Board of Education Regular Meeting
August 18, 2026 5:00 PM
Central Office

I. **Call to Order**
II. **Pledge of Allegiance**
III. **Roll Call**
IV. **Approval of Agenda**
V. **Special Items**
    1. Individuals to Address the Board
    2. Academic Update
    3. Celebrations
VI. **Consent Agenda**
    1. Approval of Minutes
    2. Little Cats- Kool Kids FY 26/27 Amended Budget
    3. Amended Media Arts Instructional Fee
    4. Band Booster Supplemental Pay
VII. **Unfinished Business**
    1. Legislative Update
    2. FY26 Amended Budget
    3. FY27 General Purpose Amended Budget
VIII. **New Business**
    1. Policy Updates
    2. 2027-2028 Updated School Calendar
    3. 2026-2027 Board Calendar of Events
    4. 2026-2027 Agenda Items by Month
    5. Clyde Smith Jr. Leadership Award
IX. **District Report**
    1. Superintendent's Report
    2. Board Chairman's Report
    3. City Board Liaison Report
    4. Personnel
X. **Adjournment**

Board of Education Regular Meeting
Tuesday, June 16, 2026 5:00 PM
Central Office

I. **Call to Order** — Chairman Uselton
II. **Pledge of Allegiance** — Gigi Robison
III. **Roll Call** — Chairman Uselton
IV. **Approval of Agenda** — Chairman Uselton
Recommendation is to approve agenda as presented.
Motion: Mr. Pat Welsh
Second: Mrs. Rosie Graham
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

V. **Special Items** — Chairman Uselton
V.1. Individuals to Address the Board — Chairman Uselton
V.2. Proclamation — Rush Bricken
V.3. Celebrations — Dr. Catherine Stephens and Kim Uselton
V.4. CTE Update — Jessie Kinsey

VI. **Consent Agenda** — Chairman Uselton
To accept the consent agenda as presented.
Motion: Mrs. Rosie Graham
Second: Mr. Andy Whitt
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VI.1. Approval of Minutes — Chairman Uselton
VI.2. Wollman Scholarship
VI.3. Surplus
VI.4. Band Booster Supplemental Pay
VI.5. 2026-2027 Instructional and Club Fees
VI.6. FY 2026-2027 Little Cats Learning Academy Budget

VII. **Unfinished Business** — Chairman Uselton
VII.1. Building and Grounds
VII.1.a. Building and Grounds Report — Teresa Lawson
VII.2. Five-Year Strategic Plan (2026 - 2031) — Dr. Catherine Stephens
The administration recommends accepting the 2026 - 2031 Strategic Plan as presented.

Motion: Mrs. Teresa Lawson
Second: Mr. Pat Welsh
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VII.3. FY 26-27 Budget — Hank Jordan
Administration recommends the approval of the 2026-2027 budget as presented.
Motion: Mrs. Gigi Robison
Second: Mrs. Rosie Graham
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VII.4. Legislative Update — Gigi Robinson

VII.5. Policy Updates — Gigi Robinson
To accept policy number 1.404 (Appeals to and Appearances Before the Board) and 5.109 (Evaluations) on a first and final reading.
Motion: Mr. Pat Welsh
Second: Mr. Broc Compton
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII. **New Business** — Chairman Uselton

VIII.1. Artificial Intelligence (AI) Program Enforcement Report — Dr. Catherine Stephens
The administration recommends approving the 2026-2027 Artificial Intelligence (AI) Program Enforcement Report as presented.
Motion: Mrs. Rosie Graham
Second: Mrs. Gigi Robison
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII.2. 2027-2028 and 2028-2029 School Calendars — Dr. Catherine Stephens
Administration recommends approval of the 27-28 and 28-29 school year calendars as presented.
Motion: Mrs. Teresa Lawson
Second: Mr. Broc Compton
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII.3. New Position — Dr. Catherine Stephens
Administration recommends approving this new position, Registered Behavior Technician, as presented.
Motion: Mrs. Rosie Graham
Second: Mr. Andy Whitt
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII.4. Little Cats Learning Academy Playground Equipment Purchase — Hank Jordan
Is there a motion to approve the proposal from Elevate Play Collective in the amount of $32,962.70 to purchase and install a playground for Little Cats Learning Academy.
Motion: Mrs. Rosie Graham
Second: Mr. Andy Whitt
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII.5. 2026-2027 Differentiated Pay — Hank Jordan
Do we have a motion to approve the 2026-27 Differentiated Pay Plan as presented..
Motion: Mr. Pat Welsh
Second: Mr. Broc Compton
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim

Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

VIII.6. Bus Purchase — Hank Jordan

Do we have a motion to accept delivery and complete the purchase of the 2027 Thomas bus during the 2025-26 fiscal year.
Motion: Mrs. Teresa Lawson
Second: Mrs. Gigi Robison
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

IX. **District Report** — Chairman Uselton

IX.1. Superintendent's Report — Dr. Catherine Stephens

IX.2. Board Chairman's Report — Chairman Uselton

IX.3. City Board Liaison Report

The City Board Liaison will be given an opportunity to address the Board.

IX.4. Personnel — Dr. Catherine Stephens

IX.5. Monthly Financial Report — Hank Jordan

X. **Adjournament**

To adjourn at.
Motion: Mrs. Teresa Lawson
Second: Mr. Broc Compton
Result: Passed

Mr. Broc Compton: Yea, Mrs. Rosie Graham: Yea, Mrs. Teresa Lawson: Yea, Mrs. Gigi Robison: Yea, Mrs. Kim Uselton: Yea, Mr. Pat Welsh: Yea, Mr. Andy Whitt: Yea
Yea: 7, Nay: 0

Chairperson

Superintendent

LITTLE CATS	
REVENUE	**2026-2027**
ACCOUNT NUMBER	**AMENDED**
LCLA Reserves	0
43400 CHARGES FOR SERVICES	
43511 TUITION - REGULAR DAY STUDENTS	629,395
43521 - MEALS	20,000
43990 OTHER CHARGES FOR SERVICES	14,680
TOTALS ACCOUNT NUMBER 43400	**664,075**
44000 OTHER LOCAL REVENUE	0
44110 INTEREST EARNED	
44170 OTHER REVENUE (ESSER)	0
44570 CONTRIBUTIONS & GIFTS	0
TOTALS ACCOUNT NUMBER 44000	**0**
TOTALS FOR LITTLE CATS	**664,075**
EXPENDITURES	**2026-27**
ACCOUNT NUMBER	**PROPOSED**
73400 Extended School Program	
105 SUPERVISOR/DIRECTOR	69,726
116 TEACHERS	448,586
201 SOCIAL SECURITY	32,135
204 STATE RETIREMENT	22,500
206 LIFE INSURANCE	954
207 MEDICAL INSURANCE	45,900
208 DENTAL INSURANCE	2,412
299 VISION INSURANCE	846
212 MEDICARE	7,516
422 Food Supplies	20,000
429 INSTRUCTIONAL SUPPLIES & MATERIALS	5,000
435 OTHER SUPPLIES AND MATERIALS	5,000
599 OTHER CHARGES (MEALS)	3,500
TOTAL 72110 ACCOUNT	**664,075**
TOTAL EXPENDITURES LITTLE CATS	**664,075**

Tullahoma City Schools TCS TN

Memo

To: Board Members

From: Hank Jordan

Date: 8/3/2026

Subject: Amend Media Arts class fee

At the June Board meeting, the instructional fees for THS for the 2026–27 school year were approved. THS has since requested that the Media Arts fee be increased from $10 to $15. This amended fee is reflected in the attached list of instructional and club fees and is the only change from the amounts approved in June.

Thank you.

Tullahoma High School Instructional and Club Fees 2026-27

Mathematics Department

Algebra I: $5.00
Algebra II: $5.00
Geometry: $5.00
PreCalculus: $5.00
Statistics: $5.00
Sails: $5.00
Geometry H: $5:00
Algebra II H: $5.00
Pre-Calculus H: $10.00
AP Calculus AB: $10.00
AP Calculus BC: $10.00

*AP Test Fee is currently $100.00 but could change pending AP College Board

Social Studies Department

World History: $5.00
U.S. Government: $5.00
Psychology: $5.00
U.S. History: $5.00
Economics: $5.00
Sociology: $5.00
AP US History: $25.00
AP Economics: $20.00
AP Test Fee is $100.00

World Languages Department

Spanish 1: $5.00
Spanish 2: $5.00
Spanish Club: $5.00

Physical Education Department

PE I: $5.00
PE II: $5.00
Lifetime Wellness: $5.00 fee to cover the cost of equipment

Science Department

Biology and Biology Honors: $20
Chemistry and Chemistry Honors: $20
Environmental Science and Honors: $20
Anatomy and Physiology and Honors: $20
All STEM Classes: $20
Physics Honors: $20
Physical Science $20
AP Biology: $130 (includes AP Testing Fees) AP
Chemistry:$130 (includes AP Testing Fees)

English Department

English I and English I Honors: $15
English II: $10
English II Honors: $15
English III: $10
English III Honors: $15
English III AP (includes AP exam fee): $115
English IV: $10
English IV AP (includes AP exam fee): $115

Arts

Visual Arts: $15
Media Arts: $15 - originally $10 when approved in June 2026
Theater Class: $20
Theater Cast/Crew: $30

CTE Department

Aviation

Personal Finance: $15 (this is not necessary and could be reduced to $5)
Cosmetology (All Courses) $25
Health Science $20 (includes HOSA membership)
Medical Therapeutics $20 (includes HOSA membership)
AP computer Science $100 for AP Exam
Principles of Manufacturing $15 (pending Board approval)
Machining I $15
Machining II $15
Machining III $15
Welding I $15
Welding II $15
Welding III $15
Manufacturing Practicum $15 (pending Board approval)
STEM I Honors $20 (pending Board approval)
STEM II Applications Honors $20 (pending Board approval)

Honors Societies

NHS: $35 (national dues, local dues, graduation regalia, scholarship)
NEHS: $30 (national dues, local dues, graduation regalia)
NAHS: $10 ($5 national, $5 local)+ $12 for graduating seniors (cords)
Mu Alpha Theta: $20.00

Tullahoma City Schools TCS TN

Memo

To: Board Members

From: Hank Jordan

Date: 8/10/2026

Subject: Band Booster supplemental pay request - James Rutland & Joshua Dailey

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Per legal guidance and Tennessee Department of Education guidance, any booster, club, or support organization desiring to provide supplemental pay to a school employee is required to be approved by the board of education and paid through the normal payroll process.

The THS band boosters wish to pay James Rutland a supplement for his work at the THS band camp in July, in the gross amount of $1,800. The associated reimbursement check, including FICA taxes and Medicare taxes, has been received by the Central office.

The THS band boosters also wish to pay Joshua Dailey a supplement for his work at the THS band camp in July, in the gross amount of $1,800. The associated reimbursement check, including FICA taxes and Medicare taxes, has been received by the Central office.

We appreciate the band boosters and their support of TCS students, and we appreciate their cooperation in the submission of this request.

Thank you.

Tullahoma City Schools - GP	FY26	FY26	FY26
ACCOUNT NUMBER	Budget - Amended 1/20/2026	Projected Actuals	Budget - Amended 8/17/2026
UNDESIGNATED FUND BALANCE	3,874,898	3,515,773	3,874,898
40100 COUNTY TAXES			
40110 CURRENT PROPERTY TAX-COFFEE CO.	6,406,835	6,662,130	6,650,000
40111 CURRENT PROPERTY TAX -FRANKLIN C	215,000	330,329	270,000
40120 TRUSTEE'S COLLECTION-PRIOR YEAR	150,000	95,160	95,160
40130 CIRCUIT CLERK/C&M-PRIOR YEAR	27,500	48,792	29,500
40140 INTEREST & PENALTY	42,000	41,722	41,700
40161 PAYMENTS IN LIEU-TVA	100,000	129,834	102,000
TOTALS ACCOUNT NUMBER 40100	**6,941,335**	**7,307,968**	**7,188,360**
40600 CITY SCHOOL DISTRICT REVENUES			
40710 LOCAL OPTION SALES TAX	6,839,479	6,813,023	6,839,479
TOTALS ACCOUNT NUMBERS 40600/40700	**6,839,479**	**6,813,023**	**6,839,479**
41000 LICENSES & PERMITS			
41110 MARRIAGE LICENSES	1,350	1,430	1,350
TOTALS ACCOUNT NUMBER 41000	**1,350**	**1,430**	**1,350**
43000 CHARGES FOR SERVICES			
43511 TUITION-REGULAR DAY STUDENTS	196,500	219,812	202,000
43570 RECEIPTS FROM INDIVIDUAL SCHOOLS	5,000	27,923	23,000
43990 OTHER CHARGES FOR SERVICES			
TOTALS ACCOUNT NUMBER 43000	**201,500**	**247,735**	**225,000**
44000 OTHER LOCAL REVENUE			
44110 INTEREST EARNED	280,000	257,908	257,908
44170 OTHER REVENUE	20,000	89,924	80,000
44300 NURSING REIMBURSEMENT	13,000	75,382	70,000
44520 INSURANCE RECOVERY	0	8,942	8,000
44530 SALE OF EQUIPMENT	0	4,304	4,000
44560 DAMAGES RECOVERED FROM INDIVIDU	0	864	0
44570 CONTRIBUTIONS & GIFTS	10,000	59,400	55,000
44570 CONTRIBUTIONS & GIFTS - TEF	0	0	0
44900 CITY LIQUOR TAX	79,000	76,766	76,760
TOTALS ACCOUNT NUMBER 44000	**402,000**	**573,491**	**551,668**
46500 STATE EDUCATION FUNDS			
46510 TENNESSEE INVESTMENT IN STUDENT	26,616,508	26,614,060	26,614,060
46513 TISA ON BEHALF			27,101
46515 PRE-K - VPK	379,675	382,854	379,675
46515 SEP		40,763	40,763
46550 Drivers ED		10,030	10,000
46590 OTHER STATE EDUCATION FUNDS-	627,089	627,089	627,089
46590 CEI		160,604	160,604
46590 Summer		293,113	407,106
46592 INTERNET CONNECTIVITY	0	0	0
46595 STUDENT MANAGEMENT SYSTEM	0	0	0
46596 Paid Parental Leave	100,000	169,472	169,000
46610 CAREER LADDER	40,000	32,003	32,000
46790 - INNOVATIVE SCHOOLS MODEL GRANT	464,866	464,865	464,866

TOTALS ACCOUNT NUMBER 46500	**28,228,138**	**28,794,852**	**28,932,264**
46800 OTHER STATE REVENUES			
46840 STATE "DICKEL" TAX	2,100	1,999	1,999
46981 SAFE SCHOOLS	0		0
46980 - Public School Construction & Maint	0	87,647	87,647
46982 SCHOOL SAFETY	72,429	72,429	72,429
46983 TDOT AVIATION GRANT	0	24,826	24,826
TOTALS ACCOUNT NUMBER 46800	**74,529**	**186,901**	**186,901**
47100 FEDERAL FUNDS through STATE			
47143 IDEA PART-B HIGH COST	78,780	0	0
47210 JTPA/LITERACY PROGRAM	160,468	192,451	160,468
47590 OTHER FEDERAL THRU STATE	0		0
TOTALS ACCOUNT NUMBER 47100	**239,248**	**192,451**	**160,468**
49000 OTHER SOURCES /NON-REVENUE			
49200 NOTE PROCEEDS			
49810 CITY GENERAL FUND TRANSFERS	4,085,489	4,111,945	4,085,489
Solid Waste Transfer	102,500	104,387	104,387
TOTALS ACCOUNT NUMBER 49000	**4,187,989**	**4,216,332**	**4,189,876**
TOTALS FOR GENERAL PURPOSE FUND	**50,990,466**	**51,849,956**	**52,150,264**
EXPENDITURES	**FY27**	**FY26**	**FY27**
ACCOUNT NUMBER	**Budget- Amended 1/20/26**	**Est. Through June**	**Budget - Amended 8/17/2026**
71100 REGULAR EDUCATIONAL PROGRAM			
116 TEACHERS	14,373,404	14,253,502	14,259,000
117 CAREER LADDER	30,000	18,251	20,000
163 EDUCATIONAL ASSISTANTS	1,349,143	1,415,329	1,418,000
195 SUBSTITUTE TEACHERS	330,000	344,041	345,000
201 SOCIAL SECURITY	997,118	919,854	921,000
204 STATE RETIREMENT	1,154,727	1,030,876	1,035,000
206 LIFE INSURANCE	26,543	26,384	26,543
207 MEDICAL INSURANCE	2,700,198	2,738,637	2,740,000
208 DENTAL INSURANCE	66,323	66,193	66,323
211 Local Retirement		5,437	5,500
212 MEDICARE	233,197	219,577	221,000
217 Hybrid Retirement Stabilization		72,692	74,000
299 VISION INSURANCE	24,391	23,794	24,391
355 TRAVEL	0	0	0
429 INSTRUCTIONAL SUPPLIES & MATERIALS	354,000	320,732	325,000
449 TEXTBOOKS	400,000	430,785	431,000
499 - Other Supplies & Materials	20,000	33,795	34,000
524 STAFF DEVELOPMENT	10,000	0	0
595 _ TISA on Behalf			27,101

599 OTHER CHARGES	125,680	102,779	104,000
722 REGULAR INSTRUCTIONAL EQUIPMENT	863,785	874,109	875,000
722 REGULAR INSTRUCTIONAL EQP.(ISM)	220	4,585	4,585
SUMMER		**187,646**	275,512
TOTAL 71100 ACCOUNT	**23,058,729**	**23,088,998**	**23,231,955**
71200 SPECIAL EDUCATION PROGRAM			
116 TEACHERS	2,152,099	2,077,487	2,080,000
117 CAREER LADDER	4,000	3,000	4,000
162 CLERICAL PERSONNEL			
163 EDUCATIONAL ASSISTANTS	998,251	1,044,799	1,045,000
171 SPEECH PATHOLOGISTS	123,900	0	0
189 OTHER SALARIES	0	230	230
195 SUBSTITUTE TEACHERS	70,000	118,468	119,000
201 SOCIAL SECURITY	207,591	190,937	192,000
204 STATE RETIREMENT	235,378	207,167	209,000
206 LIFE INSURANCE	6,915	6,875	6,915
207 MEDICAL INSURANCE	682,513	806,605	808,000
208 DENTAL INSURANCE	17,220	18,811	18,900
211 Local Retirement		6,037	6,090
212 MEDICARE	48,550	44,934	46,000
217 Hybrid Stabilization		18,778	18,900
299 VISION INSURANCE	6,354	6,654	6,670
312 CONTRACTS WITH PRIVATE AGENCIES	50,000	390,222	392,000
429 INSTRUCTIONAL SUPPLIES & MATERIALS	50,000	28,166	30,000
499 OTHER INSTRUCTIONAL SUPPLIES	32,500	28,018	30,000
599 OTHER CHARGES	0	12	13
725 SPECIAL EDUCATION EQUIPMENT	10,000	22,328	23,000
790 EQUIPMENT (SEP)	40,768	40,764	40,768
APPROX AMOUNT FROM SPED TRANSFER			
TOTAL 71200 ACCOUNT	**4,736,039**	**5,060,292**	**5,076,486**
71300 VOCATIONAL EDUCATION PROGRAM			
105 SUPERVISOR/DIRECTOR	117,058	117,508	117,508
116 TEACHERS	600,899	670,438	670,500
117 CAREER LADDER	0	0	0
201 SOCIAL SECURITY	44,513	45,522	45,750
204 STATE RETIREMENT	52,731	53,515	53,600
206 LIFE INSURANCE	1,079	1,215	1,225
207 MEDICAL INSURANCE	133,045	150,865	150,950
208 DENTAL INSURANCE	2,890	3,083	3,100
212 MEDICARE	10,410	10,647	10,700
217 Hybrid Retirement Stabilization		3,701	3,710
299 VISION INSURANCE	1,018	1,077	1,080
312 (FLY GRANT)	0	24,827	24,827
355 TRAVEL	12,000	0	0
429 INSTRUCTIONAL SUPPLIES AND MATERIA	15,000	15,001	15,001
599 OTHER CHARGES	5,000	5,000	5,000
730 VOC EQUIPMENT	0	224	224
ISM GRANT EXP	315,132	359,779	359,779
TOTAL 71300 ACCOUNT	**1,310,775**	**1,462,402**	**1,462,954**

