



Tuesday, September 8, 2026
Kingsport City Schools Board of Education Regular Meeting - 6:00 PM

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

1. **CALL TO ORDER** (Dr. Brandon Fletcher)
 - 1.1. Pledge of Allegiance (Higgs Feagins, Barron Ludwig, and Molly Mennis)
 - 1.2. Swearing-In of New Board of Education Members and Presentation (Angie Marshall/Mayor Paul Montgomery)
 - 1.3. Organization of the Board of Education (Dr. Chris Hampton)
 - 1.4. Review of Board of Education Responsibilities/Boardsmanship Standards (Board President)
 - 1.5. Additions to and/or Acceptance of the Agenda (Board President)
2. **PUBLIC COMMENT**
3. **CONSENT AGENDA**
 - 3.1. Approval of Personnel Considerations (Jennifer Guthrie)
 - 3.2. Approval of Minutes - August 11, 2026 BOE Regular Monthly Meeting (Board President)
 - 3.3. Approval of Banking Resolutions (David Frye)
 - 3.4. Approval of Renewal Agreement with Niswonger Foundation for Project On-Track (David Frye)
 - 3.5. Approval of Policies on First and Final Reading (Dr. Andy True)
4. **REPORTS**
 - 4.1. Data Report (Michael Hubbard)
5. **TIME AND DATES OF MEETINGS**
 - 5.1. September 14, 2026 - TSBA Fall District Meeting (5:00 PM - Greeneville)
 - 5.2. September 22, 2026 - BOE Work Session (6:00 PM)
 - 5.3. October 6, 2026 - BOE Regular Monthly Meeting (6:00 PM)
 - 5.4. October 27, 2026 - BOE Work Session (6:00 PM)
6. **ADJOURNMENT** (Board President)

Kingsport City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Internal Organizations	Descriptor Code: 1.200	Issued Date: 08/11/26
		Rescinds: 1.200	Issued: 06/13/23

1 The Kingsport City Schools' fiscal year begins on July 1st.

2 **OFFICERS**

3 Annually at its September business meeting, the Board of Education shall elect from its members a
4 President and a Vice-President.¹ These elected individuals will assume office immediately following
5 their election as President and Vice President and serve in such capacity until the September business
6 meeting of the following calendar year.

7 **MEMBERS**

8 Board members are both state officers operating at the local level and local officers in terms of
9 function and scope of duty. Members of the Board have authority only when acting as a Board in a
10 duly-called meeting with a quorum.

11 **COMMITTEES**

12 The President shall have the duty to appoint committees authorized by the Board to execute the duties
13 of the Board.

Legal References

1. [TCA 49-2-202](#)

Cross References

Meetings 1.400

Kingsport City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: Boardsmanship Code of Conduct	Descriptor Code: 1.2021	Issued Date: 02/11/20
		Rescinds: 1.1061	Issued: 11/12/19

The Code of Ethics as recommended by the Tennessee School Boards Association (TSBA) shall be the guide for the Board of Education for the Kingsport City Schools and shall be read aloud annually after the election of new Board officers. The Board adopts these standards as recommended by the Tennessee School Boards Association as a guide to its members as they provide educational leadership for the youth of our state.

ARTICLE I. MY RELATIONS TO THE CHILDREN

Section 1. I will at all times think in terms of “children first,” always determining how my actions and decisions will affect the education and training of children.

Section 2. I will seek to provide equal educational opportunities for all children regardless of ability, race, color, sex, creed or location of residence.

ARTICLE II. MY RELATIONS TO MY COMMUNITY

Section 1. I will endeavor to appraise fairly both the present and future educational needs of the community and to support improvements as finances permit.

Section 2. I will represent at all times the entire school community and refuse to represent special interests or partisan politics.

Section 3. I will endeavor to keep the community informed about the progress and needs of the schools.

Section 4. I will represent the Board and the school district to the public in such a way as to promote both interest and support.

Section 5. I will refer to other board members, staff, students, and the public with respect when using social media.

ARTICLE III. MY RELATIONS TO TEACHERS AND PERSONNEL

Section 1. I will support the employment of those persons best qualified to serve as employees and insist on a regular and impartial evaluation of all staff.

