOC exam accounts for five percent (5%).

17 Students enrolled in a high school course having an eighty-seven (87) or higher course average
18 who have five (5) or fewer excused absences (distance learning days do not count as an absence)
19 may be exempted from the district semester exams. Any unexcused absence disqualifies the
20 student from all exam exemptions. Students in grades 9-12 may be exempted for both fall and
21 spring semester exams.

22 Weighted Grades

23 For Advanced Placement (A.P.), ~~and Dual Enrollment~~, Local and Statewide Dual Credit, and
24 National Industry Certification courses, teachers will add five (5) percentage points to each quarter
25 and semester exam grade. ~~For dual credit, and national industry certification courses, teachers will~~
26 ~~add four (4) points to each quarter and semester exam grade.~~ For Honors courses, including middle
27 school courses taught at the Honors level, teachers will add three (3) percentage points to each
28 quarter and semester exam grade. Points shall not be added to the final grade.

⁴ T.C.A. §49-1-617

Calculation for High School Course GPA

Grade	Value	Regular	Honors	Dual Credit	A.P./Dual Enrollment,
<u>Local</u>					
					<u>and Statewide Dual Credit, National</u>
					<u>Industry Certification</u>
A	90-100	4	4.5	4.75	5
B	80-89	3	3.5	3.75	4
C	70-79	2	2.5	2.75	3
D	60-69	1	1.5	1.75	2
F	Below 60	0	0	0	0

This weighted grading scale shall be used at all ages and school grades for all official purposes including report cards, GPA, class rank, honor roll, etc. except the Lottery / Hope Scholarship as described below.

Tennessee Uniform Grading Scale for Lottery/HOPE Scholarship

Students applying for lottery scholarships and other Tennessee Student Assistance Corporation funds must be evaluated using the Tennessee State Uniform Grading Scale. The scale is inclusive of all school grades and is as follows:

A.....	90-100
B.....	80-89
C.....	70-79
D.....	60-69
F.....	Below 60

Each school year, prior to scheduling courses for the next school year, all middle schools, and Bartlett High School shall conduct a lottery scholarship day for students and their parents.⁵ Each school counselor will provide incoming freshmen with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT, and SAT score, etc.) that must be met in order to receive a scholarship.

⁵ T.C.A. §49-4-932(f)

Bartlett City Board of Education		5013.3
Descriptor Term: SICK LEAVE	Descriptor Code: Personnel	Issue Date: 07/24/2014
	Rescinds:	Revised: 04/23/2020

Sick leave shall be defined as: illness of an employee from natural causes or accident, quarantine, illness, or death of a member of the immediate family of a professional employee, including the employee's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, and sister-in-law.¹

Only full-time BCS employees may earn sick leave. Professional personnel shall earn one (1) day of sick leave for each month employed ~~during the school year~~ up to eight (8) days per year for employees with ten-month contracts, up to nine (9) days per year for employees with eleven-month contracts, and up to ten (10) days per year for employees with twelve-month contracts. Sick leave days, and these days shall accumulate for an unlimited number of days ~~be cumulative for all earned or transferred days not used.~~² Support personnel shall earn one (1) day of sick leave for each month employed.

~~A signed statement listing the cause of absence shall be provided by the employee on forms furnished by the Superintendent and shall promptly be given to the immediate supervisor in support of all claims for sick leave pay. Any request for sick leave that is determined to be~~ A falsified statement or falsified or any documentation presented in support of a sick leave request that is determined to be forged or falsified shall be grounds for dismissal.

Bartlett City Schools reserves the right to request a physician's certificate on forms furnished by the Board in support of any claim for sick leave pay. Should an employee be sick beyond the limit of his/her sick leave accumulation, the supervising Principal shall notify the Human Resources office.

When first employed in a system, a teacher shall be allowed an initial allotment of up to five (5) days of sick leave, but not exceeding the number the teacher could earn during the school year in which the teacher is first employed. Upon initial employment, a professional employee may transfer accumulated sick leave from another Tennessee school district if the employee left the previous district in good standing. Upon reemployment of a former BCS employee, a professional employee may be granted previously accumulated sick leave so long as such employee was not terminated for cause as defined in T.C.A. §49-5-501. The grant of previously accumulated, unused sick leave shall be made only upon application of the employee

¹ TRR/MS 0520-1-2-.04(2)

² T.C.A. §49-5-710

1 and only upon written verification notarized by the Superintendent of the district in
2 which the sick leave was held. The grant of previously accumulated, unused sick leave
3 days shall be available to any teacher meeting the conditions set forth in T.C.A. §49-
4 5-710.

5 Any employee who goes on maternity or paternity leave may use sick leave and
6 annual leave for maternity or paternity purposes for a period not to exceed the
7 employee's accumulated leave or twelve (12) weeks, whichever is less. To be eligible
8 to use sick leave in connection with the birth or adoption of a child, the employee must
9 submit a written request accompanied by a statement from the employee's physician
10 verifying the pregnancy or from the agency handling the child's placement with the
11 employee. Written verification from the adoption agency or other entity handling the
12 adoption shall be required before the leave is granted. If both parents requesting sick
13 leave are teachers, then both employees are limited to a combined total of sick and
14 annual leave not to exceed twelve (12) weeks. Paid leave after birth or stillbirth of an
15 employee's child or adoption of newly placed minor child granted pursuant to T.C.A.
16 8-50-813 shall not be counted against any eligible employee's sick leave accrual.

17 Advance use of sick leave shall be charged to sick leave accumulated in the same
18 school year. Upon termination of employment of the professional employee before
19 days are earned or at the end of the school year, there shall be deducted from the
20 employee's final salary an amount based on the employee's daily rate of pay sufficient
21 to cover the excess sick leave days used, and if the final salary is insufficient for this
22 purpose, then the employee shall be liable for reimbursement of any amount in excess
23 of the employee's final check.

24 Upon termination, all unused accumulated sick leave shall be terminated. Upon
25 retirement, unused accumulated sick leave may be used as retirement credit to the
26 extent such is permitted by the Tennessee Consolidated Retirement System.

School Support Organizations (SSO)
School Year 2026-2027
Board Meeting August 27, 2026

Name of Organization	School
Bartlett High Cross Country	Bartlett High School
Bartlett High Band Boosters	Bartlett High School
Bartlett High Girls Soccer	Bartlett High School
Bartlett High Bowling	Bartlett High School
Bon Lin Middle PTO	Bon Lin Middle School
Elmore Park Middle PTO	Elmore Park Middle School
Rivercrest PTO	Rivercrest Elementary School
Bartlett Elementary PTO	Bartlett Elementary School
Bon Lin Middle Band	Bon Lin Middle School