72110 ATTENDANCE			
105 SUPERVISOR/DIRECTOR	109,988	108,988	109,988
162 CLERICAL PERSONNEL	0	0	0
201 SOCIAL SECURITY	6,819	6,741	6,819
204 STATE RETIREMENT	7,897	6,274	6,400
206 LIFE INSURANCE	215	106	215
207 MEDICAL INSURANCE	24,731	8,175	8,200
208 DENTAL INSURANCE	558	269	558
212 MEDICARE	1,595	1,577	1,595
217 Hybrid Retirement Stabilization		154	160
299 VISION INSURANCE	197	94	100
355 TRAVEL	750	834	850
499 OTHER SUPPLIES AND MATERIALS	750	585	750
524 STAFF DEVELOPMENT	3,500	912	1,000
599 OTHER CHARGES	5,000	3,371	3,500
TOTAL 72110 ACCOUNT	**162,001**	**138,080**	**140,136**
72120 HEALTH SERVICES			
105 SUPERVISOR/DIRECTOR	78,958	78,958	78,958
131 NURSES	450,210	452,277	453,000
201 SOCIAL SECURITY	32,808	30,488	30,750
204 STATE RETIREMENT	35,602	32,535	32,750
206 LIFE INSURANCE	871	845	871
207 MEDICAL INSURANCE	111,687	105,407	106,000
208 DENTAL INSURANCE	2,257	2,145	2,257
211 Local Retirement		1,983	1,990
212 MEDICARE	7,673	7,131	7,673
217 Hybrid Retirement Stabilization		3,537	3,600
299 VISION INSURANCE	794	749	794
355 TRAVEL	650	876	900
413 DRUGS AND MEDICAL SUPPLIES	18,500	4,016	4,500
499 OTHER CHARGES	17,000	22,887	23,000
524 STAFF DEVELOPMENT	8,000	5,434	6,000
SUMMER		**10,875**	11,522
TOTAL 72120 ACCOUNT	**765,010**	**760,143**	**764,565**
72130 OTHER STUDENT SUPPORT			
117 CAREER LADDER	1,000	0	0
123 GUIDANCE PERSONNEL	709,604	631,579	633,000
161 SECRETARY	32,373	32,905	33,000
201 SOCIAL SECURITY	46,065	38,181	39,000
204 STATE RETIREMENT	49,996	40,695	40,850
206 LIFE INSURANCE	1,079	951	1,079
207 MEDICAL INSURANCE	121,008	107,128	108,000
208 DENTAL INSURANCE	2,652	2,413	2,652
212 MEDICARE	10,773	8,930	9,000
217 Hybrid Retirement Stabilization		1,143	1,200
299 VISION INSURANCE	982	843	982
312 CONTRACTS W/PRIVATE AGENCIES	84,352	82,288	84,352
322 EVALUATION AND TESTING	12,500	0	150
524 STAFF DEVELOPMENT	350	1,276	1,350
TOTAL 72130 ACCOUNT	**1,072,733**	**948,332**	**954,615**

72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.			
105 SUPERVISOR/DIRECTOR	278,886	278,886	278,886
117 CAREER LADDER	1,000	3,000	3,000
129 LIBRARIANS	275,178	269,128	271,000
161 SECRETARY	73,202	73,201	73,202
189 Other Salaries		478	2,478
189 Other Salaries (CEI)	56,000	57,356	56,000
201 SOCIAL SECURITY	38,952	36,877	37,000
201 SOCIAL SECURITY (CEI)		3,457	3,472
204 STATE RETIREMENT	39,562	32,586	32,800
204 STATE RETIREMENT (CEI)		3,824	4,482
206 LIFE INSURANCE	659	745	750
207 MEDICAL INSURANCE	74,723	75,455	75,500
208 DENTAL INSURANCE	1,750	1,734	1,750
211 Local Retirement		2,196	2,200
211 Local Retirement (CEI)		174	200
212 MEDICARE	9,110	8,639	9,110
212 MEDICARE (CEI)		809	812
217 Hybrid Retirement Stabilization		572	580
218 Hybrid Retirement Stabilization (CEI)		428	500
299 VISION INSURANCE	1,700	660	700
355 TRAVEL	14,000	23,197	25,000
429 Instructional Supplies (CEI)	0	39,419	40,000
432 LIBRARY BOOKS	50,000	49,999	50,000
524 STAFF DEVELOPMENT	7,000	37,379	39,650
524 STAFF DEVELOPMENT (CEI)	0	55,139	55,139
599 OTHER CHARGES	800	6,009	6,050
SUMMER		**45,450**	45,810
TOTAL 72210 ACCOUNT	**922,522**	**1,106,797**	**1,116,071**
72220 SPECIAL EDUCATION PROGRAM			
105 SUPERVISOR/DIRECTOR	121,220	121,436	121,436
117 CAREER LADDER	0		0
124 PSYCHOLOGIST	82,822	104,405	104,405
162 CLERICAL PERSONNEL	103,218	103,894	104,000
189 OTHER SALARIES	354,158	341,996	342,000
201 SOCIAL SECURITY	41,008	39,664	41,008
204 STATE RETIREMENT	40,346	33,446	33,600
206 LIFE INSURANCE	857	951	952
207 MEDICAL INSURANCE	81,950	91,320	91,400
208 DENTAL INSURANCE	2,218	2,246	2,250
211 Local Retirement	0	7,549	7,600
212 MEDICARE	9,591	9,277	9,591
217 Hybrid Stabilization Reserve		1,997	2,000
299 VISION INSURANCE	781	839	840
355 TRAVEL	3,000	4,963	5,400
399 OTHER CONTRACTED SERVICES	85,000	94,210	96,500
499 OTHER SUPPLIES & MATERIALS	22,500	12,360	14,000
524 STAFF DEVELOPMENT	37,500	21,276	21,600
599 OTHER CHARGES	26,500	58,917	61,500
TOTAL 72220 ACCOUNT	**1,012,670**	**1,050,746**	**1,060,081**
72230 VOCATIONAL SUPPORT			
524 (ISM) STAFF DEVELOPMENT	3,000	1,090	1,090
524 Staff Development		673	673
790 (ISM) EQUIPMENT	79,942	67,276	67,276

TOTAL 72220 ACCOUNT	**82,942**	**69,039**	**69,039**
72250 TECHNOLOGY			
105 SUPERVISOR/DIRECTOR	138,090	138,841	138,841
117 CAREER LADDER			
163 EDUCATIONAL ASSISTANTS	468,629	463,814	464,000
201 SOCIAL SECURITY	37,617	35,340	35,500
204 STATE RETIREMENT	41,775	44,443	44,500
206 LIFE INSURANCE	752	845	850
207 MEDICAL INSURANCE	62,216	79,746	80,000
208 DENTAL INSURANCE	1,793	2,011	2,015
212 MEDICARE	8,797	8,266	8,797
217 Hybrid Retirement Stabilization		5,176	5,180
299 VISION INSURANCE	685	749	750
355 TRAVEL	4,000	4,656	4,700
435 OFFICE SUPPLIES	1,000	0	50
524 STAFF DEVELOPMENT	7,000	12,737	12,800
599 OTHER CHARGES	8,000	3,583	3,600
TOTAL 72250 ACCOUNT	**780,354**	**800,207**	**801,583**
72310 GENERAL ADMIN/BD OF EDUCATION			
191 DIRECTOR'S FEE	10,500	10,500	10,500
118 SECRETARY TO BOARD	0	0	0
188 Bonus (1-time teacher bonus/TEFA)	720,360	721,372	722,000
189 Other Salaries	35,090	38,060	38,200
201 SOCIAL SECURITY	47,452	47,659	48,000
204 State Retirement	48,881	48,091	48,500
205 HSA FRINGE	60,000	0	0
206 LIFE INSURANCE	0	2,228	2,300
207 MEDICAL INSURANCE	155,384	163,351	164,000
208 DENTAL INSURANCE	9,687	7,929	8,400
299 VISION INSURANCE	2,554	2,408	2,554
210 UNEMPLOYMENT COMPENSATION	10,000	2,883	3,200
211 LOCAL RETIREMENT	663,458	650,324	651,004
212 MEDICARE	11,106	11,257	11,300
217 HYBRID RETIREMENT STABILIZATION	0	3,664	3,700
305 AUDIT SERVICES	48,500	41,700	42,000
320 DUES AND MEMBERSHIP	19,500	26,087	26,350
331 LEGAL SERVICES	27,000	27,000	27,000
355 TRAVEL	4,000	3,230	4,000
506 LIABILITY INSURANCE	398,117	398,117	398,117
508 PREMIUM ON CORP. SURETY BONDS	2,500	2,479	2,500
510 TRUSTEE COMMISSION	150,000	139,213	140,000
513 WORKMEN'S COMPENSATION	180,902	180,902	180,902
524 STAFF DEVELOPMENT	30,000	24,138	25,000
599 OTHER CHARGES	25,000	23,625	24,000
TOTAL 72310 ACCOUNT	**2,659,991**	**2,576,217**	**2,583,527**
72320 OFFICE OF THE SUPERINTENDENT			
101 ADMINISTRATIVE OFFICER	196,797	196,797	196,797
117 CAREER LADDER	0	0	0
161 SECRETARY	79,990	79,990	79,990
201 SOCIAL SECURITY	17,161	15,906	16,000
204 STATE RETIREMENT	19,453	17,679	17,750

206 LIFE INSURANCE	217	212	217
207 MEDICAL INSURANCE	8,100	8,142	8,143
208 DENTAL INSURANCE	281	403	403
212 MEDICARE	4,013	4,007	4,013
217 Hybrid Retirement Stabilization		928	928
299 VISION INSURANCE	1,997	188	200
307 COMMUNICATIONS	150,000	128,360	130,000
348 POSTAL CHARGES	6,000	4,803	5,000
355 TRAVEL	3,500	3,185	3,500
435 OFFICE SUPPLIES	9,000	6,853	7,000
524 STAFF DEVELOPMENT	18,000	5,604	6,500
599 OTHER CHARGES	18,000	10,225	11,000
TOTAL 72320 ACCOUNT	**532,509**	**483,282**	**487,442**
72410 OFFICE OF THE PRINCIPAL			
103 ASSISTANT PRINCIPALS	830,830	834,955	835,000
104 PRINCIPALS	887,592	885,593	886,500
117 CAREER LADDER	3,000	2,717	3,000
161 SECRETARIES	379,842	315,711	317,000
201 SOCIAL SECURITY	130,278	120,070	120,500
204 STATE RETIREMENT	147,210	118,448	119,000
206 LIFE INSURANCE	2,754	2,370	2,754
207 MEDICAL INSURANCE	301,994	263,351	264,000
208 DENTAL INSURANCE	7,274	6,211	7,000
211 Local Retirement		4,061	4,150
212 MEDICARE	30,468	28,082	28,500
217 Hybrid Stabiliztion		4,806	4,900
299 VISION INSURANCE	2,305	2,169	2,305
435 OFFICE SUPPLIES	25,000	21,150	21,500
524 STAFF DEVELOPMENT	2,500	725	1,000
599 OTHER CHARGES	1,000	283	500
SUMMER		**19,206**	23,135
TOTAL 72410 ACCOUNT	**2,752,048**	**2,629,908**	**2,640,744**
72510 FISCAL SERVICES			
105 SUPERVISOR/DIRECTOR	155,423	155,424	155,424
119 BOOKKEEPERS	213,648	213,649	213,649
201 SOCIAL SECURITY	22,882	21,918	22,000
204 STATE RETIREMENT	25,134	22,860	22,900
206 LIFE INSURANCE	435	423	435
207 MEDICAL INSURANCE	43,797	43,590	43,797
208 DENTAL INSURANCE	1,127	1,073	1,127
211 Local Retirement		2,330	2,375
212 MEDICARE	5,352	5,126	5,352
217 Hybrid Retirement Stabilization		3,381	3,400
299 VISION INSURANCE	375	374	375
355 TRAVEL	300	37	300
399 OTHER CONTRACTED SERVICES	47,500	43,255	43,500
435 OFFICE SUPPLIES	3,500	3,963	4,000
524 STAFF DEVELOPMENT	1,750	2,308	2,400
599 Other	1,500	7,492	7600
TOTAL 72510 ACCOUNT	**522,724**	**527,203**	**528,634**

72520 HR/PERSONNEL			
105 SUPERVISOR/DIRECTOR	165,889	165,889	165,925
162 CLERICAL PERSONNEL	176,260	181,362	181,363
201 SOCIAL SECURITY	21,213	21,112	21,213
204 STATE RETIREMENT	24,922	23,839	23,900
206 LIFE INSURANCE	435	423	435
207 MEDICAL INSURANCE	33,540	25,909	26,100
208 DENTAL INSURANCE	848	939	940
212 MEDICARE	4,961	4,938	4,961
217 Hybrid Retirement Stabilization		2,103	2,110
299 VISION INSURANCE	398	375	398
355 TRAVEL	1,200	805	1,000
435 OFFICE SUPPLIES	5,000	9,562	9,600
499 OTHER SUPPLIES AND MATERIALS	1,000	47	100
524 STAFF DEVELOPMENT	6,000	7,409	7,500
599 OTHER CHARGES	32,125	43,699	43,900
TOTAL 72520 ACCOUNT	**473,790**	**488,411**	**489,444**
72610 OPERATION OF PLANT			
166 CUSTODIAL PERSONNEL	855,661	888,532	891,000
201 SOCIAL SECURITY	53,051	52,803	54,440
204 STATE RETIREMENT	51,521	51,816	53,461
206 LIFE INSURANCE	2,558	2,511	2,766
207 MEDICAL INSURANCE	210,138	224,784	230,000
208 DENTAL INSURANCE	5,997	6,267	6,858
211 Local Retirement		5,037	5,100
212 MEDICARE	12,407	12,350	12,891
217 Hybrid Retirement Stabilization		7,951	8,182
299 VISION INSURANCE	2,409	2,340	2,534
399 OTHER CONTRACTED SERVICES	1,011,503	1,007,432	1,013,950
410 CUSTODIAL SUPPLIES	150,000	173,921	175,000
415 ELECTRICITY	1,050,000	1,069,094	1,069,100
434 NATURAL GAS	115,000	110,491	111,000
454 WATER AND SEWER	89,000	90,807	90,900
599 OTHER CHARGES	8,000	4,314	4,600
TOTAL 72610 ACCOUNT	**3,617,245**	**3,710,450**	**3,731,782**
72620 MAINTENANCE OF PLANT			
189 OTHER SALARIES	655,554	624,732	630,500
201 SOCIAL SECURITY	40,644	37,518	39,000
204 STATE RETIREMENT	38,774	35,047	37,000
206 LIFE INSURANCE	1,100	1,136	1,250
207 MEDICAL INSURANCE	101,795	100,529	110,000
208 DENTAL INSURANCE	3,049	2,882	3,140
211 Local Retirement		5,386	6,000
212 MEDICARE	9,506	8,775	9,250
217 Hybrid Retirement Stabilization		5,345	5,510
299 VISION INSURANCE	1,100	1,007	1,100
335 MAINTENANCE AND REPAIR OF BLDGS	445,000	316,217	320,000
336 MAINTENANCE AND REPAIR OF EQUIP	150,000	151,202	152,000
338 Maintenance and Repair Vehicles	20,000	10,598	10,750
399 Other Contracted Services	90,649	0	0
425 GASOLINE	16,000	22,070	22,110
499 OTHER SUPPLIES	25,000	59,467	63,000
524 Staff Development	0	1,196	1,200
599 Other Charges	0	1,720	1,750
717 MAINTENANCE EQUIPMENT	15,000	82	150
718 MOTOR VEHICLES	0	0	0
TOTAL 72620 ACCOUNT	**1,613,172**	**1,384,909**	**1,413,710**

72710 TRANSPORTATION			
146 BUS DRIVERS	199,290	252,886	254,497
189 OTHER SALARIES AND WAGES	173,740	206,661	209,000
201 SOCIAL SECURITY	23,128	28,812	29,100
204 STATE RETIREMENT	8,600	10,138	10,200
206 LIFE INSURANCE	104	106	106
207 MEDICAL INSURANCE	8,069	8,142	8,200
208 DENTAL INSURANCE	400	269	300
217 Hybrid Retirement		1,467	1,500
299 VISION INSURANCE	200	94	100
212 MEDICARE	5,409	6,723	6,800
338 MAINTENANCE AND REPAIR OF VEHICLES	35,000	40,520	40,600
399 Other Contracted Services	25,000	4,000	4,250
425 GASOLINE	35,000	44502	45,000
524 Professional Development	0	1,078	1,100
599 OTHER CHARGES	10,000	11,328	11,400
717 TRANSPORTATION EQUIPMENT	152,000	317,100	317,150
ISM Grant	19,738	6,694	6,694
SUMMER		**2,887**	15,257
TOTAL 72710 ACCOUNT	**695,677**	**943,407**	**961,254**
73100			
SUMMER		**27,052**	**35,870**
73400 VOLUTARY PREK	0	385,678	385,678
Total	**0**	**385,678**	**385,678**
76100 REGULAR CAPITAL OUTLAY			
707 BUILDING IMPROVEMENTS	319,482	125,059	127,750
711 FF&E	0	139,710	140,500
ISM GRANT	46,922	25,443	25,443
TOTAL 76100 ACCOUNT	**366,404**	**290,212**	**293,693**
99100 TRANSFERS OUT	3,949,898	3,918,190	3,921,000
TOTAL EXPENDITURES GENERAL PURPOSE F	**51,087,234**	**51,849,955**	**52,150,263**

Tullahoma City Schools

Memo

To: Board Members

From: Hank Jordan

Date: 8/12/2026

Subject: Amended FY27 General Purpose Budget

Attached for your review is an amended FY27 General Purpose budget, which was originally adopted by the Board in June 2026.

The proposed amendment reflects adjustments to revenues and expenditures based on our final July TISA allocation and additional grant funding. The changes are as follows:

Revenue

- $420,533 in additional TISA revenue based on our final July allocation.
- $36,215 in additional revenue from the Public School Security Grant.

Expenditures

- $391,766 in additional funding for Operation of Plant - Other Contracted Services. This category includes outsourced, non-employee facility operation services such as lawn maintenance, pest control, janitorial services, security monitoring, and similar services.
- $30,000 in additional funding for Maintenance of Plant - Building Repairs.
- $35,000 in additional funding for Bus Driver salaries.