Section 2. I will support and protect personnel in performance of their duties.

Section 3. I will not criticize employees publicly but will express any relevant concerns to the Superintendent of Schools for investigation and action if necessary.

ARTICLE IV. MY RELATIONS WITH OTHER BOARD MEMBERS

Section 1. I will understand that the Board makes decisions as a team and that individual board members may not commit the Board to any action.

Section 2. I will refuse to make promises as to how I will vote on a matter which should come before the Board.

Section 3. I will make decisions only after full discussion of matters at a board meeting.

Section 4. I will respect the opinion of other members and will accept the principle of “majority rule” in all cases and give support to the resulting action.

Section 5. I will work harmoniously with other board members without trying to dominate the Board or neglect my share of the work.

ARTICLE V. MY RELATIONS WITH THE SUPERINTENDENT OF SCHOOLS

Section 1. I will support the full administrative authority as well as the responsibility for the Superintendent of Schools to properly discharge all professional duties.

Section 2. I will hold the Superintendent of Schools accountable for working and requiring staff to work within the framework of policies set up by the Board.

Section 3. I will understand that the Board sets the standards for the school district through policy and that board members do not manage the district on a day-to-day basis.

Section 4. I will refer all complaints and concerns to the Superintendent of Schools and abstain from individual counsel and action in regard to staff members.

ARTICLE VI. MY RELATIONS TO MYSELF

Section 1. I will educate myself about my duties and responsibilities and current educational issues by individual study and through participation in programs providing needed information.

Section 2. I will avoid of conflicts of interest and will refrain from using my board position for personal or partisan gain.

Section 3. I will uphold the integrity and independence of the position.

Section 4. I will become familiar with federal and state education laws and school board policies.

- 1 Section 5. I will continually advocate for the goals of the school district.
- 2 Section 6. I will vote and act impartially for the good of the school district.
- 3 Section 7. I will attend board meetings and become informed concerning the issues to be
- 4 considered at those meetings.
- 5 Section 8. I will model civility to students, employees, and all elements of the community
- 6 by encouraging the free expression of opinion by all board members and
- 7 engaging in respectful dialogue with fellow board members on matters being
- 8 considered by the Board.

Cross References

School Board Legal Status and Authority 1.100
Internal Organization 1.200
School/Community Relations 1.500

Kingsport City Schools Board of Education Regular Meeting Minutes August 11, 2026

The Kingsport City Schools Board of Education Regular Meeting was held on August 11, 2026, in the Administrative Support Center, Tennessee Room (3rd Floor) at 6:00 PM. The following Board of Education members were in attendance.

Dr. Brandon Fletcher (President): Present
Todd Golden: Present
Jamie Jackson: Present
Dr. Phillip Marshall: Present (Arrived at 6:06 PM)
Melissa Woods (Vice President): Present

1. CALL TO ORDER

Dr. Brandon Fletcher, Board President, called the meeting to order at 6:00 p.m.

1.1. Pledge of Allegiance (Kameron and Kylie Sheppard)

Roosevelt Elementary School students Kameron and Kylie Sheppard led the Board of Education and the audience in the Pledge of Allegiance. Kameron is in 1st grade and Kylie is a 4th grader.

1.2. Additions to and/or Acceptance of the Agenda (Dr. Brandon Fletcher)

A motion was made by Todd Golden and seconded by Melissa Woods to accept the agenda, including the Consent Agenda, as presented. The motion carried by a vote of Yea: 4, Nay: 0.

Dr. Phillip Marshall was not present for this vote.

2. RECOGNITIONS

2.1. Kingsport City Schools Employee/Student Athletes Representing Team Tennessee at the Special Olympics USA Games (Jamie Jackson)

Board member Jamie Jackson recognized five employee/student athletes that represented Team Tennessee in the Special Olympics USA Games, held at the University of Minnesota from June 19-27, 2026. She noted Sarah Good, teacher at Dobyns-Bennett High School and coach of the Special Olympics team, accompanied the athletes to the Special Olympics USA Games.

Anthony Walker, a KCS employee at Robinson Middle School, represented Tennessee in swimming. He won gold medals in the 500 yd medley, the 4x50 relay, and in the 100m butterfly, in which he set a new Special Olympic record.

The Interscholastic Track team was made up of four students from Dobyns-

Bennett High School and four students from Valor Collegiate Academy in Nashville - two athletes and two partners from each school. The team represented Tennessee (and KCS) beautifully, taking 4th place in the team competition.

Event placements by KCS Unified Track athletes and partners were: Hunter Baars: 3rd - 4x100, 5th - 200m
Emma Brickey: 5th - long jump, 1st - 200m
Ellie Stokes: 1st - long jump, 1st - 100m
Reid Riggins: 1st - shot put, 3rd - 4x100, 2nd - 200m

Dr. Phillip Marshall arrived at the conclusion of the recognition (6:06 PM).

3. PUBLIC COMMENT

Derrick Browder spoke regarding naming of the new elementary school being built in Lynn Garden on the former site of Lynn View High School and Lynn View Community Center. He requested Board members consider naming the new school after the community instead of a former U.S. president.

4. CONSENT AGENDA

- 4.1. Approval of Personnel Considerations (Mrs. Jennifer Guthrie)
- 4.2. Approval of Minutes - July 14, 2026 BOE Regular Monthly Meeting (Dr. Brandon Fletcher)
- 4.3. Approval of Donations (David Frye)
- 4.4. Approvals of Policies on First Reading (Dr. Andy True)

5. BUSINESS ITEMS

- 5.1. Approval to Purchase Boxlights from Central Technologies Inc. (David Frye)

David Frye presented a proposal to purchase boxlight technology to be installed at various schools. The proposal would provide for the purchase of 16 boxlights from Central Technologies Inc. for a total cost of \$53,968 (\$3,373 each), utilizing TIPS-USA Contract 240101. The cost would include a stand, software, delivery, and set up. Since this is the first time there's been a system-wide replacement, classrooms with older televisions have been identified for replacement first. New boxlights will be placed at the following schools: Adams (5), Jackson (1), Kennedy (5), Lincoln (1), Robinson (3), and Sevier (1). Funding for the purchase will be from the General Purpose School Technology budget.

A motion was made by Dr. Phillip Marshall and seconded by Jamie Jackson to approve the purchase of 16 boxlights from Central Technologies Inc. for a total cost of \$53,968 utilizing TIPS-USA Contract 240101. The motion carried by a vote of Yea: 5, Nay: 0.

5.2. Approval of Bid for Robinson Middle School Freezer Replacement (David Frye)

David Frye presented a recommendation to approve a bid to install additional freezer space in the Robinson Middle School kitchen. Two bids were received at the opening on August 5, 2026. The low bidder was Mavin Construction LLC in the amount of \$155,000. The project cost totaled \$175,300, including a 6% contingency of \$9,300 and an architect fee of \$11,000. Funds for the project have been identified in the School Nutrition Services budget.

A motion was made by Melissa Woods and seconded by Todd Golden to award the bid for the Robinson Middle School freezer replacement to Mavin Construction for a cost of \$155,000, authorizing a 6% contingency of \$9,300, and rejecting all other bids. The motion carried by a vote of Yea: 5, Nay: 0.

5.3. Approval to Award Bid for the Lynn View Community Center Demolition and Partial Site Development for the New Elementary School (David Frye)

David Frye presented a recommendation to approve a bid for asbestos abatement and demolition of the Lynn View Community Center and the site development package for the area north of Walker Street for the new elementary school construction project in Lynn Garden. Five bids were received for the project at the bid opening on July 29, 2026. The low bid was from Rezzar Demolition in the amount of \$445,100. However, it was only for the demolition of the existing building, not the complete project. The next lowest bid was from Construction Partners in the amount of \$2,780,000 for the project. The total cost of the entire project will be \$3,215,500, including architect fee (\$268,700), construction costs (\$2,780,000), and a 6% contingency (\$166,800). The work will begin around September 1, 2026, with a completion date of September 1, 2027.