Tullahoma City Schools- GP	FY27	FY27
ACCOUNT NUMBER	Approved 6/16/26	Draft Budget - 8/17/26
UNDESIGNATED FUND BALANCE	0	0
40100 COUNTY TAXES		
40110 CURRENT PROPERTY TAX-COFFEE CO.	6,748,830	6,748,830
40111 CURRENT PROPERTY TAX -FRANKLIN CO.	275,000	275,000
40120 TRUSTEE'S COLLECTION-PRIOR YEAR	150,000	150,000
40130 CIRCUIT CLERK/C&M-PRIOR YEAR	27,500	30,000
40140 INTEREST & PENALTY	42,000	42,000
40161 PAYMENTS IN LIEU-TVA	100,000	105,000
40210 LOCAL OPTION SALES TAX-SETTLEMENT		
40275 MIXED DRINK TAX		
TOTALS ACCOUNT NUMBER 40100	**7,343,330**	**7,350,830**
40600 CITY SCHOOL DISTRICT REVENUES		
40710 LOCAL OPTION SALES TAX	6,839,479	6,839,479
TOTALS ACCOUNT NUMBERS 40600/40700	**6,839,479**	**6,839,479**
41000 LICENSES & PERMITS		
41110 MARRIAGE LICENSES	1,350	1,350
TOTALS ACCOUNT NUMBER 41000	**1,350**	**1,350**
43000 CHARGES FOR SERVICES		
43511 TUITION-REGULAR DAY STUDENTS	200,000	206,000
43570 RECEIPTS FROM INDIVIDUAL SCHOOLS	5,000	5,000
43990 OTHER CHARGES FOR SERVICES		
TOTALS ACCOUNT NUMBER 43000	**205,000**	**211,000**
44000 OTHER LOCAL REVENUE		
44110 INTEREST EARNED	220,000	220,000
44170 OTHER REVENUE	25,000	25,000
44300 NURSING REIMBURSEMENT	20,000	25,000
44520 INSURANCE RECOVERY	0	0
44530 SALE OF EQUIPMENT	0	0
44560 DAMAGES RECOVERED FROM INDIVIDUALS	0	0
44570 CONTRIBUTIONS & GIFTS	10,000	15,000
44570 CONTRIBUTIONS & GIFTS - TEF	0	0
44900 CITY LIQUOR TAX	79,000	79,000

44901 TECHNOLOGY FEES		
44990 SALE OF SURPLUS		
TOTALS ACCOUNT NUMBER 44000	**354,000**	**364,000**
46500 STATE EDUCATION FUNDS		
46511 BASIC EDUCATION PROGRAM		
46510 TENNESSEE INVESTMENT IN STUDENT ACH	26,813,832	27,234,365
46515 PRE-K	379,675	379,675
46590 OTHER STATE EDUCATION FUNDS-	0	0
46590 (ISM Grant)	0	0
46592 INTERNET CONNECTIVITY		
46595 STUDENT MANAGEMENT SYSTEM		
46596 Paid Parental Leave	100,000	100,000
46610 CAREER LADDER	29,000	29,000
46790 - INNOVATIVE SCHOOLS MODEL GRANT		
TOTALS ACCOUNT NUMBER 46500	**27,322,507**	**27,743,040**
46800 OTHER STATE REVENUES		
46840 STATE "DICKEL" TAX	2,100	2,100
46981 SAFE SCHOOLS		
46982 SCHOOL SAFETY	0	36,215
46983 TDOT AVIATION GRANT		
TOTALS ACCOUNT NUMBER 46800	**2,100**	**38,315**
47100 FEDERAL FUNDS through STATE		
47143 IDEA PART-B HIGH COST	0	0
47210 JTPA/LITERACY PROGRAM	160,468	160,468
47590 OTHER FEDERAL THRU STATE		
TOTALS ACCOUNT NUMBER 47100	**160,468**	**160,468**
49000 OTHER SOURCES /NON-REVENUE		
49200 NOTE PROCEEDS		
49810 CITY GENERAL FUND TRANSFERS	4,085,489	4,085,489
Solid Waste Transfer	110,000	110,000
TOTALS ACCOUNT NUMBER 49000	**4,195,489**	**4,195,489**
TOTALS FOR GENERAL PURPOSE FUND	**46,423,723**	**46,903,971**

EXPENDITURES	**FY27**	**FY27**
ACCOUNT NUMBER	**Approved - 6/16/26**	**Draft Budget**
71100 REGULAR EDUCATIONAL PROGRAM		
116 TEACHERS	14,657,883	14,657,883
117 CAREER LADDER	20,000	20,000
163 EDUCATIONAL ASSISTANTS	1,456,833	1,456,833
195 SUBSTITUTE TEACHERS	320,000	320,000
201 SOCIAL SECURITY	1,000,352	1,000,600
204 STATE RETIREMENT	1,061,261	1,061,261
206 LIFE INSURANCE	26,500	26,500
207 MEDICAL INSURANCE	2,821,707	2,821,707
208 DENTAL INSURANCE	66,986	66,986
211 Local Retirement	5,733	5,733
212 MEDICARE	233,953	234,011
217 Hybrid Retirement Stabilization	73,682	73,682
299 VISION INSURANCE	24,879	24,879
355 TRAVEL	0	0
429 INSTRUCTIONAL SUPPLIES & MATERIALS	354,000	362,000
449 TEXTBOOKS	425,000	425,000
499 - Other Supplies & Materials	22,500	22,500
524 STAFF DEVELOPMENT	0	0
599 OTHER CHARGES	115,000	115,000
722 REGULAR INSTRUCTIONAL EQUIPMENT	850,000	850,000
722 REGULAR INSTRUCTIONAL EQP.(ISM)	0	0
TOTAL 71100 ACCOUNT	**23,536,270**	**23,544,576**
71200 SPECIAL EDUCATION PROGRAM		
116 TEACHERS	2,114,698	2,114,698
117 CAREER LADDER	3,000	3,000
163 EDUCATIONAL ASSISTANTS	999,780	999,780
171 SPEECH PATHOLOGISTS	84,878	84,878
189 OTHER SALARIES	0	0
195 SUBSTITUTE TEACHERS	85,000	85,000
201 SOCIAL SECURITY	198,546	196,686
204 STATE RETIREMENT	199,955	199,955

206 LIFE INSURANCE	6,915	6,915
207 MEDICAL INSURANCE	713,226	713,226
208 DENTAL INSURANCE	17,309	17,309
211 Local Retirement	5,627	5,627
212 MEDICARE	46,434	45,999
217 Hybrid Retirement Stabilization	18,902	18,902
299 VISION INSURANCE	6,250	6,250
310 CONTRACTS WITH OTHER PUBLIC AGENCIES		
312 CONTRACTS WITH PRIVATE AGENCIES	250,000	250,000
429 INSTRUCTIONAL SUPPLIES & MATERIALS	50,000	50,000
499 OTHER INSTRUCTIONAL SUPPLIES	32,500	32,500
599 OTHER CHARGES	500	500
725 SPECIAL EDUCATION EQUIPMENT	10,000	10,000
790 EQUIPMENT (SEP)		
APPROX AMOUNT FROM SPED TRANSFER		
TOTAL 71200 ACCOUNT	**4,843,520**	**4,841,225**
71300 VOCATIONAL EDUCATION PROGRAM		
105 SUPERVISOR/DIRECTOR	120,141	120,141
116 TEACHERS	851,323	851,323
201 SOCIAL SECURITY	60,231	60,231
204 STATE RETIREMENT	61,587	61,587
206 LIFE INSURANCE	1,239	1,239
207 MEDICAL INSURANCE	158,673	158,673
208 DENTAL INSURANCE	3,148	3,148
212 MEDICARE	14,086	14,086
217 Hybrid Stabilization Retirement	3,808	3,808
299 VISION INSURANCE	1,099	1,099
312 (FLY GRANT)	0	0
355 TRAVEL	0	0
429 INSTRUCTIONAL SUPPLIES AND MATERIALS	26,000	26,000
599 OTHER CHARGES	5,000	5,000
730 VOC EQUIPMENT		
ISM GRANT EXP	0	0
TOTAL 71300 ACCOUNT	**1,306,335**	**1,306,335**
72110 ATTENDANCE		
105 SUPERVISOR/DIRECTOR	112,314	112,314
201 SOCIAL SECURITY	6,963	6,963
204 STATE RETIREMENT	6,426	6,426

206 LIFE INSURANCE	110	110
207 MEDICAL INSURANCE	8,569	8,569
208 DENTAL INSURANCE	275	275
212 MEDICARE	1,629	1,629
217 - Hybrid Stabilization Retirement	200	200
299 VISION INSURANCE	97	97
355 TRAVEL	800	800
499 OTHER SUPPLIES AND MATERIALS	750	750
524 STAFF DEVELOPMENT	3,500	3,500
599 OTHER CHARGES	5,000	5,000
TOTAL 72110 ACCOUNT	**146,634**	**146,634**
72120 HEALTH SERVICES		
105 SUPERVISOR/DIRECTOR	79,718	79,718
131 NURSES	468,355	468,355
201 SOCIAL SECURITY	33,981	33,981
204 STATE RETIREMENT	33,385	33,385
206 LIFE INSURANCE	888	888
207 MEDICAL INSURANCE	110,248	110,248
208 DENTAL INSURANCE	2,200	2,200
211 Local Retirement	2,035	2,035
212 MEDICARE	7,947	7,947
217 Hybrid Stabiliztion Retirement	3,629	3,629
299 VISION INSURANCE	794	794
355 TRAVEL	650	650
413 DRUGS AND MEDICAL SUPPLIES	16,000	16,000
499 OTHER CHARGES	15,000	15,000
524 STAFF DEVELOPMENT	8,000	8,000
TOTAL 72120 ACCOUNT	**782,829**	**782,829**
72130 OTHER STUDENT SUPPORT		
117 CAREER LADDER	0	0
123 GUIDANCE PERSONNEL	647,782	647,782
161 SECRETARY	29,550	29,550
189 - Other (CEI)	59,000	59,000
201 SOCIAL SECURITY	45,653	45,653
204 STATE RETIREMENT	41,693	41,693
206 LIFE INSURANCE	1,312	1,312
207 MEDICAL INSURANCE	130,905	130,905
208 DENTAL INSURANCE	3,188	3,188
212 MEDICARE	10,677	10,677

217 Hybrid Retirement Stabilization	1,164	1,164
299 VISION INSURANCE	1,174	1,174
312 CONTRACTS W/PRIVATE AGENCIES	90,000	90,000
322 EVALUATION AND TESTING	12,500	12,500
524 STAFF DEVELOPMENT	500	500
TOTAL 72130 ACCOUNT	**1,075,098**	**1,075,098**
72210 INSTRUCTIONAL STAFF/ REG. INST. PROG.		
105 SUPERVISOR/DIRECTOR	275,230	285,582
117 CAREER LADDER	3,000	3,000
129 LIBRARIANS	276,327	276,327
161 SECRETARY	76,151	76,151
189 Other Salaries (CEI)	0	0
201 SOCIAL SECURITY	39,104	39,104
204 STATE RETIREMENT	37,708	37,708
206 LIFE INSURANCE	765	765
207 MEDICAL INSURANCE	78,086	78,086
208 DENTAL INSURANCE	1,750	1,750
211 Local Retirement	2,400	2,400
212 MEDICARE	9,145	9,145
217 Hybrid Retirement Stabilization	600	600
299 VISION INSURANCE	1,700	1,700
355 TRAVEL	26,000	26,000
429 Instructional Supplies (CEI)	0	0
432 LIBRARY BOOKS	50,000	50,000
524 STAFF DEVELOPMENT	29,500	29,500
524 STAFF DEVELOPMENT (CEI)	0	0
599 OTHER CHARGES	4,000	4,000
TOTAL 72210 ACCOUNT	**911,466**	**921,818**
72220 SPECIAL EDUCATION PROGRAM		
105 SUPERVISOR/DIRECTOR	123,819	123,819
117 CAREER LADDER	0	0
124 PSYCHOLOGIST	89,459	89,459
162 CLERICAL PERSONNEL	104,251	104,251
189 OTHER SALARIES	353,379	353,379
201 SOCIAL SECURITY	41,596	41,596
204 STATE RETIREMENT	29,065	29,065
206 LIFE INSURANCE	960	960

207 MEDICAL INSURANCE	96,328	96,328
208 DENTAL INSURANCE	2,311	2,311
211 Local Retirement	7,904	7,904
212 MEDICARE	9,728	9,728
217 Hybrid Retirement Stabilization	2,074	2,074
299 VISION INSURANCE	851	851
355 TRAVEL	4,000	4,000
399 OTHER CONTRACTED SERVICES	85,000	85,000
499 OTHER SUPPLIES & MATERIALS	22,500	22,500
524 STAFF DEVELOPMENT	37,500	37,500
599 OTHER CHARGES	27,500	27,500
TOTAL 72220 ACCOUNT	**1,038,225**	**1,038,225**
72250 TECHNOLOGY		
105 SUPERVISOR/DIRECTOR	144,656	110,101
117 CAREER LADDER		
163 EDUCATIONAL ASSISTANTS	482,506	482,506
201 SOCIAL SECURITY	38,884	38,884
204 STATE RETIREMENT	45,600	45,600
206 LIFE INSURANCE	862	862
207 MEDICAL INSURANCE	83,339	83,339
208 DENTAL INSURANCE	2,000	2,000
212 MEDICARE	9,094	9,094
217 Hybrid Retirement	6,000	6,000
299 VISION INSURANCE	765	765
336 Maintenance & Repair - Equipment	150,000	150,000
355 TRAVEL	4,150	4,150
435 OFFICE SUPPLIES	1,000	1,000
524 STAFF DEVELOPMENT	9,500	9,500
599 OTHER CHARGES	8,000	8,000
TOTAL 72250 ACCOUNT	**986,356**	**951,801**
72310 GENERAL ADMIN/BD OF EDUCATION		
191 DIRECTOR'S FEE	10,500	10,500
188 Bonus (1-time teacher bonus/TEFA)	0	0
189 Other Salaries	44,000	44,000
201 SOCIAL SECURITY	3,379	3,379
204 State Retirement	3,960	3,960

205 HSA FRINGE	15,000	15,000
206 LIFE INSURANCE	2,280	2,280
207 MEDICAL INSURANCE	162,376	162,376
208 DENTAL INSURANCE	9,180	9,180
299 VISION INSURANCE	2,605	2,605
210 UNEMPLOYMENT COMPENSATION	10,000	10,000
211 LOCAL RETIREMENT	650,000	650,000
212 MEDICARE	790	790
217 HYBRID RETIREMENT STABILIZATION	3,500	3,500
305 AUDIT SERVICES	42,000	42,000
320 DUES AND MEMBERSHIP	20,000	20,000
331 LEGAL SERVICES	27,000	27,000
355 TRAVEL	4,000	4,000
506 LIABILITY INSURANCE	418,280	418,280
508 PREMIUM ON CORP. SURETY BONDS	2,500	2,500
510 TRUSTEE COMMISSION	150,000	150,000
513 WORKMEN'S COMPENSATION	200,205	200,205
524 STAFF DEVELOPMENT	30,000	30,000
599 OTHER CHARGES	25,000	25,000
TOTAL 72310 ACCOUNT	**1,836,556**	**1,836,556**
72320 OFFICE OF THE SUPERINTENDENT		
101 ADMINISTRATIVE OFFICER	185,000	187,850
117 CAREER LADDER	0	0
161 SECRETARY	83,213	83,213
201 SOCIAL SECURITY	16,629	16,629
204 STATE RETIREMENT	18,525	18,525
206 LIFE INSURANCE	221	221
207 MEDICAL INSURANCE	8,621	8,621
208 DENTAL INSURANCE	403	403
212 MEDICARE	3,889	3,889
217 Hybrid Retirement Stabilization	975	975
299 VISION INSURANCE	190	190
307 COMMUNICATIONS	150,000	150,000
348 POSTAL CHARGES	6,000	6,000
355 TRAVEL	3,500	3,500
435 OFFICE SUPPLIES	9,000	9,000
524 STAFF DEVELOPMENT	20,000	20,000
599 OTHER CHARGES	17,500	17,500
TOTAL 72320 ACCOUNT	**523,667**	**526,517**

72410 OFFICE OF THE PRINCIPAL		
103 ASSISTANT PRINCIPALS	863,100	832,000
104 PRINCIPALS	913,784	913,785
117 CAREER LADDER	3,000	3,000
161 SECRETARIES	341,316	341,316
201 SOCIAL SECURITY	110,167	110,167
204 STATE RETIREMENT	121,519	121,519
206 LIFE INSURANCE	2,383	2,383
207 MEDICAL INSURANCE	273,790	273,790
208 DENTAL INSURANCE	6,314	6,314
211 Local Retirement	3,836	3,836
212 MEDICARE	30,757	30,757
217 Hybride Retirement Stabilization	4,876	4,876
299 VISION INSURANCE	2,250	2,250
435 OFFICE SUPPLIES	25,000	25,000
524 STAFF DEVELOPMENT	2,500	2,500
599 OTHER CHARGES	1,000	1,000
TOTAL 72410 ACCOUNT	**2,705,592**	**2,674,493**
72510 FISCAL SERVICES		
105 SUPERVISOR/DIRECTOR	161,687	161,687
119 BOOKKEEPERS	222,259	222,259
201 SOCIAL SECURITY	23,805	23,805
204 STATE RETIREMENT	24,000	24,000
206 LIFE INSURANCE	457	457
207 MEDICAL INSURANCE	45,768	45,768
208 DENTAL INSURANCE	1,127	1,127
211 Local Retirement	2,300	2,300
212 MEDICARE	5,567	5,567
217 Hybrid Retirement Stabilization	3,800	3,800
299 VISION INSURANCE	383	383
355 TRAVEL	300	300
399 OTHER CONTRACTED SERVICES	47,500	47,500
435 OFFICE SUPPLIES	3,500	3,500
524 STAFF DEVELOPMENT	3,000	3,000
599 Other	1,500	1,500
TOTAL 72510 ACCOUNT	**546,952**	**546,952**

72520 HR/PERSONNEL		
105 SUPERVISOR/DIRECTOR	168,000	162,687
162 CLERICAL PERSONNEL	188,407	188,407
201 SOCIAL SECURITY	22,097	22,097
204 STATE RETIREMENT	24,429	24,429
206 LIFE INSURANCE	435	435
207 MEDICAL INSURANCE	25,944	25,944
208 DENTAL INSURANCE	959	959
212 MEDICARE	5,168	5,168
217 Hybrid Retirement Stabilization	2,100	2,100
299 VISION INSURANCE	408	408
355 TRAVEL	1,200	1,200
435 OFFICE SUPPLIES	6,000	6,000
499 OTHER SUPPLIES AND MATERIALS	1,000	1,000
524 STAFF DEVELOPMENT	6,000	6,000
599 OTHER CHARGES	36,500	36,500
TOTAL 72110 ACCOUNT	**488,647**	**483,334**
72610 OPERATION OF PLANT		
166 CUSTODIAL PERSONNEL	920,843	920,843
201 SOCIAL SECURITY	57,092	57,092
204 STATE RETIREMENT	52,128	52,128
206 LIFE INSURANCE	2,609	2,609
207 MEDICAL INSURANCE	234,080	234,080
208 DENTAL INSURANCE	6,181	6,181
211 Local Retirement	5,154	5,154
212 MEDICARE	13,352	13,352
217 Hybrid Retirement Stabilization	7,709	7,709
299 VISION INSURANCE	2,409	2,409
399 OTHER CONTRACTED SERVICES	554,077	945,843
410 CUSTODIAL SUPPLIES	150,000	160,000
415 ELECTRICITY	1,075,000	1,075,000
434 NATURAL GAS	120,000	120,000
454 WATER AND SEWER	90,000	90,000
599 OTHER CHARGES	8,000	8,000
TOTAL 72610 ACCOUNT	**3,298,635**	**3,700,401**
72620 MAINTENANCE OF PLANT		
189 OTHER SALARIES	667,515	667,515
201 SOCIAL SECURITY	41,386	41,386
204 STATE RETIREMENT	35,260	35,260

206 LIFE INSURANCE	1,155	1,155
207 MEDICAL INSURANCE	106,376	106,376
208 DENTAL INSURANCE	3,049	3,049
211 Local Retirement	5,100	5,100
212 MEDICARE	9,679	9,679
217 Hybrid Retirement Stabilization	5,000	5,000
299 VISION INSURANCE	1,000	1,000
335 MAINTENANCE AND REPAIR OF BLDGS	385,000	415,000
336 MAINTENANCE AND REPAIR OF EQUIP	10,000	10,000
338 Maintenance and Repair Vehicles	20,000	20,000
399 Other Contracted Services	0	0
425 GASOLINE	20,000	20,000
499 OTHER SUPPLIES	50,000	50,000
717 MAINTENANCE EQUIPMENT	15,000	15,000
718 MOTOR VEHICLES	0	0
TOTAL 72620 ACCOUNT	**1,375,520**	**1,405,520**
72710 TRANSPORTATION		
146 BUS DRIVERS	215,000	250,000
189 OTHER SALARIES AND WAGES	198,000	206,000
201 SOCIAL SECURITY	25,606	28,727
204 STATE RETIREMENT	11,449	11,449
206 LIFE INSURANCE	111	111
207 MEDICAL INSURANCE	8,480	8,480
208 DENTAL INSURANCE	400	400
217 Hybrid Retirement Stabilization		
299 VISION INSURANCE	200	200
212 MEDICARE	5,989	6,615
338 MAINTENANCE AND REPAIR OF VEHICLES	35,000	35,000
399 Other Contracted Services	20,000	20,000
425 GASOLINE	40,000	40,000
511 VEHICLE INSURANCE		
599 OTHER CHARGES	10,000	10,000
717 TRANSPORTATION EQUIPMENT	0	0
ISM Grant	0	0
TOTAL 72710 ACCOUNT	**570,235**	**616,982**
73400 VOLUTARY PREK	379,675	379,675
Total 73400 VOLUTARY PREK	**379,675**	**379,675**
76100 REGULAR CAPITAL OUTLAY		

707 BUILDING IMPROVEMENTS	71,512	125,000
711 FF&E		
ISM GRANT		
TOTAL 76100 ACCOUNT	**71,512**	**125,000**
99100 TRANSFERS OUT	0	0
TOTAL EXPENDITURES GENERAL PURPOSE FD	**46,423,723**	**46,903,970**

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in July	**School Board Meetings**	**1.400**	**08/18/26**
		Rescinds: **1.400**	Issued: **06/20/23**

The Board will transact all business at official meetings that may be either regular or special.

Every meeting of the Board shall be open to the public, except for those meetings in which the law allows closed sessions.[1] Open meetings will be physically accessible to all students, employees, and interested citizens.[2]

The Board may restrict the recording of board meetings via camera, camcorder, or other photographic equipment when such recording creates a threat to public safety and welfare or impedes the conducting of efficient and orderly public meetings.[3]

REGULAR MEETINGS

Regular meetings of the Board shall be held ~~as designated on the board event calendar adopted annually.~~ on the third Tuesday of the month, unless otherwise specified.

In instances when any regular meeting date falls on a legal holiday, the meeting shall be rescheduled by the Chair.

SPECIAL MEETINGS

The Board shall hold such special meetings as necessary to transact the business of the Board. Such meetings shall be called by the Chair whenever, in the Chair's judgment, the interests of the schools require it or when requested to do so by a majority of the Board.[4]

Only business related to the call of the meeting and details related to agenda items shall be discussed or transacted by the Board at a special meeting.

ELECTRONIC ATTENDANCE[5]

Absent board members may attend a regular or special meeting by electronic means for certain qualifying reasons. The following requirements apply to all electronic attendance, regardless of the reason for the absence:

1. A quorum of the Board shall be physically present at the meeting in order for any board member to attend electronically, except in the case of inclement weather or natural disasters (permitted for a maximum of three times per year);

2. Any board member wishing to participate electronically shall do so using technology that allows the Chair to visually identify the board member; and

3. The responsibility for the connection lies with the board member wishing to participate electronically. No more than three (3) attempts to connect shall be made unless the Board chooses to make additional attempts.

Work-Related Absence

A board member may attend a meeting by electronic means if out of the county due to work; however, he/she may only participate electronically two (2) times per year for this reason. The board member shall give the Chair and Director of Schools at least five (5) days' notice prior to the meeting of the board member's intention to participate electronically.

Sickness or Period of Convalescence

A board member may attend a meeting by electronic means if sick or in a period of convalescence on the advice of a healthcare professional; however, he/she may only participate electronically three (3) times per year for this reason.

Inclement Weather or Natural Disaster

A board member may attend a meeting by electronic means due to inclement weather or natural disaster if the schools in the school district are closed; however, he/she may only participate electronically three (3) times per year for this reason.

Family Emergency

A board member may attend a meeting by electronic means if there is a family emergency that prevents him/her from attending in person. The absence shall be due to the hospitalization of the board member or the death or hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-law, daughter-in-law, stepson, stepdaughter, father-in-law, mother-in-law, brother-in-law, or sister-in-law. The board member may only participate electronically two (2) times per year for this reason.

Military Service

A board member may attend a meeting by electronic means if out of the county due to military service. The board member may participate electronically as often as he/she is able to do so.

Legal References

1. TCA 8-44-102; TCA 49-6-804(b)
2. 28 CFR § 36.201(a); 28 CFR § 36.202
3. Tenn. Att'y Gen. Op. No. 95-126 (December 28, 1995)
4. TCA 49-2-202(c)(1)
5. TCA 49-2-203(c); Public Acts of 2023, Chapter No. 350

Cross References

School Board Legal Status and Authority 1.100
Board Committees 1.300
Notification of Meetings 1.402
Appearances Before the Board 1.404
Section 504 and ADA Grievance Procedures 1.802

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in July	**Agendas**	**1.403**	**08/18/26**
		Rescinds: **1.403**	Issued: **08/18/20**

The executive committee of the Board shall be responsible for developing an agenda for each board meeting. Any board member may place items on the agenda for discussion. The particular order may vary from meeting to meeting in keeping with the business at hand.

For a regular board meeting, a draft agenda (which shall include the consent agenda), together with supporting materials, shall be distributed to board members at least 4 days prior to the scheduled date of the meeting. The draft agenda shall be available for public inspection and/or distribution on the school district website when it is distributed to the board members. The final agenda, together with supporting materials, shall be published on the school district website no later than forty-eight (48) hours prior to the regular board meeting.

At the beginning of each meeting, the Board shall, by a majority vote, approve the agenda for the meeting, which may involve the addition or deletion of items previously included on the agenda. The Board, however, shall not revise board policies or adopt new ones unless such action has been scheduled.

Staff members or citizens of the district may suggest items for the agenda.

For items to be considered on the agenda, they must be received in the Director of Schools' office 10 days prior to the scheduled date of the meeting. The person(s) requesting an item on the agenda shall forward any background information to the Director of Schools' office so that the material will be included in the delivery to the board members prior to the meeting.

CONSENT AGENDA

While developing the agenda, the Chair and Director of Schools shall identify routine or noncontroversial items to be placed on the consent agenda, which shall become a part of the regular agenda. If any member objects to including an item on the consent agenda, that item shall be moved to the regular agenda as an action item requiring discussion. The remaining consent items shall be adopted in a single vote without discussion.

TIMED AGENDA

The executive committee shall assign a sufficient amount of time for each item on the agenda.

ANNUAL AGENDA

At the beginning of each fiscal year, the Board shall adopt an annual planning calendar, stating month-by-month actions required by law and those required to carry out the Board's annual goals. In addition,

the annual agenda shall designate dates to review designated sections of the board policy manual and to evaluate progress of programs for student achievement.

Legal References	Cross References
1. Public Acts of 2026, Chapter No. 699	Duties of Officers 1.201 Executive Committee 1.301 Appearances Before the Board 1.404

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in August	**Charter School Renewal**	**1.905**	**08/18/26**
		Rescinds:	Issued:

ANNUAL NOTICE[1]

The Director of Schools/designee shall annually notify the charter school of whether the charter school is "on-track" or "off-track" for renewal. The status of each charter school shall be published in the annual authorizing report.

INTERIM REVIEW

The Director of Schools/designee shall conduct an interim review of a charter school in the fifth year of a charter term in accordance with guidelines developed by the State Board of Education. As part of this process, the charter school shall submit a report on the progress of the school in achieving the goals and objectives set forth in the charter agreement.[2]

CUMULATIVE PERFORMACE REPORT

Three (3) months prior to the date on which a charter school is required to submit a renewal application, the Director of Schools/designee shall submit a performance report to the charter school that summarizes the school's performance record over the charter term and states the summative findings concerning the school's performance and prospects for renewal.[3]

APPLICATION AND EVALUATION

No later than April 1st of the year prior to the year in which the charter school agreement expires, the governing body of a charter school shall submit a renewal application to the Board.[4] The Director of Schools/designee shall report each renewal application received to the Tennessee Public Charter School Commission ("the Commission") within ten (10) days of receipt.[4]

The Director of Schools/designee shall conduct a renewal evaluation site visit to each charter school that submits a charter school renewal application.

The Board will make renewal decisions by February 1st in the year the charter school agreement expires.

RENEWAL CRITERIA[5]

The Board shall define and communicate with schools the criteria for renewal that is consistent with the charter agreement. The Board shall make its renewal decision based on the renewal application, annual authorizer reports, and renewal performance report.

Within ten (10) days of the Board voting by resolution on a renewal application, the Director of Schools/designee shall promptly notify a school of its renewal recommendation and decision, including the reasons for the decision and any rights to an appeal. The Director of Schools/designee shall promptly communicate renewal decisions to the school community and public as well as the Department of Education and the Commission.

High-Performing Charters

High-performing charter school renewal applications shall be automatically approved for renewal. A charter school will be deemed high-performing if it:[1]

1. Has met or exceeded standards on at least seventy-five percent (75%) of the indicators in each section of the school performance framework in each of the three (3) immediately preceding school years;

2. Has attained a school composite level of "above expectations" or "significantly above expectations" as represented by the Tennessee Value-Added Assessment System (TVAAS) in each of the three (3) immediately preceding school years; and

3. Has had no significant audit findings during the term of the current charter agreement.

Within ten (10) days of the Board approving a high-performing charter school for renewal, the Director of Schools/designee shall report the approval to the Department of Education and the Commission.

Legal References

1. Public Acts of 2026, Chapter No. 1012
2. TCA 49-13-121(k)
3. State Board of Education Policy 6.111
4. TCA 49-13-121(a)
5. TCA 49-13-121; State Board of Education Policy 6.111

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in September	**Fiscal Management Goals**	**2.100**	**08/18/26**
		Rescinds: **2.100**	Issued: **10/20/20**

The Board shall practice sound fiscal management which guarantees maximum use of all resources provided. The Board assumes responsibility, within its financial capabilities, for providing at public expense all items of equipment, supplies, and services that may be required in the interest of education in the schools under its jurisdiction.[1]

In fiscal management, the Board shall achieve the following goals:

1. Engage in advance planning with the Director of Schools that incorporates community feedback;

2. Establish levels of funding which will provide quality education for the district's students; and

3. Require the Director of Schools to develop procedures for accounting, reporting, purchasing and delivery, payroll, payment of vendors and contractors, internal controls, and all other areas of fiscal management. Financial policies and accompanying procedures shall be reviewed annually to ensure ongoing compliance.[2]

Legal References

1. *Internal School Funds Manual*, Section 3-1
2. Tenn. Comptroller of the Treasury, *Fiscal Health Principles for Tenn. School Districts and Local Governments* (2026)

Cross References

School District Goals 1.700

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Instructional Program**	**4.100**	**08/18/26**
		Rescinds: **4.100**	Issued: **08/19/25**

General

The Board shall not discriminate on the basis of race, color, religion, sex, national origin, or disability in its instructional program or activities.[1]

Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth."[2]

Discrimination shall include antisemitism, defined as a certain perception of Jews, which may be expressed as hatred toward Jews including, but not limited to, rhetorical and physical manifestations of antisemitism directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.[3]

GOALS

The Board approves the following instructional goals for students:

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

Legal References

1. 42 USCA § 2000d *et seq.*
2. Public Acts of 2026. Chapter No. 938
3. TCA § 49-50-1801; TCA § 49-50-1802

Cross References

School District Goals 1.700
Student Goals 6.100
Student Concerns 6.305

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Family Life Education**	**4.213**	**08/18/26**
		Rescinds:	Issued:

General

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

A parent/guardian who chooses not to have a student participate in the family life education program shall submit such request in writing to the principal. A student who is excused from the program shall be assigned alternative health activities and shall not be penalized academically.

FAMILY LIFE INSTRUCTION

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

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

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

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

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

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

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

7. Provide instruction on the prevention of dating violence;

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

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

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

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

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

TRAINING ON INSTRUCTION

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

CHILD TRAFFICKING PREVENTION EDUCATION

Instruction on child trafficking prevention and awareness shall be provided for all students in grades K-12 in a manner that is age-appropriate, grade-appropriate, and advances each year through developmentally appropriate instruction and skill building.[6]

The Director of Schools/designee shall develop a plan to implement child trafficking prevention education into the district's health education instruction and present it to the Board for approval.

REPORTING[2]

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

Legal References

1. TCA 49-6-1302
2. TCA 49-6-1304(a); TCA 49-6-1601(g)(2)
3. TCA 49-6-1304(c)
4. TCA 49-6-1304(d)
5. TCA 49-6-1304(b)
6. Public Acts of 2026, Chapter No. 744

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Extracurricular Activities**	**4.300**	**08/18/26**
		Rescinds: **4.300**	Issued: **06/20/23**

General

The following shall be adhered to:

1. The Board shall initially approve extracurricular activities at the district-level to ensure proper support and supervision. [i.e., the Board would approve the creation of a new volleyball program or the ability for students to create 4-H clubs within the district.]

2. Each student activity shall be under the guidance and direction of a staff member.

3. All extracurricular activities at the school level shall have the approval of the principal. [i.e., the principal would set the parameters regarding whether there is enough space and/or student interest for clubs, etc.]

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

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

6. A student shall not be required to attend an extracurricular activity that is scheduled at a time which conflicts with his/her religious practices.[1]

7. Extracurricular activities during vacation periods shall be restricted to regularly scheduled athletic programs and major events which cannot be scheduled otherwise.

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

9. A student on out-of-school suspension shall not be permitted to participate in extracurricular activities.

10. Activities which restrict participation because of race, color, religion, sex, disabilities, or national origin are strictly forbidden.[2] Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth."[3]

STUDENT CLUBS & ORGANIZATIONS[4]

All students under the age of eighteen (18) shall present a signed and dated statement from their parent/guardian before joining any club or organization or participating in activities of a club or organization. The Director of Schools shall develop administrative procedures outlining this recordkeeping process.

Legal References

1. TCA 49-6-1002(c)
2. 34 CFR § 106.41
3. Public Acts of 2026, Chapter No. 938
4. TCA 49-6-1031(b)

Cross References

Special Use of School Vehicles 3.402
Interscholastic Athletics 4.301
Field Trips/Excursions/Competitions 4.302
Attendance 6.200

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in November	**Interscholastic Athletics**	**4.301**	**08/18/26**
		Rescinds: **4.301**	Issued: **06/17/25**

General

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

Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth".[2] Student athletes shall only be allowed to participate in athletic activities or events that align with the student's sex indicated on his/her original birth certificate.[3] The Director of Schools/designee. shall require the parent/guardian to provide the student's original birth certificate prior to participation in any interscholastic athletics. If the original birth certificate is not available or does not indicate the student's sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of the student's sex at birth.

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

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

INSURANCE & PHYSICAL EXAMINATIONS

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

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

SCHEDULING CONFLICTS

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

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

SEVERE WEATHER[4]

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

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

PROHIBITION AGAINST HAZING

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

HOME SCHOOL STUDENT PARTICIPATION[10]

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

PERSONAL CONDUCT AT SPORTING EVENTS

Good sportsmanship and appropriate personal conduct are expected from all student athletes, coaches, and spectators.

In the event any student of Tullahoma City Schools behaves in a manner that violates the Code of ~~Acceptable Behavior~~ Conduct, the school administration will impose appropriate discipline.

Additionally, if any spectator, whether student or adult, behaves in a manner that results in TMSAA/TSSAA imposing a fine on the school for unruly behavior, then any such person will be barred, for a minimum of two weeks, from attending any extracurricular activities of the Tullahoma City Schools and will be required to reimburse the board the amount of the fine. Failure to reimburse the board will result in a continued suspension from any and all Tullahoma City Schools extracurricular activities for the remainder of the school year or until such fine has been reimbursed to the Board.

VIRTUAL SCHOOL STUDENT PARTICIPATION[11]

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

PRIVATE SCHOOL STUDENT PARTICIPATION[1][2]

While students from private schools are permitted to try out for interscholastic athletics teams, this does not guarantee that they will make the team. As with all students, those from other schools shall only be admitted to the team subject to the independent decision of the coach or other relevant school official.

Public Schools with TSSAA or TMSSAA Membership

Private school students shall be permitted to participate in accordance with TSSAA or TMSAA guidelines subject to the following conditions. These students must:

- Attend a private school that is not a member with TSSAA or TMSAA and serves fewer than two-hundred (200) students in grades six through eight (6-8) or fewer than two hundred students in grades nine through twelve (9-12);
- Satisfy the eligibility requirements established by TSSAA or TMSAA; and
- Reside within the geographic boundaries of the district.

These students shall be permitted to participate in athletic programs not offered by the private school, but only in the middle or high school that they are zoned to attend.

Public Schools without TSSAA or TMSSAA Membership

If a school is not a member with these organizations and offers its students the opportunity to participate in interscholastic athletic competition, private school students that are zoned for the school shall be permitted to participate in interscholastic athletics to the same extent as other students.

Legal References

1. 34 CFR § 106.41; 20 USCA § 1681 *et seq.*
2. Public Acts of 2026, Chapter No. 938
3. TCA 49-6-310(a)

Cross References

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

4. TCA 49-6-3601
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120
10. TCA 49-6-3050(c)(1)(B)
11. TCA 49-16-216
12. Public Acts of 2026, Chapter No. 893

Attendance 6.200

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Grading System**	**4.600**	**08/18/26**
		Rescinds: **4.600**	Issued: **09/24/24**

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

The Director of Schools shall submit a copy of the grading and assessment systems to the Board before the system is implemented. These guidelines shall be communicated annually to students and parent(s)/guardian(s).

Conduct grades are based on behavior and shall not be reflected in scholastic grades.

GRADING SYSTEM: GRADES NINE - TWELVE (9-12)[2]

Schools teaching grades nine (9) through twelve (12) shall use the uniform grading system established by the State Board of Education. This shall also apply to students enrolled in eighth grade for the grades achieved on high school courses. Using the uniform grading system, students' grades shall be reported for the purposes of application for post-secondary financial assistance administered by the Tennessee Student Assistance Corporation.

Subject-area grades shall be expressed by the following letters with their corresponding percentage range:

- A (90-100)
- B (80-89)
- C (70-79)
- D (60-69)
- F (0-59)

Grading floors with a minimum above zero are not permitted.[3] This grading system shall be uniform throughout the school district for each grade.

Advanced coursework grades shall be weighted with additional percentage points to calculate the semester average. Depending on the course taken, the following percentage points shall be assigned:

- Honors Courses – three (3) percentage points;
- Local and Statewide Dual Credit, Industry Certification Aligned four (4) percentage points; and

- Advanced Placement, Cambridge International, College Level Exam Program (CLEP), and International Baccalaureate Courses, and Dual Enrollment Courses – five (5) percentage points.

GPA CALCULATIONS

GPA calculations will be called Hope Scholarship GPA and Weighted GPA. The Hope Scholarship GPA will be based on a 4.0 scale. The Weighted GPA will be based on a 5.0 scale. Teachers will continue to add additional percentage points to the final grade of the course, and the following guidelines will be adhered to:

One half (1/2) quality point shall be added to the numerical quality point value corresponding to the letter grade received for the honors course.

One (1) quality point shall be added to the numerical quality point value corresponding to the letter grade received in a Local and Statewide Dual Credit Course, Industry Certification Aligned Course, Dual Enrollment Course, or an Advanced Placement Course.

Final Grade notification - The following courses shall include the addition of listed percentage points added to grades used to calculate the semester average.

Local and statewide dual credit courses - students enrolled in a local or statewide dual credit course must sit for the dual credit exam to receive four additional points. The additional weighting and percentage points will be converted to the honors scale if the student does not sit for the dual credit exam.

AP courses – In order to receive five additional points, students are required to take the corresponding AP exam. The additional weighting and percentage points will be converted to the honors scale if the student does not sit for the corresponding AP exam.

Industry Certifications – CTE courses aligned to an industry certification recognized by the Tennessee Department of Education will receive an additional four points if the student sits for the industry certification exam. The additional weighting and percentage points will be converted to the honors scale if the student does not sit for the industry certification exam.

LOTTERY SCHOLARSHIPS[4]

Each school counselor shall provide incoming freshman with information on college core courses required for lottery scholarships as well as necessary criteria (grade point average, ACT and SAT score, etc.) that must be met in order to receive a scholarship.

Seniors may apply for the Tennessee HOPE Scholarship by completing the Free Application for Federal Student Aid (FAFSA). The FAFSA is available at the guidance office or online. Students shall be made aware of all applicable FAFSA deadlines and encouraged to submit applications in a timely manner.

Elementary school counselors shall explain the HOPE Scholarship and its requirements to their students and impress upon them the benefits of making good grades.

LOTTERY SCHOLARSHIP DAY

Each school year, prior to scheduling courses for the following school year, schools teaching students in grades 8-11 shall conduct a lottery scholarship day for students and their parents.[5]

Legal References

1. TCA 49-2-203(b)(16); TCA 49-2-301(b)(1)(H)
2. TRR/MS 0520-01-03-.02; State Board of Education Policy 3.301; TCA 49-6-407
3. Public Acts of 2024, Chapter No. 1005
4. TCA 49-4-904, 905, 907
5. TCA 49-4-932(f)

Cross References

Alternative Credit Options 4.209
Credit Recovery 4.210
Reporting Student Progress 4.601
Honor Roll, Awards, & Class Ranking 4.602
Promotion and Retention 4.603
Transcript Alterations 4.608

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Promotion and Retention**	**4.603**	**08/18/26**
		Rescinds: **4.603**	Issued: **08/20/24**

General

All promotion and retention decisions shall be made on a case-by-case basis and comply with state and federal law. All decisions shall be made in consultation with a student's IEP and/or 504 team, if applicable.[1]

Students who have difficulty in achieving the requirements for promotion may be considered for retention. Schools shall identify these students by February 1st. Factors used to identify students for retention shall include:[2]

1. Ability to perform at the current grade level;
2. Results of local assessments, screening, or monitoring tools;
3. State assessments, as applicable;
4. Home Literacy Reports;[3]
5. Overall academic achievement of the student;
6. Likelihood of success with more difficult material if promoted to the next grade;
7. Attendance record; and
8. The student's social and emotional maturity.

Students may be identified for retention after the February 1st deadline if the delay in identifying a student is due to:[4]

1. Date of enrollment;
2. Additional information acquired after results of local assessment, screening, or monitoring are released;
3. Additional limited situations.

VOLUNTARY RETENTION[5]

A parent/guardian of a student enrolled in kindergarten through second grade may choose to retain his/her student in the current grade level if:

1. The student has a documented academic or behavioral delay; and

2. The parent/guardian believes that retention may benefit the student.

This information shall be submitted in writing within thirty (30) days of the end of the school year. The district shall send written notice to the parent/guardian confirming whether the student is eligible for retention under state law.

PROMOTION PLANS[6]

When a student is identified for retention, the student's parent(s)/guardian(s) shall be notified within fifteen (15) calendar days, and an individualized promotion plan shall be developed to help the student avoid retention. The plan shall be developed in coordination with the student's teachers, IEP or 504 team, if applicable, and may also include input from the student's parent(s)/guardian(s), school counselor, or other appropriate school personnel.

Promotion plans shall incorporate evidence-based strategies, including expectations and measurements that will verify whether a student has made sufficient progress to be promoted to the next grade level, and be tailored to the student's learning needs. Promotion plans for students in third and fourth grade will include additional requirements for promoting students in these grades. A copy of the plan will be provided to the student's parent(s)/guardian(s), and the school shall offer the opportunity for a parent-teacher conference to discuss the plan. If a student is not making progress on the promotion plan, then the strategies shall be modified. Parent(s)/guardian(s) shall be provided with any changes to the promotion plan.

A student who demonstrates sufficient academic progress according to his/her promotion plan shall be promoted to the next grade level unless retention is required per additional requirements for students in third and fourth grade.[7]

If a student has not demonstrated sufficient academic progress according to his/her promotion plan by the end of the school year, the student shall be eligible to enroll in a summer reading or learning program, if available. Parent(s)/guardian(s) shall be notified of a decision for retention at least ten (10) calendar days prior to the start of the next school year if the student was enrolled in a summer program. However, if the student wasn't enrolled in a summer program, the parent(s)/guardian(s) shall be notified of a decision for retention at least thirty (30) calendar days prior to the start of the next school year.[8]

RETENTION[7]

A student may be retained when such retention is in the best interests of the student or when retention is required per additional requirements for students in third and fourth grade.

Decision of Retention – General[9]

If a student is retained, the Director of Schools/designee shall develop an individualized academic remediation plan within thirty (30) calendar days after the beginning of the next school year. A copy of the plan shall be provided to the student's parent(s)/guardian(s) within ten (10) calendar days of its development. The plan shall include at least one of the following strategies:

1. Adjustment to the current instructional strategies or materials;

2. Additional instructional time;

3. Individual tutoring;

4. Modification to the student's classroom assignment to ensure the student receives instruction from a teacher with a level of overall effectiveness of above expectations (level 4) or significantly above expectations (level 5); or

5. Attendance or truancy interventions.

A student shall not be retained more than once in any grade. The progress of students who are retained shall be closely monitored and reported to parent(s)/guardian(s) at least three (3) times during the school year in which the student is retained. The Director of Schools shall develop procedures to ensure appropriate recordkeeping of students who are retained.

Decision of Retention – Third Grade[10]

Third grade students shall not be promoted to the next grade unless they are determined to be proficient (i.e., receive a performance level rating of "on track" or "mastered") in English language arts (ELA) based on the student's most recent TCAP test.

Students who are not proficient in ELA may still be promoted if the following conditions are met:

1. A student in third grade receiving a performance level rating of "approaching" on the ELA portion of the student's most recent TCAP test may be promoted if:

    a. The student is an English language learner and has received less than two (2) full years of ELA instruction;
    b. The student was previously retained in grades K-3;
    c. The student is retested before the next school year and scores proficient in ELA;
    d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and demonstrates adequate growth on the post-test at the end of the camp;
    e. The student receives tutoring for the entirety of the next school year in accordance with state law;
    f. Beginning with the 2023-2024 school year, the student demonstrates proficiency in ELA standards by scoring within the fiftieth percentile on the most recently administered state-provided benchmark assessment and the district provides tutoring services to the student during the entire fourth grade school year and notifies the

student's parent/guardian, in writing, of the benefits of enrolling the student in summer programming; or

g. The student was administered a state-mandated assessment pursuant to TCA 49-1-616(d) as a third-grade student and the student demonstrates proficiency in ELA based on the student scoring within the fiftieth percentile on the most recently administered universal reading screener approved by the State Board of Education or the Tennessee universal reading screener.[11]

2. A student in third grade receiving a performance level rating of "below" on the ELA portion of the student's most recent TCAP test may be promoted if:

   a. The student is an English language learner and has received less than two (2) full years of ELA instruction;
   b. The student was previously retained in grades K-3;
   c. The student is retested before the next school year and scores proficient in ELA; or
   d. The student attends a learning loss bridge camp before the next school year, maintains a ninety percent (90%) attendance rate, and receives tutoring for the entirety of the next school year in accordance with state law.

Decision of Retention – Fourth Grade[10]

Students in the following categories may be promoted to fifth grade if they demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test:

1. A student who was promoted to fourth grade due to receiving tutoring for the entirety of the fourth-grade school year; and

2. A student who was promoted to fourth grade due to attending a learning loss bridge camp while maintaining a ninety percent (90%) attendance rate and receiving tutoring for the entirety of the fourth grade school year.

If a student that was promoted to fourth grade under one of the provisions above does not demonstrate adequate growth on the fourth-grade ELA portion of the TCAP test, then the following shall occur:

1. The student's principal shall convene a conference consisting of the following parties: the student's parent(s)/legal guardian, the student's ELA teacher, and the student's principal.

2. The conference shall review the student's fourth grade ELA performance to determine if the student should be promoted to fifth grade.

3. At the conclusion of the conference, a majority of the parties shall agree to one of the following:
   a. The student will be promoted to fifth grade and be assigned a tutor for the entirety of the student's fifth-grade year; or
   b. The student will be retained in fourth grade. A student shall not be retained more than once in fourth grade.

Decision of Retention – Students with Disabilities[12]

Retention and promotion decisions shall be made on a case-by-case basis and in consultation with the student's IEP and/or 504 team to determine whether the student's performance on the ELA portion of TCAP was due to the student's disability. The school district shall not retain a student with a disability or a suspected disability that impacts their ability to read.

APPEALS[8,13]

When a student is identified for retention, the parent(s)/guardian(s) shall be notified about the decision to retain the student and provided with information on the right to appeal the decision. Appeals shall be made to a committee appointed by the principal within ~~two 2~~ five 5 business days. The student and his/her parent(s)/guardian(s) shall be provided written or actual notice of the appeal hearing and shall be given the opportunity to address the committee. The committee shall conduct a hearing within ~~three 3~~ ten 10 business days to determine if the student will be promoted and issue such decision within ~~two 2~~ five 5 business days. Upon notification of the committee decision, the principal shall send written notification to the Director of Schools/designee and the parent(s)/guardian(s). The notification shall advise parent(s)/guardian(s) of their right to appeal such action within ~~two 2~~ five 5 business days to the Director of Schools/designee.

The appeal shall be heard no later than ten (10) business days after the request for appeal is received. A decision shall be issued within ~~two 2~~ five 5 business days.

Within five (5) business days of the Director of Schools/designee rendering a decision, the student's parent(s)/guardian(s) may request a hearing by the Board, and the Board shall review the record. Following the review, the Board may affirm or overturn the decision of the Director of Schools/designee. The action of the Board shall be final.

For students where retention is required per the additional requirements for students in third and fourth grade, parent(s)/guardian(s) may appeal this decision in accordance with state law.[7]

Legal References

1. 20 USCA § 1400 *et seq.*; 29 U.S.C. § 794 (Section 504); TRR/MS 0520-01-03-.16; TCA 49-6-3115
2. TRR/MS 0520-01-03-.16(5)
3. TCA 49-1-905(e)
4. TRR/MS 0520-01-03-.16(4)
5. TCA 49-6-314; TRR/MS 0520-01-03-.16(6)
6. TRR/MS 0520-01-03-.16(6)
7. TRR/MS 0520-01-03-.16(7)(f)
8. TRR/MS 0520-01-03-.16(7)(e)
9. TRR/MS 0520-01-03-.16(7)(g)
10. TRR/MS 0520-01-03-.16(8)

Cross References

Credit Recovery 4.210
Grading System 4.600
Reporting Student Progress 4.601
Attendance 6.200
Student Assignments 6.205
Homeless Students 6.503
Student Records 6.600

11. Public Acts of 2026, Chapter No. 1030
12. 29 U.S.C. § 794 (Section 504); 20 USCA § 1400 *et seq.*; TRR/MS 0520-01-03-.16(7)(e); TCA 49-6-3115(a)(3)
13. TRR/MS 0520-01-03-.16(3); TRR/MS 0520-01-02-.17(7); TCA 49-6-3102(e)(1)

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in December	**Graduation Requirements**	**4.605**	**08/18/26**
		Rescinds: 4.605	**Issued: 08/17/21**

General

The program of studies shall include areas required by the State Board of Education.

Before high school graduation, every student shall:[1]

1. Achieve the specified twenty-two (22) units of credit;

2. Take the required end-of-course exams;

3. Have satisfactory records of attendance and conduct;

4. Take the ACT or SAT prior to graduation;[2] and

5. Pass a United States civics test.[3]

If a middle school student successfully completes any of the State Board-required high school credits, as evidence by a passing grade in the course prior to grade nine (9), the student shall receive graduation credit for that coursework.[4]

Students who have completed all graduation requirements including a minimum of twenty-six (26) credits will be awarded a Tullahoma High School or Tullahoma Virtual Academy diploma. Students who have completed all State graduation requirements but have less than twenty-six (26) credits will be awarded a State of Tennessee diploma.

SPECIAL EDUCATION STUDENTS[5]

Special education students who earn the prescribed twenty-two (22) credit minimum shall be awarded a regular high school diploma.

Students who have received the below diplomas shall continue to make progress towards a regular high school diploma until the end of the school year in which they turn twenty-two (22) years old.

Special Education Diploma

A special education diploma shall be awarded to students who have not met the requirements for a regular high school diploma but have:[6]

1. Completed four (4) years of high school;

2. Made satisfactory progress on their IEP; and

3. Maintained satisfactory records of attendance and conduct.

Occupational Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an occupational diploma if the student has:[1,5]

1. Completed at least four (4) years of high school;

2. Made satisfactory progress on their IEP;

3. Maintained satisfactory records of attendance and conduct;

4. Completed the occupational diploma Skills, Knowledge, and Experience Mastery Assessment (SKEMA); and

5. Has two (2) years of paid or non-paid work experience.

The decision to attain an occupational diploma shall be made at the conclusion of the student's 10th grade year or two (2) academic years prior to the expected graduation date.

Alternate Academic Diploma

Special education students who do not meet the requirements for a regular high school diploma may be awarded an alternate academic diploma if the student has:[5]

1. Completed at least four (4) years of high school;

2. Participated in the high school alternate assessment;

3. Earned the prescribed twenty-two (22) credit minimum;

4. Made satisfactory progress on their IEP;

5. Maintained satisfactory records of attendance and conduct; and

6. Completed a transition assessment that measures postsecondary education and training, employment, independent living, and community involvement.

STUDENT LOAD

All full time students in grades 9-12 shall be enrolled each semester in subjects that produce a minimum of five (5) units of credit for graduation per year. Students with hardships and gifted students may appeal this requirement to the Director of Schools and then to the Board.[7]

MOVE ON WHEN READY[8]

High school students shall be permitted to complete an early graduation program. Students intending to graduate early shall inform the school principal of this intent prior to the beginning of 9th grade or as soon thereafter as the intent is known.

In order to graduate early, students shall meet the following requirements:

1. Earn the required seventeen (17) credits;

2. Achieve a benchmark score for each required end-of-course exam;

3. Attain a cumulative GPA of at least 3.2 on a 4.0 scale;

4. Meet the minimum ACT, SAT, or Classic Learning Test (CLT) benchmark score;

5. Obtain a qualifying benchmark score on a world language proficiency assessment; and

6. Complete at least two (2) types of the following courses:

    a. AP;
    b. IB;
    c. Dual enrollment; or
    d. Dual credit.

The Director of Schools shall develop administrative procedures to ensure that the early graduation program is conducted in accordance with state law, including reporting the total number of requests to graduate early to the TN Department of Education.[9]

Legal References

1. TCA 49-6-6001; State Board of Education Policy 2.103; TRR/MS 0520-01-03-.06
2. TCA 49-6-6001(b); State Board of Education Policy 2.103
3. TCA 49-6-408; State Board of Education Policy 2.103
4. State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.06; State Board of Education Policy 2.103
6. TCA 49-6-6005; State Board of Education Policy 2.103
7. TRR/MS 0520-01-03-.06(19)
8. TCA 49-6-8103; State Board of Education Policy 2.103; Public Acts of 2026, Chapter No. 912
9. Public Acts of 2026, Chapter No. 1040

Cross References

Class Size Ratios 4.201
Alternative Credit Options 4.209
Honor Roll, Awards, & Class Ranking 4.602

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Equal Opportunity Employment**	**5.104**	**08/18/26**
		Rescinds: **5.104**	Issued: **09/15/20**

Opportunity for employment as well as continuation and advancement in employment shall be afforded equally to:

- members of all races;
- all creeds;
- all colors;
- either sex (Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth" unless otherwise required by federal law);
- all religions;
- individuals irrespective of age;
- all national origins;
- individuals with disabilities; and
- veteran status

with regard only for qualifications for the positions involved.[1]

Legal References

1. U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Public Acts of 2026, Chapter No. 938; *Bostock v. Clayton Cnty., Georgia*, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 (2020); Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; 42 USCA § 12101-12213; TCA 50-10-101

Cross References

Section 504 and ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Application and Employment**	**5.106**	**08/18/26**
		Rescinds: **5.106**	Issued: **08/17/21**

APPLICATION

An individual desiring a position shall make application to the Director of Schools on forms developed by his/her office. To ensure the safety and welfare of students and staff, the district shall require criminal history background checks and fingerprinting of applicants for teaching positions and any other positions that require proximity to children.[1] If applying for a teaching position, the Director of Schools shall also check the applicant's license status in the State Board of Education's database to determine if there is a hold on that applicant's license, and if so, the reasoning behind the hold.[2]

Knowingly falsifying information shall be sufficient grounds for termination of employment and shall also constitute a Class A misdemeanor which shall be reported to the District Attorney General for prosecution.[3]

Any costs incurred to perform these background checks and fingerprinting shall be paid by the applicant. The Board shall reimburse the applicant if a position is offered and accepted.[4]

Professional Employees

The application shall include a transcript of credits earned at the colleges or universities attended along with references from persons such as previous employers, college professors, and supervisors of student teachers. Other information shall include whether such applicant has been dismissed for cause from a school district.[5] If previously employed by a local board of education, the applicant shall provide evidence of acceptable resignation.

No person shall be employed:

1. Who does not hold a valid license to teach or a temporary permit to teach from the State Board of Education;[6]
2. Who has been identified by the Department of Children's Services, or on a similar registry in another jurisdiction, as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;[7]
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health, or on a similar registry in another jurisdiction;[7]
4. Who does not present a physician's certificate showing a satisfactory health record or has any contagious or communicable disease in such form that might endanger the health of school children;[8]
5. Who refuses to take and subscribe to an oath to support the Constitution of the State of Tennessee and of the United States of America;[9]
6. Who has not had their information verified using E-Verify;[10]

7. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
8. Who does not receive a satisfactory background check.[11]

Support Employees

No person shall be employed:

1. Who has any contagious or communicable disease in such form that might endanger the health of school children;[8]
2. Who has been identified by the Department of Children's Services as a perpetrator of child abuse, severe child abuse, child sexual abuse, or child neglect or who poses an immediate threat to the health, safety, or welfare of children;[7]
3. Who is listed on the state's abuse of vulnerable persons registry maintained by the Department of Health;[7]
4. ~~Who has not complied with the Immigration Reform and Control Act of 1986;~~[11] Who has not had their information verified using E-Verify;[10]
5. Who fails to make a full disclosure of any prior criminal record and any prior dismissals from employment for cause; or
6. Who does not receive a satisfactory background check.[11]

EMPLOYMENT

After checking references and receiving written recommendations, the Director of Schools shall hire and assign qualified applicants.

Initial Employment for Professional Employees

The Director of Schools shall notify such person, in writing, of the offer and conditions of employment. Upon receipt of employment notification, such person shall respond within the timeline established by state law.[13] From the date of the written acceptance, such person is considered to be under employment with the district and is subject to all rights, privileges, and duties.

Legal References

1. TCA 49-5-406; TCA 49-5-413
2. State Board of Education Policy 5.501
3. TCA 49-5-406(a)(2)(A)
4. TCA 49-5-413(c)
5. TCA 49-2-131
6. TCA 49-5-403; TCA 49-5-101; TCA 49-5-106
7. TCA 49-5-413(e)
8. TCA 49-5-404
9. TCA 49-5-405
10. Immigration Reform and Control Act of 1986, Pub. L. No. 99-603, 100 Stat. 3359, 8 USCA § 1101 *et seq.*; Public Acts of 2026, Chapter No. 772
11. TCA 49-5-413(a), (f)
12. TCA 49-5-406(b)

Cross References

Orientation and Probation 5.107
Compensation Guides & Contracts 5.110
Background Investigations 5.118
Recommendations and File Transfers 5.203
Interim Employees 5.700
Qualifications and Duties of the Director of Schools 5.802

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Compensation Guides & Contracts**	**5.110**	**08/18/26**
		Rescinds: **5.110**	Issued: **09/15/20**

General

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

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

Contracts for certified personnel shall provide the following:[3]

1. A minimum of one hundred and eighty (180) working days;

2. A minimum of five (5) days for in-service education;

3. Ten (10) vacation days; and

4. Five (5) days as designated by the Board (teachers shall use one (1) day for parent-teacher conferences).

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

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

ACCRUED LEAVE & BENEFICIARIES[5]

A deceased employee's estate or designated beneficiary shall be paid the value of any unused accumulated leave. Unless an employee designates differently, the beneficiary shall be the same as the beneficiary designed for receipt of retirement benefits with the Tennessee Consolidated Retirement System.

Legal References

1. TCA 49-2-203(a)(1); TCA 49-5-408
2. TCA 49-5-402
3. TCA 49-6-3004
4. TCA 49-6-2006(a)
5. TCA 49-5-717; Public Acts of 2026, Chapter No. 909

Cross References

School Calendar 1.800
Revenues 2.400
Payroll 2.802
Application and Employment 5.106

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Tenured Teachers**	**5.200**	**08/18/26**
		Rescinds: **5.200**	Issued: **06/21/22**

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a teacher with pay if there is a pending investigation. If vindicated or reinstated, the teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2,3]

The Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1) provided with written notice, including the reasons for the suspension along with an explanation of the evidence; (2) given an opportunity to respond to the Director of Schools at a conference, if requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall a Director of Schools suspend a tenured teacher with pay. If reinstated, the tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[4]

When a tenured teacher is charged with offenses that may justify dismissal or a suspension greater than three (3) days, the charges shall be made in writing, specifically stating the offenses that are charged, and shall be signed by the party or parties making the charges.

If, in the opinion of the Board, the charges are of such nature as to warrant the dismissal or a suspension greater than three (3) days of the teacher, the Director of Schools shall give the teacher a written notice of this decision, a copy of the charges against the teacher, and a copy of a form provided by the Commissioner of Education advising the teacher of his/her legal duties, rights, and recourse.

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

The Director of Schools shall, within five (5) days after receipt of request, assign a hearing officer from the list maintained by the Board.

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

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

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

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

RESIGNATION

A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable

extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days' notice requirement and permit a teacher to resign in good standing.[5]

The conditions under which it is permissible to break a contract with the Board are as follows:[6]

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; or

2. The release by the Board of the teacher from the contract that the teacher has entered into with the Board.

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

RETIREMENT

Retirement is a termination of services under conditions that will allow the teacher to draw benefits from retirement plans and/or Social Security benefits. Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system.

Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

Legal 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; 512; 513
5. TCA 49-5-508(a); TCA 49-5-411(b); Public Acts of 2026, Chapter No. 898
6. TCA 49-5-508(c)
7. TCA 49-5-706

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Separation Practices for Non-Tenured Teachers**	**5.201**	**08/18/26**
		Rescinds: **5.201**	Issued: **06/21/22**

ALLEGATIONS REQUIRING TEMPORARY REMOVAL FROM DUTY

If an investigation of an employee's conduct is required, the Director of Schools shall determine whether to temporarily modify the employee's work status based on concerns for safety or to minimize disruption to the educational environment. This may include, but is not limited to:

- Reassignment to alternate duties;
- Placement on administrative leave with pay; or
- Temporary removal from the school setting.

Such action shall not be considered disciplinary in nature but rather a precautionary measure until a determination can be made regarding an appropriate return to duties, or the imposition of disciplinary action, which could include suspension without pay.

SUSPENSION PENDING AN INVESTIGATION[1]

The Director of Schools may suspend a teacher at any time that may seem necessary, pending investigation, or final disposition of a case before the Board or an appeal. If the matter under investigation is not the subject of an ongoing criminal investigation or a Department of Children's Services investigation, and if no charges for dismissal have been made, a suspension pending investigation shall not exceed ninety (90) days in duration. Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay if there is a pending investigation. If vindicated or reinstated, the non-tenured teacher shall be paid full salary for the period of suspension.

SUSPENSION OF THREE DAYS OR LESS[2]

The Director of Schools/designee may suspend a teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before a teacher is suspended, he/she shall be: (1) provided with written notice, including the reasons for the suspension along with an explanation of the evidence; (2) given an opportunity to respond to the Director of Schools at a recorded conference, if requested within five (5) days; and (3) given a written decision of the suspension within ten (10) days. Both parties may be represented by counsel at the conference, which shall be recorded.

Under no circumstances shall the Director of Schools suspend a non-tenured teacher with pay. If reinstated, the non-tenured teacher shall be paid full salary for the period of suspension unless suspension without pay is deemed to be an appropriate penalty.

DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS[2]

The Director of Schools may dismiss or suspend for more than three (3) days any non-tenured teacher during the contract year for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty after giving the non-tenured teacher, in writing, due notice of the charges.

The Director of Schools shall give the non-tenured teacher an opportunity for a full and complete hearing before an impartial hearing officer.

The Board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will hear the case, and the teacher shall have the right to:

1. Be represented by counsel;

2. Call and subpoena witnesses;

3. Examine all witnesses; and

4. Require that all testimony be given under oath.

Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the affected teacher within ten (10) working days following the close of the hearing. The teacher may appeal the decision to the Board within ten (10) working days of the hearing officer rendering the written decision to the teacher. Written notice of appeal to the Board shall be given to the Director of Schools. Within twenty (20) working days of receipt of notice, the Director of Schools shall prepare a copy of the proceedings, including all transcripts and evidence, documentary or otherwise, and provide a copy to the Board.

The Director of Schools shall also have the right to appeal any adverse ruling by the hearing officer in the same manner as the non-tenured teacher.

The Board shall hear the appeal. No new evidence shall be introduced. The non-tenured teacher may appear in person or be represented by counsel and argue why the decision should be modified or reversed. The Board shall take one of the following actions:

1. Sustain the decision;

2. Send the record back if additional evidence is necessary; or

3. Revise the penalty or reverse the decision.

Before any decision to dismiss is made, a majority of the membership of the Board shall concur in sustaining the charges. The Board shall render a decision on the appeal within ten (10) working days after the conclusion of the hearing.

Within twenty (20) working days after receipt of notice of the decision of the Board, either party may appeal to the chancery court in the county where the school district is located. The Board shall provide the entire record of the hearing to the court.

NONRENEWAL

Non-tenured teachers are subject to the same rules and regulations and are entitled to the privileges of employment enjoyed by tenured teachers except that they have no claim upon continuing employment or tenure protections.

The principal is responsible for discussing deficiencies as part of the evaluation process with the non-tenured teacher and providing assistance for overcoming these deficiencies.

The Director of Schools is under no obligation to re-employ non-tenured teachers at the end of their contract period. If the Director of Schools determines not to renew the contract of a non-tenured teacher, the following action shall be taken:

1. The Board shall be notified at the next regular board meeting; and
2. Written notice of non-renewal shall be sent to the teacher by certified mail, overnight carrier, or by email within five (5) business days following the last instructional day for the school year.[3] If the reason for nonrenewal is due only to a loss of funding for the position, then the notice shall include a statement listing it as the cause for nonrenewal.[4]

RESIGNATION

A teacher shall give the Director of Schools notice of resignation at least thirty (30) days before the effective date of the resignation.[5] The Board may waive the thirty (30) days notice requirement and permit a teacher to resign in good standing.

The conditions under which it is permissible to break a contract with the Board are as follows:[6]

1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified statement of a physician approved by the Board; or

2. The release by the Board of the teacher from the contract which the teacher has entered into with the Board.

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

~~Upon a breach of contract, the Board, upon a motion recorded in its minutes, may file a complaint with the State Board of Education and request the suspension of a teacher's license. After the State Board of Education has provided the teacher an opportunity for defense during a hearing, the State Board of Education may suspend the license for no less than thirty (30) days and no more than three hundred sixty-five (365) days.[8][9]~~

RETIREMENT

Retirement is a termination of services under conditions which will allow the teacher to draw benefits from retirement plans and/or Social Security benefits.

Teachers eligible for retirement benefits may elect to retire at any age according to the provisions of the retirement system. Central office personnel shall assist teachers in securing retirement benefits; however, it shall be the responsibility of the retiring teacher to provide verification of eligibility in writing from the Tennessee Consolidated Retirement System (TCRS) to the central office. It shall be the responsibility of the retiring teacher to file for benefits.

(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and does NOT follow the suspension/dismissal guidelines outlined in this policy. Rather, nonrenewal of non-tenured teachers after the contract year follows the nonrenewal guidelines outlined in this policy.)

Legal References

1. TCA 49-5-511(a)(3)
2. TCA 49-2-301(b)(1)(EE); TCA 49-5-512
3. TCA 49-5-409
4. TCA 49-5-409(b)(2)
5. TCA 49-5-508; TCA 49-5-411(b); Public Acts of 2026, Chapter No. 898
6. TCA 49-5-411(a)
7. TCA 49-5-706

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in January	**Sick Leave**	**5.302**	**08/18/26**
		Rescinds: **5.302**	Issued: **06/20/23**

PROFESSIONAL PERSONNEL

Professional personnel shall earn sick leave as outlined below and these days shall accumulate for an unlimited number of days.[1]

- 10-month contract = 8 sick days earned per year
- 11-month contract = 9 sick days earned per year
- 12-month contract = 10 sick days earned per year

Sick leave shall be defined as: illness of a teacher from natural causes or accident, quarantine, or illness or death of a member of the immediate family of a teacher, including the teacher'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.[2]

A signed statement listing the cause of absence shall be provided by the employee on forms furnished by the Director of Schools and shall promptly be given to the immediate supervisor in support of all claims for sick leave pay. A falsified statement shall be grounds for dismissal. An employee absent for five (5) consecutive working days shall submit a doctor's statement verifying illness or injury of the employee or immediate family member.

Frequent use and/or suspected misuse of sick leave by an employee are sufficient grounds for requiring a physician’s certificate stating the reason for absence.

Documentation from a physician may be required in support of any claim for sick leave pay.

The principal shall notify the Director of Schools' office at once if an employee is sick beyond the limit of his/her sick leave accumulation.

Permanent, cumulative sick leave records for each active professional employee shall be kept in the Director of Schools' office.

A teacher, upon employment, may transfer his/her accumulated sick leave from another Tennessee school district, provided that the Director of Schools of the district in which the accumulated leave was held provides notarized verification.[3]

SUPPORT PERSONNEL

Support personnel shall earn one (1) day of sick leave for each month an employee is employed.

At the termination of the employment of any employee, all unused sick leave accumulated by the employee shall be forfeited.

The immediate supervisor may require documentation from a physician stating the reason for absence.

SICK LEAVE BANK

The purpose of the sick leave bank is to provide sick leave to all employees[4] who have suffered an unplanned personal illness, injury, disability, or quarantine and whose personal sick leave is exhausted.

To form a sick leave bank, a minimum of twenty (20) employees from the school district shall petition the Board for permission to establish a sick leave bank.[5] Upon approval, sick leave bank trustees shall be appointed and shall operate as the governing body of the sick leave bank and shall enact rules and regulations consistent with state law.[6] Employees wishing to participate shall initially give a maximum of three (3) days of sick leave. These days are to be deducted from the employee's personal accumulation and donated to the sick leave bank. Donations of sick leave to the bank are nonrefundable and nontransferable.[7]

At any time the number of days in the sick leave bank is less than twenty (20), or one (1) per employee if there are more than twenty (20) members, or at any time deemed advisable, the trustees shall assess each member one (1) or more days of accumulated sick leave. If an employee has no accumulated sick leave at the time of assessment, the first earned days shall be donated as they are accrued by the employee.[7]

An employee who is a member of the sick leave bank may request an allotment of days (for the employee's personal illness or on account of an illness of his/her minor child) in the manner designated by the trustees. The need for these days shall be verified by a statement from a physician.[8]

By written notice to the trustees, an employee may withdraw from bank participation on June 30th of any year.[9] Membership withdrawal results in forfeiture of all days contributed.

The sick leave bank shall be operated in accordance with state law.[10]

Legal References

1. TCA 49-5-710(a)(1); Public Acts of 2026, Chapter No. 1022
2. TRR/MS 0520-01-02-.04(2)
3. TCA 49-5-710(a)(5)
4. TCA 49-5-811
5. TCA 49-5-803
6. TCA 49-5-804; TCA 49-5-805
7. TCA 49-5-807

Cross References

Workers' Compensation 3.602
Orientation and Probation 5.107
Short Term Leaves of Absence 5.300
Family and Medical Leave 5.305
Physical Assault Leave 5.307

8. Public Acts of 2023, Chapter No. 151 TCA 49-5-808(j), (m)
9. TCA 49-5-806(d)
10. TCA 49-5-801 *et seq.*

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Personal and Professional Leave**	**5.303**	**08/18/26**
		Rescinds: **5.303**	Issued: **11/18/13**

Professional employees shall earn personal and professional leave at the rate of two (2) days for each half-year employed for a total of four (4) days per year. Any personal and professional leave remaining unused at the end of a year shall be credited to sick leave.[1]

If, at the termination of services, any employee has been absent for more days than leave has been earned, an amount sufficient to cover the excess days used shall be deducted from the employee's final salary payment.[2]

PERSONAL LEAVE

Subject to the following conditions, personal leave may be taken at the discretion of the employee:

1. Except in an emergency, each employee shall give the principal at least five (5) days' notice in writing of intent to take leave;

2. The approval of the principal of the school shall be required: [3]

   a. If more than ten percent (10%) of the teachers in any given school request its use on the same day;

   b. If requested during any prior established student examination period;

   c. If requested on the day immediately preceding or following a holiday or vacation period;

   d. If personal leave is requested for days scheduled for professional development or in-service training, according to a school calendar adopted by the local board of education prior to the commencement of the school year; or

   e. If personal leave is requested for days scheduled for parent-teacher conferences, according to a school calendar adopted by the local board of education prior to the commencement of the school year.

PROFESSIONAL LEAVE

Professional leave is a short, temporary absence for the purpose of attending workshops and other meetings relating to school business or serving on boards and commissions which meet during daytime hours when appointed by a mayor, city council, county executive or county commission.[4]

Legal References:

1. TCA 49-5-711(a); Public Acts of 2026, Chapter No. 1022; TRR/MS 0520-01-02-.04(3)
2. TCA 49-5-711(b)
3. TCA 49-5-711 (c)(1)
4. TCA 49-5-205

1.

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Complaints and Grievances**	**5.501**	**08/18/26**
		Rescinds: **5.501**	Issued: **04/18/23**

EMPLOYMENT-RELATED COMPLAINTS/GRIEVANCES

Conflicts shall be resolved as quickly as possible and at the lowest supervisory level.

In instances of questions by an individual staff member concerning the interpretation of policies and procedures to that staff member, administrative practices within the staff member's particular school, and relationships with other employees, the staff member concerned shall consult his/her supervisor. If a satisfactory resolution of the problem cannot be reached after ample opportunity for consideration of the matter, the staff member concerned may discuss the matter with the next level of supervision, up to and including, the Director of Schools.

In instances where an individual staff member feels, for personal reasons, that they cannot discuss a problem with their immediate supervisor, the staff member may take the problem directly to the Director of Schools. After review of the case, the Director of Schools shall take action as he/she deems appropriate, and within a prompt, reasonable time, shall notify all parties concerned of his/her decision.

HARASSMENT/DISCRIMINATION GRIEVANCES

Employees shall notify any district complaint manager if they believe the Board, district employees, or agents have violated their rights guaranteed by the state or federal constitution, state or federal statute, board policy, or the following:[1,2,3]

1. Age Discrimination Employment Act;[1]
2. Title II of the Americans with Disabilities Act;[4]
3. Title IX of the Education Amendments of 1972;[5]
4. Section 504 of the Rehabilitation Act of 1973;[6] or
5. Claims of sexual harassment under Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972.[7,5]

The complaint manager will endeavor to respond and resolve complaints without resorting to this grievance procedure, and if a complaint is filed, to address the complaint promptly and equitably. The right of an employee to prompt and equitable resolution of the complaint shall not be impaired by the employee's pursuit of other remedies. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies, and use of this grievance procedure does not extend any filing deadline related to the pursuit of other remedies.

Filing a Complaint

An employee who wishes to avail himself/herself to this grievance procedure may do so by filing a complaint with any district complaint manager. The employee may request a complaint manager of the same sex. Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth" unless otherwise required by federal law.[8] The complaint manager may assist the employee in filing a grievance.

Investigation

The complaint manager will investigate the complaint or appoint a qualified person to undertake the investigation on his/her behalf. The complaint and identity of the complainant will not be disclosed except (1) as required by law or this policy; (2) as necessary to fully investigate the complaint; or (3) as authorized by the complainant. The complaint manager shall file a written report within ten (10) days of the filing of the grievance of his/her findings with the Director of Schools. If a complaint contains allegations involving the Director of Schools, the written report shall be filed with the Board. The Director of Schools shall keep the Board informed of all complaints.

Decision and Appeal

After receipt of the complaint manager's report, the Director of Schools shall render a written decision within five (5) days of the receipt of the report that shall be provided to the employee. If the employee is not satisfied with the decision, the employee may appeal the decision to the Board by making a written request to the complaint manager. The complaint manager shall be responsible for promptly forwarding all materials relative to the complaint and appeal to the Board. Thereafter, the Board shall, within thirty (30) days from the date the appeal was received, review the report, affirm, overrule, or modify the decision, and render a written finding that shall be provided to the complainant. This grievance procedure shall not be construed to create an independent right to a board hearing.

APPOINTING COMPLAINT MANAGERS

The Director of Schools shall appoint at least two (2) complaint managers, one of each gender. The Federal Rights Coordinator may be appointed as a complaint manager. The Director of Schools shall make employees aware of each complaint manager's contact information.

The Director of Schools has appointed the following as complaint managers: 1) the Deputy Director of Schools, Dr. Susan Sudberry, and 2) the Director of Business, Mr. Hank Jordan. Either may be reached during normal business hours by calling (931) 454-2600.

Legal References

1. Age Discrimination Employment Act, 29 USCA § 621; 42 USCA § 6101; 34 CFR § 110.25
2. Equal Pay Act, 29 USCA § 206(d)
3. Immigration Reform and Control Act, 8 USCA § 1324
4. Americans with Disabilities Act, 42 USCA § 12101
5. Title IX of the Education Amendments, 20 USCA § 1681

Cross References

Section 504 and ADA Grievance Procedures 1.802
Equal Opportunity Employment 5.104
Discrimination/Harassment of Employees 5.500
Title IX & Sexual Harassment 6.3041

6. Section 504 of the Rehabilitation Act, 29 USCA § 701
7. Title VII of Civil Rights Act, 42 USCA § 2000e
8. Public Acts of 2026, Chapter No. 938; *Bostock v. Clayton Cntv., Georgia*, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 (2020)

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in February	**Staff Rights & Responsibilities**	**5.600**	**08/18/26**
		Rescinds: **5.600**	Issued: **06/20/23**

In fulfilling any rights and responsibilities, employees shall give proper consideration to the educational welfare of students and ensure that no conflict exists with their duties.

Each staff member has the right to a work environment free from sexual, racial, ethnic, and religious discrimination/harassment.[1]

Educators have the right to:[2]

1. Be treated with civility and respect;
2. Have their professional judgment and discretion respected;
3. Report any errant, offensive, or abusive content or behavior of a student to the principal and/or appropriate agencies;
4. Provide students with a safe environment;
5. Defend themselves and their students from physical violence or harm;[3]
6. Share information regarding a student's educational experience, health, or safety with the student's parent(s)/guardian(s) unless otherwise prohibited;[4]
7. Review all instructional material or curriculum before being utilized by students;
8. Not be required to use his/her personal money to appropriately equip a classroom;
9. Report students who commit offenses of assault and battery or vandalism on school property endangering the life, health, or safety of others pursuant to state law;[5] and
10. Receive benefits in accordance with state law if the educator is a teacher who is on leave due to a physical assault or other violent criminal act committed during the course of employment.[6]

Each staff member has the responsibility to:

1. Make themselves familiar with and abide by the laws of the state, the policies of the Board, and the procedures designed to implement them;
2. To adhere to the Teacher Code of Ethics, to the extent applicable;[7]

3. Refrain from any sexually related behavior with students, including students who have graduated or withdrawn in the immediately preceding twelve (12) months;[8]

4. Exercise good judgment in selecting issues for discussion and balance the relative maturity of students and the students' right to know;

5. Be courteous and helpful in interacting and responding to parent(s)/guardian(s), visitors, and members of the public;

6. Keep all records and prepare and submit promptly all reports that may be required by state law, State Board of Education rules and regulations, board policy, and administrative procedures; and

7. Wear appropriate dress for work according to local school rules.

Legal References

1. 42 USCA § 2000e-2(a), (b); TCA 49-6-8004
2. TCA 49-5-209
3. TCA 49-6-2802
4. 20 USCA § 1232g
5. TCA 49-6-4301
6. TCA 49-5-714
7. TCA 49-5-1001
8. Public Acts of 2026, Chapter No. 898

Cross References

Curriculum Development 4.200
Controversial Issues 4.800
Religious Content of Courses 4.804
Staff-Student Relations 5.610
Ethics 5.611

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Student Goals**	**6.100**	**08/18/26**
		Rescinds: **6.100**	Issued: **11/15/22**

In order to establish an environment that is conducive to learning, the Board establishes the following goals:

1. To assure all students the same educational opportunities regardless of race, color, creed, religion, ethnic origin, disabilities, or sex. Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth";[1]
2. To protect and observe the legal rights of students;
3. To educate students with respect and encouragement;
4. To provide an environment where students can learn personal and civic responsibility for their actions through meaningful experiences;
5. To discipline students in a fair and constructive manner;
6. To provide for the safety, health, and welfare of students; and
7. To promote faithful attendance and diligent effort.

Legal References

1. 20 USCA § 1703; TCA 49-6-3109; Public Acts of 2026, Chapter No. 938

Cross References

School District Goals 1.700
Instructional Program 4.100
Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation 6.304

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Home Schools**	**6.202**	**08/18/26**
		Rescinds: **6.202**	Issued: **11/15/22**

General

A home school is a school conducted or directed by parent(s)/guardian(s) for their own children. Home schools which teach grades K-12 where the parent(s)/guardian(s) are associated with an organization that conducts church-related schools[1] are exempt from the following provisions but shall follow procedures issued by the State Department of Education.

A parent/guardian wishing to conduct a home school shall meet the following requirements:[2]

1. Provide annual notice to the Director of Schools before the commencement of each school year of the intent to conduct a home school;

2. Submit to the Director of Schools the name, number, age, grade level of children involved, location of the school, curriculum to be offered, proposed hours of instruction, and qualifications of the parent-teacher;

3. Maintain attendance records, subject to inspection by the Director of Schools;

4. Submit attendance records to the Director of Schools at the end of each school year;

5. Provide instruction for at least four (4) hours per day for the same number of instructional days as required by state law;[3]

6. Possess a high school diploma or a high school equivalency credential approved by the State Board of Education;[4]

7. Ensure the administration to home school students of appropriate tests approved by the State Board of Education or a standardized test selected by the parent-teacher that provides nationally normed analytics in English and math in grades five (5), seven (7), and nine (9);[5]

~~8. Take actions according to state law if home school student falls behind appropriate grade level;~~

Submit proof to the Director of Schools that other health services and examinations as required by state law have been received by the home school student; and

9. In the event of illness or inadequacy of the home school parent-teacher to teach a specific subject, employ a tutor having the same qualifications as required of parent-teacher.

If one or more of these requirements are not met, the Board authorizes the Director of Schools to take formal action to bring the child into compliance with the compulsory attendance law (until the child

has reached age seventeen (17), either in the home school or in a public, private, or church-related school).

RECORD ACCESS

The Director of Schools, through the Attendance Supervisor, shall have the attendance records of the home school inspected at least two (2) times each school year in order to provide assistance in implementing the compulsory attendance law.

Legal References

1. TCA 49-50-801(a)
2. TCA 49-6-3050(b), (c)
3. TCA 49-6-3004(a); TCA 49-6-3050(b)(3)
4. TCA 49-6-3050(b)(4)
5. TCA 49-6-3050(b)(5); Public Acts of 2026, Chapter No. 912

Cross References

Compulsory Attendance Ages 6.201

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Student Assignments**	**6.205**	**08/18/26**
		Rescinds: **6.205**	Issued: **03/22/22**

TO SCHOOLS

Students, including those in kindergarten, shall attend the school to which they are assigned.[1]

Parent(s)/guardian(s) who are dissatisfied with the assignment of their children may, within ten (10) days after the assignment, make application to the Board for a hearing requesting a transfer to another school.[2]

TO CLASSES

The principal shall be responsible for assigning all students to classes.

Students who enter the district from another school district are to be placed by the principal in the grade and/or level as indicated by records from the former school. If the student's placement is inappropriate in the grade or level assigned, he/she may be reassigned by the principal to another grade level. Parent(s)/guardian(s) shall be kept advised.

The principal shall separate an alleged victim of child sexual abuse from an alleged perpetrator if the abuse allegedly occurred while the child was under the supervision or care of the school. If available and appropriate, a child shall be reassigned if a request is made by the child's parent/guardian, and the perpetrator has been: (1) substantiated by the Department of Children's Services; (2) adjudicated by a juvenile court to have committed the child sexual abuse; or (3) criminally charged.[3]

If an order of protection is issued to protect a student from another student enrolled in the same school, then the principal shall develop a student safety plan and implement it for the student who is named as the petitioner. This shall occur as soon as possible, but no later than five (5) school days from the date on which the school receives a copy of the order of protection. When reasonably practicable and appropriate, the building-level school safety team and the parent(s)/guardian(s) of the student named as the petitioner shall provide input into the plan. The Director of Schools shall develop administrative procedures to implement this process.[4]

Legal References

1. TCA 49-6-3102, 3103
2. TCA 49-6-3201
3. TCA 49-6-3102(h). (i)
4. Public Acts of 2026. Chapter No. 862

Cross References

Promotion and Retention 4.603
Transfers Within the System 6.206
Homeless Students 6.503
Students in Foster Care 6.505

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Rights and Responsibilities of Students**	**6.301**	**08/18/26**
		Rescinds: **6.301**	Issued: **02/24/14**

The Board expects all employees, students, and parent(s)/guardian(s) to assume the responsibility for appropriate behaviors in the school.

Each student has the right to:

1. Have the opportunity for a free education in the most appropriate learning environment;
2. Be secure in his/her person, papers, and effects against unreasonable searches and seizure;
3. Be educated in a safe and secure environment;
4. Have appropriate resources and opportunities for learning;
5. Not be discriminated against on the basis of sex, race, color, creed, religion, national origin, or disabilities. Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth";[1] and
6. Be fully informed of school rules and regulations.

Each student has the responsibility to:

1. Know and adhere to the Board's policies and the district's administrative procedures;
2. Respect the human dignity and worth of every other individual;
3. Refrain from libel, slanderous remarks, and obscenity in verbal and written expression;
4. Study and maintain the best possible level of academic achievement;
5. Be punctual and present in the regular school program;
6. Dress and groom in a manner that meets reasonable standards of health, cleanliness, modesty, and safety;
7. Maintain and/or improve the school environment, preserve school and private property, and exercise care while using school facilities;

8. Refrain from behavior which would lead to physical or emotional harm or disrupts the educational process;
9. Respect the authority of school administrators, teachers, and other authorized personnel in maintaining discipline in the school and at school-sponsored activities;
10. Obey the law and school rules as to the possession or the use of alcohol, illegal drugs, and other unauthorized substances or materials; and
11. Possess on school grounds only those materials which are acceptable under the law and accept the consequences for articles stored in one's locker.

Legal References

1. 20 USCA § 1703; Public Acts of 2026, Chapter No. 938

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Questioning Students and Searches**	**6.303**	**08/18/26**
		Rescinds: **6.303**	Issued: **08/19/25**

QUESTIONING BY SCHOOL PERSONNEL

Students may be questioned by teachers or principals about any matter pertaining to the operation of a school and/or the enforcement of its rules. Questioning shall be conducted discreetly and under circumstances which will avoid unnecessary embarrassment to the student. Any student answering falsely or evasively or refusing to answer a question may be subject to disciplinary action, including suspension.

If a student is suspected or accused of misconduct or infraction of the student code of conduct, the principal may interrogate the student without the presence of parent(s)/guardian(s).

INTERROGATIONS BY POLICE AT PRINCIPAL'S REQUEST

If the principal has requested assistance by law enforcement to investigate a crime involving his/her school, the police may interrogate a student suspect in school during school hours. The principal shall first attempt to notify the parent(s)/guardian(s) of the student unless circumstances require otherwise. However, the interrogation may proceed without attendance of the parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.[1]

POLICE-INITIATED INTERROGATIONS

If the police deem circumstances of sufficient urgency to interrogate students at school for unrelated crimes committed outside of school hours, the police department should first contact the principal regarding the planned interrogation and inform him/her of the probable cause to investigate. The principal shall make reasonable efforts to notify the parent(s)/guardian(s) of the interrogation unless circumstances require otherwise. The interrogation may proceed without attendance of the parent(s)/guardian(s), but the principal/designee shall be present during the interrogation.

SEARCHES BY SCHOOL PERSONNEL

The school principal shall authorize all searches at the outset per state law.[2] All principal initiated searches shall be conducted by ~~a school security officer,~~ a school administrator or school employee designated by the Director of Schools who has completed the state required orientation and training.[2,3] The following conditions shall apply to principal initiated searches:

1. All the following standards of reasonableness must be met:
    a. A particular student has violated school policy;
    b. The search will yield evidence of the violation of school policy or will lead to finding dangerous weapons, drugs, or drug paraphernalia;

c. The search is in pursuit of legitimate interests of the school in maintaining order, discipline, safety, supervision, and education;
d. The search is not conducted for the sole purpose of discovering evidence to be used in criminal prosecution; and
e. The search shall be reasonably related to the objectives of the search and not excessively intrusive considering the age and sex of the student (Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth.") as well as the nature of the alleged infraction;[4]

2. A school administrator shall be on-site at any principal-initiated search;

3. A school administrator shall oversee the search and may end the search at any time; and

4. If a student is under the age of eighteen (18), the principal must notify the student's parent or guardian within a reasonable time of the search.[7]

If a school resource officer searches a student, based on having probable cause, the principal shall notify the Director of Schools/designee.[5]

In order to ensure a safe and secure learning environment, the Director of Schools shall develop procedures regarding the searching of students, lockers, vehicles, and containers which are consistent with state law. The Director of Schools shall develop additional procedures to ensure compliance with all of the provisions of the School Security Act of 1981.[6]

USE OF ANIMALS

When necessary, dogs or other animals trained to detect drugs or dangerous weapons may be used in conducting searches, but the animals shall be used only to pinpoint areas which need to be searched and shall not be used to search the persons of students or visitors.

METAL DETECTORS

The use of hand-held or walk-through metal detectors to check a student's person or personal effects is permitted.
The principal shall ensure that all metal detectors are maintained and calibrated in accordance with the manufacturer's directions and are stored appropriately.

School officials or law enforcement officers may conduct metal detector checks of groups of individuals if the checks are done in a minimally-intrusive, nondiscriminatory manner (e.g., on all students in a randomly selected class; or every third individual entering an athletic event). Metal detector checks of groups of individuals may not be used to single out a particular individual or category of individuals.

If a school official or a law enforcement officer has reasonable suspicion to believe that a particular student is in possession of an illegal or unauthorized metal-containing object or weapon, he/she may conduct a metal detector check of the student's person and personal effects.

A student's failure to permit a metal detector check as provided in this policy will be considered grounds for disciplinary action including possible suspension.

Legal References

1. TCA 49-6-4203(b)
2. TCA 49-6-4204(a); TCA 49-6-4205(a)
3. TCA 49-6-4212; Public Acts of 2026, Chapter No. 1040
4. TCA 49-6-4205(b); Public Acts of 2026, Chapter No. 938
5. State v. R.D.S., No. M200801724COAR3JV, 2009 WL 2136324, at *1 (Tenn. Ct. App. July 16, 2009)
6. TCA 49-6-4201; Tenn. Op. Att'y Gen. No. 14-21 (February 24, 2014)
7. TCA 49-6-4205(a)

Cross References

Traffic and Parking Controls 3.403
Procedural Due Process 6.302
Reporting Child Abuse 6.409

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Student Discrimination, Harassment, Bullying, Cyber-bullying, and Intimidation**	**6.304**	**08/18/26**
		Rescinds: **6.304**	Issued: **08/19/25**

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

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

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

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

DEFINITIONS[4]

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

1. Physically harming a student or damaging a student's property;

2. Knowingly placing a student in reasonable fear of physical harm to the student or damage to the student's property;

3. Causing emotional distress to a student; or

4. Creating a hostile educational environment.

Bullying, intimidation, or harassment may also be unwelcome conduct based on a protected class (race, nationality, origin, color, sex (Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth.")[5], age, disability, religion) that is severe, pervasive, or persistent and creates a hostile environment.

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

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

Hazing does not include customary athletic events or similar contests or competitions and is limited to those actions taken and situations created in connection with initiation into or affiliation with any organization.[6]

COMPLAINTS AND INVESTIGATIONS

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall promptly report such information to the principal/designee.[7]

While reports may be made anonymously, an individual's need for confidentiality shall 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 actions to resolve a complaint. The identity of parties and witnesses may be disclosed in appropriate circumstances to individuals with a need to know.

The principal/designee at each school shall be responsible for investigating and resolving complaints. Once a report is received, the principal/designee shall initiate an investigation within forty-eight (48) hours of receipt of the report. If an investigation is not initiated within forty-eight (48) hours, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation was not initiated within the required timeframe.[8] The principal/designee shall immediately notify the parent(s)/guardian(s) when a student is involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying. The principal/designee shall provide information on district counseling and support services. Students involved in an act of discrimination, harassment, intimidation, bullying, or cyber-bullying shall be referred to the appropriate school counselor by the principal/designee when deemed necessary.[9]

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

1. It places the student in reasonable fear or harm for the student's person or property;

2. It has a substantially detrimental effect on the student's physical or mental health;

3. It has the effect of substantially interfering with the student's academic performance; or

4. It has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Upon the determination of a violation, the principal/designee shall conduct a prompt, thorough, and complete investigation of each alleged incident. All investigations shall be completed and appropriate intervention taken within twenty (20) calendar days from the receipt of the initial report.[7] If the investigation is not complete or intervention has not taken place within twenty (20) calendar days, the principal/designee shall provide the Director of Schools with appropriate documentation detailing the reasons why the investigation has not been completed or the appropriate intervention has not taken place.[7] Within the parameters of the federal Family Educational Rights and Privacy Act,[10] a written report on the investigation will be delivered to all involved parties and the Director of Schools.

RESPONSE AND PREVENTION[11]

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

A substantiated charge against an employee shall result in disciplinary action up to and including ~~termination~~ dismissal or suspension. The employee may appeal this decision by contacting the ~~HR Specialist~~ Federal Rights Coordinator or the Director of Schools.

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

REPORTS

When a complaint is filed alleging a violation of this policy where there is physical harm or the threat of physical harm to a student or a student's property, the principal/designee of each middle school, junior high school, or high school shall report the findings and any disciplinary actions taken to the Director of Schools and the Chair of the Board.[12]

By August1st of each year, the Director of Schools/designee shall prepare a report of all of the bullying cases brought to the attention of school officials during the prior academic year. The report shall also indicate how the cases were resolved and/or the reasons they are still pending. This report shall be presented to the Board at its regular ~~July~~ August meeting, and it shall be submitted to the State Department of Education by August 1st.[13]

RETALIATION AND FALSE ACCUSATIONS

Retaliation against any person who reports or assists in any investigation of an act alleged in this policy is prohibited. The consequences and appropriate remedial action for a person who engages in retaliation shall be determined by the principal/designee after consideration of the nature, severity, and circumstances of the act.[14]

False accusations accusing another person of having committed an act prohibited under this policy are prohibited. The consequences and appropriate remedial action for a person found to have falsely accused another may range from positive behavioral interventions up to and including expulsion.[15]

Legal References

1. TCA 49-6-4503(a), (b)(3); 20 USCA §§ 1681 to 1686; TCA 49-50-1801
2. TCA 49-6-4503(b)(11); Public Acts of 2026, Chapter No. 1093
3. TCA 49-6-4503(b)(12)
4. TCA 49-6-4503(b)(2), (13)
5. Public Acts of 2026, Chapter No. 938
6. TCA 49-2-120
7. TCA 49-6-4503(b)(5)
8. TCA 49-6-4503(b)(6)
9. TCA 49-6-4503(b)(14)
10. 20 USCA § 1232g
11. TCA 49-6-4503(b)(4), (7)-(8);Public Acts of 2026, Chapter No. 1093
12. TCA 49-6-4503(d)(3)
13. TCA 49-6-4503(c)(2)(B)
14. TCA 49-6-4503(b)(9)
15. TCA 49-6-4503(b)(10)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Instructional Programs 4.100
Staff-Student Relations 5.610
Student Goals 6.100
Title IX & Sexual Harassment 6.3041
Code of Conduct 6.300
Student Concerns 6.305
Reporting Child Abuse 6.409
Emergency Contact Information 6.410
Student Suicide Prevention 6.415

Tullahoma City School Board

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Title IX & Sexual Harassment**	**6.3041**	**08/18/26**
		Rescinds: **6.3041**	Issued: **08/18/20**

General

In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination on the basis of sex are prohibited.[1] Sex shall be defined as the "immutable characteristics of the person's reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth".[2] This policy shall cover employees, employees' behaviors, students, and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop in accordance with federal law. This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s).[3] The Title IX Coordinator as well as any personnel chosen to facilitate the grievance process shall not have a conflict of interest against any party of the complaint.[4] These individuals shall receive training as to how to promptly and equitably resolve student and employee complaints.[4]

All employees shall receive training on complying with this policy and federal law.[5]

TITLE IX COORDINATOR[6]

The Title IX Coordinator shall respond promptly to all general reports as well as formal complaints of sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and shall provide input on an ongoing basis as appropriate.
Any individual may contact the Title IX Coordinator at any time using the information below:

Title: Jennifer Matlock, HR Specialist

Mailing address: 510 S. Jackson Street, Tullahoma TN 37388

Phone number: 931-454-2600

Email: jennifer.matlock@tcsedu.net

DEFINITONS[5]

"Complainant" is an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

"Respondent" is an individual who is reported to be the perpetrator of conduct that could constitute sexual harassment.

GRIEVANCE PROCESS

Upon learning of an instance of alleged sexual harassment, even if no formal complaint is filed, the Title IX Coordinator shall:

1. Promptly contact the complainant to discuss the availability of supportive measures;

2. Consider the complainant's wishes with respect to supportive measures;

3. Inform the complainant of the availability of supportive measures; and

4. Explain the process for filing a formal complaint.[11]

While the school district will respect the confidentiality of the complainant and the respondent as much as possible, some information may need to be disclosed to appropriate individuals. All disclosures shall be consistent with the school district's legal obligations and the necessity to investigate allegations of harassment and take disciplinary action.

Disciplinary consequences or sanctions shall not be initiated against the respondent until the grievance process has been completed. Unless there is an immediate threat to the physical health or safety of any student arising from the allegation of sexual harassment that justifies removal, the respondent's placement shall not be changed.[12] If the respondent is an employee, he/she may be placed on administrative leave during the pendency of the grievance process.[13] The Title IX Coordinator shall keep the Director of Schools informed of any employee respondents so that he/she can make any necessary reports to the State Board of Education in compliance with state law.[14]

Complaints

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall immediately report such information to the Title IX Coordinator, however, nothing in this policy requires a complainant to either report or file a formal complaint within a certain timeframe. If the complaint involves the Title IX Coordinator, the complaint shall be filed with the Director of Schools.

If a complaint involves allegations of child abuse, including child abuse on school grounds, appropriate notification shall be made per the board policy on reporting child abuse.

Upon receipt of a formal complaint, the Title IX Coordinator shall promptly:[15]

1. Provide written notice of the allegations, and the grievance process to all known parties to give the respondent time to prepare a response before an initial interview;

2. Inform the parties of the prohibition against making false statement or knowingly submitting false information;

3. Inform the parties that they may have an advisor present during any subsequent meetings; and

6. Provide both parties an equal opportunity to inspect and review any evidence directly related to the allegations in the formal complaint; and

7. Result in the creation of an investigative report that fairly summarizes relevant evidence.

    a. Prior to the completion of the investigative report, the investigator shall send to each party the evidence subject to inspection and review. All parties shall have at least ten (10) days to submit a written response which shall be taken into consideration in creating the final report.

Within the parameters of the federal Family Educational Rights and Privacy Act,[19] the Title IX Coordinator shall keep the complainant and the respondent informed of the status of the investigation process. At the close of the investigation, a written final report on the investigation will be delivered to the parent(s)/guardian(s) of the complainant, parent(s)/guardian(s) of the respondent, and to the Director of Schools.

Determination of Responsibility[20]

The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.[21] The clear and convincing evidence standard] shall be used in making this determination.[22]

Dr. Susan Sudberry, Deputy Director of Schools shall act as the decision-maker. He/she shall receive the final report of the investigation and allow each party the opportunity to submit written questions that he/she wants asked of any party or witness prior to the determining responsibility.

The decision-maker shall make a determination regarding responsibility and provide the written determination to the parties simultaneously along with information about how to file an appeal.

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

After a determination of responsibility is made, the Title IX Coordinator shall work with the complainant to determine if further supportive measures are necessary. The Title IX Coordinator shall also determine whether any other actions are necessary to prevent reoccurrence of the harassment.

APPEALS[23]

Either party may appeal from a determination of responsibility based on a procedural irregularity that affected the outcome, new evidence that was not reasonably available at the time of the determination that could affect the outcome, or an alleged conflict of interest on the part of the Title IX Coordinator or any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX Coordinator within ten (10) days of a determination of responsibility.

Upon receipt of an appeal, the Title IX Coordinator shall:

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Interference/Disruption of School Activities**	**6.306**	**08/18/26**
		Rescinds: **6.306**	Issued: **02/24/14**

General

A student shall not engage in conduct which causes the disruption or interference with the operation of the school while on school property, in school vehicles or buses, or at school-sponsored events, whether on or off campus. The student shall not urge other students to engage in such conduct.

Employees are authorized to take reasonable measures to establish appropriate school behavior and have the authority to control the conduct of any student while under the supervision of the school district.[1]

A student may receive disciplinary action ranging from verbal reprimand to suspension and/or expulsion depending on the severity of the offense and the student's prior record.[2]

REMOVAL OF STUDENT[1]

If a student repeatedly or substantially interferes with the learning environment, the teacher may submit a written request along with the required documentation to the principal/designee to remove the student from the teacher's classroom. The student will be given notice of the rationale for the request as well as the opportunity to offer an explanation.

The principal/designee will investigate the request and make a decision regarding the student's placement. The principal will notify the teacher as to his/her decision.

If a teacher abuses or overuses the student removal process, the principal/designee shall address the abuse or overuse with the teacher and may require the teacher to complete additional professional development to improve the teacher's classroom management skills.

Appeal Process

If the teacher's request for removal is denied, he/she may file an appeal with the Director of Schools/designee. He/she will review the teacher's request for removal as well as the decision of the principal/designee and make a determination as to the student's placement.

CLASSROOM EVACUATION

Some or all students may be removed from a classroom or instructional area due to violent, aggressive, or severely disruptive behavior of another student that creates a safety concern or substantially interrupts classroom instruction.[3]

Parental Notification

The principal/designee shall provide notification to the parent(s)/guardian(s) of each student in the classroom or instructional area at the time of the classroom evacuation. The notification shall be provided by the end of the day in which the classroom evacuation took place unless the event that prompted the evacuation is an ongoing emergency or is otherwise under investigation by state or local law enforcement.

Notification to the parent(s)/guardian(s) must include:[3]

1. The fact that a classroom evacuation occurred;

2. A brief description of the general nature of the incident sufficient to explain why the classroom evacuation occurred; and

3. Any steps taken by the school to ensure the continued safety and supervision of students.

Parental notification provided in compliance with the Family Education Rights and Privacy Act (FERPA) and other applicable privacy laws.[4] No information shall be disclosed about the student whose conduct caused the classroom evacuation, or any other student, if the disclosure would violate privacy laws.

Recordkeeping

Each school shall maintain records of:

1. The date and time of the classroom evacuation;

2. The number of students evacuated;

3. The time and manner of parental notification; and

4. The staff member responsible for issuing parental notifications.

Legal References

1. TCA 49-6-2804
2. TCA 49-6-3401
3. Public Acts of 2026, Chapter No. 850
4. 20 USCA § 1232g; TCA 10-7-504

Cross References

Code of Conduct 6.300
Suspension 6.316
Safe Relocation of Students 6.4081

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in March	**Admission of Suspended or Expelled Students**	**6.318**	**08/18/26**
		Rescinds: **6.318**	Issued: **08/20/24**

STUDENT READMISSION TO DISTRICT[1]

The district may continue a disciplinary investigation of a student who withdraws from the district during the investigation. If the student later reenrolls in the district, then the disciplinary investigation and/or consequences shall resume.

STUDENT DISCSIPLINED IN ANOTHER DISTRICT

The Board may deny admission of any student (except those in state custody) who has been expelled or suspended from another school district in Tennessee or another state even though the student has established residency in the district in which he/she seeks enrollment.

After a request for enrollment is made, the Director of Schools shall investigate the facts surrounding the suspension or expulsion from the former school district. The principal may ask the parent(s)/guardian(s) in writing if their student has been adjudicated delinquent for an offense listed in TCA 49-6-3051 and submit any records to the Director of Schools.[2] Based on the results of the investigation, the Director of Schools shall make a recommendation to the Board to approve or deny the request.

The Board shall not deny enrollment beyond the length of the imposed suspension or expulsion.

A student may be dismissed if it is determined subsequent to the enrollment that the student has been suspended or expelled from the former school district.[3]

Legal References

1. Public Acts of 2026, Chapter No. 760
2. TCA 49-6-3051(a)
3. TCA 49-6-3401(f); 20 USCA § 1232g(b)(4), (h)

Cross References

School Admissions 6.203
Student Records 6.600

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Emergency Allergy Response Plan**	**6.412**	**08/18/26**
		Rescinds: **6.412**	Issued: **06/15/21**

The Director of Schools shall develop and maintain an emergency allergy response plan that meets state guidelines for managing students with life-threatening allergies. The plan shall include measures to reduce exposure to allergens and procedures to treat allergic reactions. Components of the plan shall include, but are not limited to, education and training of personnel, record keeping/documentation, development and reviews of the allergy action plan, and protocols for classrooms and cafeterias that include strategies to reduce exposure to allergens.[1]

Using the state food allergy guidelines plan as a guide, the Director of Schools shall also develop a process to identify all students with food allergies and develop and implement an individualized health care plan (IHCP) with an allergy action plan for each specific student.[2]

EPINEPHRINE[3]

Each school shall maintain epinephrine, either as auto-injectors, nasal sprays, or other forms, in at least two (2) unlocked, secure locations including, but not limited to, the school office and the school cafeteria.

In the event of such a reaction, the school nurse or other trained school personnel shall utilize epinephrine to respond, under a standing protocol from a physician.

The Director of Schools/designee is authorized to seek epinephrine auto-injectors through a prescription written to Tullahoma City Schools. Upon the issuance of the auto-injectors, the Director of Schools/designee shall ensure that they are placed within each school and that any needed trainings are conducted for staff.

Legal References

1. TCA 49-50-1602(f)
2. *Guidelines for Use of Health Care Professionals and Health Care Procedures in a School Setting* (Tennessee Department of Education and Tennessee Department of Health, 2023, pg. 90)
3. Public Acts of 2026, Chapter No. 947

Cross References

Medicines 6.405

Tullahoma City Board of Education

Monitoring:	Descriptor Term:	Descriptor Code:	Issued Date:
Review: Annually, in April	**Students from Military Families**	**6.506**	**08/18/26**
		Rescinds: **6.506**	Issued: **11/18/19**

General

The Director of Schools shall develop the necessary administrative procedures to ensure that students with parent(s)/guardian(s) in the armed services are identified and that appropriate and available services are provided for these students.[1]

RELOCATION OF MILITARY SERVICE MEMBER[2]

A student who does not currently reside within the school district shall be allowed to enroll if he/she is a dependent child of a service member who is being relocated to Tennessee on military orders. To be eligible for enrollment, the student will need to provide documentation that he/she will be a resident of the school district on relocation. This documentation must be provided to the school district within one (1) calendar year from the date of enrollment.

If the child of a military member enrolls per this policy and has an active 504 plan, IEP, or an individualized family service plan, then the district shall take the necessary steps to ensure that services are in place when the student enrolls.

ABSENCES

Principals shall provide students with a one (1) day excused absence prior to the deployment of and a one (1) day excused absence upon the return of a parent/guardian serving active military service.

Principals shall also allow up to ten (10) excused cumulative absences per year for students to visit a parent/guardian during a deployment cycle. The student shall provide documentation to the school as proof of his/her parent/guardian's deployment. Students shall be permitted to make up school work missed during these absences.[3]

REMAINING IN THE DISTRICT[4]

If a student is enrolled in grades eleven (11) through twelve (12) and is a dependent child of a service member who relocates on military orders resulting in the student no longer residing in the school district due to relocation, the student shall have the option to remain enrolled in the same high school until the student graduates or withdraws.

Legal References

1. State Board of Education Policy 2.103
2. TCA 49-6-3101; Public Acts of 2026, Chapter No. 834
3. TCA 49-6-3019
4. Public Acts of 2026, Chapter No. 834

Cross References

Attendance 6.200
School Admissions 6.203

2027-2028 TCS Calendar

July-27

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

August-27

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

September-27

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

October-27

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

November-27

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

December-27

M	T	W	T	F
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6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

IMPORTANT DATES

Teacher Inservice

July 21 - 27, 2027
October 11, 2027, Students Out
February 18, 2028, Students Out

Administrative Date

January 3, 2028, Students Out

Days Students Attend School

July 28, 2027, First Day of School
July 28, 2027, Students Dismissed at 1:00 pm
May 19, 2028, Last Day of School
May 19, 2028, Students Dismissed at 1:00 pm

Holidays/Breaks

September 6, 2027, Labor Day
October 1 - 8, 2027, Fall Break
November 22 - 26, 2027, Thanksgiving Break
December 17, Students Dismissed at 1:00 pm
December 20 - December 31, Christmas Break
January 17, 2028
February 21, 2028
March 13 - 17, 2028, Spring Break
April 14, 2028, Good Friday

Parent Teacher Conferences

TBD

January-28

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

February-28

M	T	W	T	F
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7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

March-28

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

April-28

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

May-28

M	T	W	T	F
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8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

June-28

M	T	W	T	F
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5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Updated June 18, 2026

Tullahoma City Schools BOE Calendar Events 2026-2027

July						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August						
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23	24	25	26	27	28	29
30	31					

September						
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27	28	29	30			

October						
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November						
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22	23	24	25	26	27	28
29	30					

July

7/17 - 7/19	TSBA Summer Law Institute- Gatlinburg
7/24 - 7/30	Teacher Inservice
7/31	First Day of School

August

8/06	TSBA Summer Law Institute- Jackson
8/18	BOE Meeting

September

9/07	Labor Day
9/15	BOE Meeting
9/17	TSBA Fall District Meeting

October

10/05-10/9	Fall Break
10/12	Teacher Inservice
10/20	BOE Meeting

November

11/05 - 11/08	TSBA Annual Conference
11/17	BOE Meeting
11/23 -11/27	Thanksgiving Break

December						
S	M	T	W	T	F	S
	1	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January						
S	M	T	W	T	F	S
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April						
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December

12/21 -12/31	Christmas Break

January

1/01	Christmas Break
1/04	Administrative Day
1/18	MLK Day
1/19	BOE Meeting
1/29	BOE Winter Retreat

February

2/09	BOE Meeting
2/12	Teacher Inservice
2/15	President's Day
2/15 - 2/16	TSBA Legal and Legislative Conference

March

3/09	BOE Meeting
3/15 -3/19	Spring Break
3/26	Good Friday
3/29	Easter Monday

April

4/20	BOE Meeting

May						
S	M	T	W	T	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May

5/18	BOE Meeting
5/25	Last Day of School

June						
S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

June

6/10	Board Summer Retreat
6/15	BOE Meeting

Tullahoma City Schools

Agenda Items by Month 2026-2027

January			
For Study/Review		**Board Meeting**	
Insurance Rebids (as recommended by admin)		Tenure	Annual Board Action
Board Policy Review 4	Yearly review	Board Policy Review 4	Board Action if necessary
		Disciplinary Hearing Authority (Policy 6.316)	Annual Board Action
Board Winter Retreat		Principal and Supervisor of the Year Recognition	
Study Session for the purpose of Board Self-Evaluation (Policy 1.103)	To occur immediately following the adjournment of the January Board Mtg		

February			
For Study/Review		**Board Meeting**	
Individual Board Member Meeting with DOS	Schedule with Angel	Professional Learning Plan	Consent Item
2027-2028 Budget Info	Discussion	2027-2028 Budget Info	Discussion
Board Policy Review 5	Yearly review	Board Policy Review 5	Board Action if necessary
		Annual Club Sports (Fall/Spring)	Board Action Required

March			
For Study/Review		**Board Meeting**	
2027-2028 Budget	Discussion	2027-2028 Budget	Discussion
		200-Day Accountability	Consent item
Board Policy Review	Yearly review	Board Policy Review	Board Action if necessary
DOS Evaluations	Out to board March 23, 2027 Due back March 30, 2027	Trustees for Non-Certified Retirement	Board Action Required
Middle and High School Building Reports by Assigned Board Members		System-wide Professional Learning Plan	Annual Board Action Required 5.113

April			
For Study/Review		**Board Meeting**	
Consideration of DOS Contract/Contract Extension		Public Notice of Intent to Consider in May	
		Volunteer of the Year Recognition	
2027-2028 Budget	Discussion	2027-2028 Budget	Discussion
		Textbook Adoption (if applicable)	Consent item
Board Policy Review	Yearly review	Board Policy Review	Board Action if necessary
DOS Evaluation Review Week of 4/5/2027		Accept DOS Evaluation	Board Action
Review tuition fees for the upcoming school year	Yearly review	Approve tuition fees for the upcoming school year	Board Action Required
		Milk Bids for School Nutrition (when renewal ends)	Board Action if necessary

May			
For Study/Review		**Board Meeting**	
2027-2028 Budget	Discussion	2027-2028 Budget	Discussion
		DOS Surety Bond	Consent item
		Holland Awards	Consent item
		Wollman-Armstrong Scholarships	Consent item
Board Policy Review	Yearly review	Board Policy Review	Board Action if necessary
		Consideration of DOS Contract/Contract Extension	Board Action Required (first on agenda)
Finance Committee Meeting (To meet before the May BOE meeting)		Audit Results/Finance Committee Report	Board Action Required
		Support Staff Member of the Year	

June			
Strategic plan submitted by DOS	Discussion at Summer Retreat	Consolidated Application for Federal Funding	Consent item
Clyde Smith Jr. Leadership Award	Discussion at Summer Retreat	LCLA Budget	Consent item
		Kool Kids Budget	Consent item
		Food Services Budget	Consent item
Board Policy Review	Yearly review	Board Policy Review	Action if necessary
2027-2028 Budget	Discussion	2027-2028 Budget	Board Action Required
2027-2028 Board Event Calendar	Discussion	2027-2028 Board Event Calendar	Board Action Required
2027-2028 Board Agenda Items by Month	Discussion	2027-2028 Board Agenda Items by Month	Board Action Required
Review of Fee Schedule for Use of School Facilities (Policy 3.206)		Approval of Fee Schedule for Use of School Facilities (Policy 3.206)	Board Action Required
Differentiated Pay Plan	Yearly review	Differentiated Pay Plan	Annual Board Action Required 5.1101
Artificial Intelligence Enforcement Report per policy 4.214	Yearly review	Artificial Intelligence Enforcement Report	Annual Board Action Required 4.214

July			
For Study/Review		**Board Meeting**	
No Activities/Meeting if Required			
Evaluation tool presented to DOS by July 30 for the upcoming year			

August			
For Study/Review		**Board Meeting**	
Board School Assignments			
Work Group Appointments			
Board Policy Review 6	Yearly review	Board Policy Review 6	Board Action if necessary
		Clyde Smith Jr. Leadership Award	Board Action Required
Health Insurance Premium Cap	Discussion	Health Insurance Premium Cap	Board Action Required

September			
Board Policy Review 3	Yearly Review	Board Policy Review 3	Board Action if Necessary
		Board Election of Officers	
		Depositories	Consent Item
		2025-2026 Unpaid Food Service Charges	Consent Item

October			
For Study/Review		**Board Meeting**	
		Clyde Smith Jr. Leadership Award Reception	
Board Policy Section 1	Yearly Review	Board Policy Section 1	Board Action If Necessary
Delegates to TSBA Convention	Discussion	Approval of Spring Club Sports	Board Action Required

November			
For Study/Review		**Board Meeting**	
Board Policy Section 2	Yearly Review	Board Policy Section 2	Board Action If Necessary
		Charter Review Team Committee Appointment Recommendation (if necessary)	Consent Item
		School Compliance Report	Consent Item
		Teacher of the Year Recognition	
		TISA District Report	Consent Item

December			
For Study/Review		**Board Meeting**	
No Activities/Meeting if Required			

AS 08/3/2026

July/August 2026

Hires

Sandie Goodman	BAE	PT Title I EA	08/03/2026
Megan Geer	ELE	Behavioral Instructional Coach	07/24/2026
Lily Hill	ELE	1st Grade Teacher	07/24/2026
Alyssa Jones	ELE	Music Teacher	07/24/2026
Justin Logan	EMS	RTI EA	08/10/2026
Mark Shipman	EMS	Crossing Guard	08/06/2026
David Smith	EMS	Baseball Coach	07/24/2026
Kathy Buchanan	JTF	Pre K Teacher	07/24/2026
Connie Jaramillo	JTF	PT Title I EA	08/10/2026
Hailey Smith	JTF	RBT	07/24/2026
Alissa Elston	JTF/ELC	PT Daycare Worker	07/31/2026
Amber Farris	JTF/ELC	PT Daycare Worker	08/03/2026
Tammye Hayes	JTF/ELC	PT Daycare Worker	07/24/2026
Kristen Kerce	JTF/ELC	PT Daycare Worker	08/03/2026
Nell Pack	JTF/ELC	PT Daycare Worker	06/01/2026
Kathy Dol	REL	RTI EA	08/07/2026
Lisa Lynch	REL	4th Grade ELA	07/24/2026
Danielle Paul	REL	Custodian	08/06/2026
Logan Lee	THS	Head Baseball Coach	07/24/2026
John Moore	THS	Custodian	08/03/2026
Ethan Young	THS	Sped EA	08/10/2026
Labrone Clark	WMS	ISS EA	07/30/2026
Kathy Ellis	WMS	Custodian	07/23/2026
James Bunn	WMS	Asst. Boys Basketball Coach	06/09/2026
Vicki Holland	WMS	7th Grade ELA	08/04/2026
Tiffany Taylor	WMS	8th Grade Math	07/24/2026

Resignations

Michael Pittman	REL	Custodian	07/07/2026
Rick Ruiz	REL	Sped EA	07/21/2026
Shaylee OFerrell	ELE	Title I EA	05/22/2026
Amy Pogue	ELE	Title I EA	05/22/2026
Monica Graves	ELE	Title I EA	05/22/2026

Esther Ayala	THS	Custodian	06/29/2026
Chevis Hoover	THS	Asst. Baseball Coach	05/04/2026
Bryan Morris	THS	Baseball Coach	06/30/2026
Katie Anderson-Wilson	WMS	Sped Teacher	07/07/2026

Transfers

Chris Bond	CSS-CSS	Network System Admin-Technology Supervisor	07/01/2026
Sandy Klonaris	REL-THS	Asst. Principal- Asst. Principal	07/01/2026
Bradley Meyer	MAIN-MAIN	Plumber/Electrician-HVAC	07/01/2026
Natalie Damron	ELE-ELE	K Teacher-Assistant Principal	07/01/2026
Rebecca Wrinn	ELE-ELE	2nd Grade Teacher-5th Grade Teacher	07/24/2026
Deone Jennings	ELE-ELE	Prek Teacher-K Teacher	07/24/2026
Amy Cunningham	ELE-ELE	5th Grade Teacher-3rd Grade Teacher	07/24/2026
Caycee Robert	ELE-REL	1st Grade-Assistant Principal	07/17/2026
Jordan Dilley	REL-REL	4th Grade Teacher-Title I Coach	07/24/2026
Pam Parker	JTF-District Wide	RTI Teacher-District Instructional Coach	07/24/2026
April Norris	Admin-Admin	Deputy Director-Director of Schools	07/01/2026
Susan Sudberry	CSS-Admin	Director of Technology-Deputy Director	07/01/2026
Chris Bond	CSS-CSS	Network System Admin.-Technology Supervisor	07/01/2026
Cori Cole	WMS-ELE	6th Grade ELA-Instructional Coach	07/24/2026
Whitney Chapman	WMS-WMS	8th Grade SS-7th Grade SS	07/24/2026
Kristen Burton	WMS-WMS	7th Grade ELA-8th Grade SS	07/24/2026
Tandra Cardosi	WMS-WMS	7th Grade ELA-6th Grade Science	07/24/2026
Cari Morgan	WMS-WMS	6th Grade Science-6th Grade ELA	07/24/2026
Montie Cashion	WMS-WMS	7th Grade SS-7th Grade ELA	07/24/2026
Brianna Lorance	ELE-WMS/EMS	Title I EA-Library EA	07/24/2026
Amanda Baker	WMS-CSS	EA-Mobile Support Technician	07/20/2026
Amy Pogue	ELE-THS	RTI EA-Sped EA	07/24/2026
Angie Coop	JTF-JTF	2nd Grade-RTI	07/24/2026
Stephanie Lawson	REL-CSS	RTI EA-Sped Admin Assistant	08/03/2026
Lisa Madsen	JTF-REL	Sped EA-HMI K-2 EA	07/24/2026
Kaila Walls	ELE-JTF	1st Grade-2nd Grade	07/27/2026
Blair Pyrdum	ELE-ELC/PK	Vol PK EA-619 Sped EA	07/24/2026
Martha Cooper	ELE-ELC/PK	619 Sped EA-VOL PK EA	07/24/2026
Elisa Aguirre	LCLA/JTF-LCLA/JTF	PT Daycare Worker-FT Daycare Worker	08/03/2026
Sheleah Fannon	LCLA/JTF-LCLA/JTF	PT Daycare Worker-FT Daycare Worker	08/03/2026

Alexis Williams	WMS-BAE	RTI EA-RTI EA	08/17/2206
Ashley Limbaugh	LCLA/JTF-REL	PT Daycare Worker-PT Title I EA	08/18/2026
Angela Tinnon	EMS-District Wide	6th Grade Math-Instructional Coach	08/10/2026

Retirements

Lisa Mansfield	ELE	Special Education Teacher	09/07/2026

Non-Renewals

Laura Hess	WMS	Custodian	06/30/2026
Fallon Johnson	WMS	ISS EA	05/2/2026