Mr. Frye reported the demolition work would only be on the north side of Walker Street, with the street remaining open during this portion of the project. Walker Street will close once construction gets underway on the school building, which will be located on the south side of Walker Street.

A motion was made by Dr. Phillip Marshall and seconded by Jamie Jackson to award the bid and enter into an agreement with Construction Partners in the amount of \$2,780,000, authorize a 6% contingency of \$166,800, and reject all other bids. The motion carried by a vote of Yea: 5, Nay: 0.

5.4. Approval to Purchase Student Transportation for the Dobyns-Bennett High School Marching Band to Participate in the Macy's Thanksgiving Day Parade (David Frye)

David Frye presented a recommendation to approve the purchase of student transportation for the Dobyns-Bennett High School Marching Band to participate in the 2026 Macy's Thanksgiving Day Parade in New York City.

This year celebrates the 100th anniversary of the D-B Band and the Macy's Thanksgiving Day Parade. The Band Booster Club has planned and entered into an agreement with Gateway Music Festival & Tours, Inc. to provide a full package of lodging, transportation, and entertainment for the students, chauffeurs, and parents who want to attend. Students and parents will each pay for their lodging and entertainment. Parents who choose to attend are also required to pay for their transportation.

In order to secure student transportation for the trip, it was recommended the Board approve entering into an agreement with Gateway Music Festivals & Tours for an amount not to exceed \$95,659.80 to cover the student transportation portion of the agreement. Funds are available in the General Purpose School Fund for the trip.

A motion was made by Dr. Phillip Marshall and seconded by Todd Golden to enter into an agreement with Gateway Music Festivals & Tours for an amount not to exceed \$95,659.80. The motion carried by a vote of Yea: 5, Nay: 0.

5.5. Approval of Revised Policy 1.200 - Internal Organization on First Reading (Dr. Andy True)

Dr. Andy True, Assistant Superintendent - Administration, presented a proposed revision to Policy 1,200 - Internal Organization, in order to align Kingsport Board of Education Policy with the City of Kingsport Charter. Bart Rowlett, City of Kingsport Attorney, joined Dr. True at the table for the discussion. Mr. Rowlett reported that he announced at the December (2025) Board of Education meeting there would be changes made to the City Charter due to the schedule for local elections to the Board of Mayor and Aldermen and Board of Education being moved from May to August. A revision regarding the election of Board officers, from the July to the September Board meeting, was recommended to align Kingsport Board of Education Policy with the City of Kingsport Charter.

After review by Mr. Rowlett and discussion, the Board voted to approve the recommended policy revision.

A motion was made by Todd Golden and seconded by Melissa Woods to approve revised Policy 1.200 - Internal Organization on First and Final Reading. The motion carried by a vote of Yea: 5, Nay: 0.

6. TIME AND DATES OF MEETINGS

Superintendent Dr. Chris Hampton welcomed the Board back from the recent elections. He congratulated Dr. Fletcher and Mrs. Woods for being elected to serve another four-year term on the Kingsport Board of Education.

Dr. Hampton welcomed back all teachers and students for the 2026–2027 school year, noted it was a very smooth start. He reported approximately 70 new

employees and 55 new teachers were hired over the summer months. In addition to hiring for several other positions, a new principal was hired for Robinson Middle School.

Dr. Hampton stated that the first week of student enrollment trends continued to be tracked. The district has seen a slight decrease at the elementary level, mainly in the number of kindergarten students. He noted this reduction in kindergarten students has been reported within other districts in the region. There was an increase in enrollment at the middle schools and a slight decline at the high school level. Dr. Hampton reported the current enrollment was slightly over 7,300 students.

Dr. Hampton announced Dobyns-Bennett High School has been recognized as a Model Professional Learning Community (PLC) School by Solution Tree for using a planning process to successfully raise student achievement by focusing on student learning, data orientation, and collaboration. D-B is the only high school in Tennessee and one of only 83 high schools in the world to receive this honor. He commended D-B for their hard work to attain this recognition. In the district, they join Jefferson Elementary School and Adams Elementary School in this distinction. There are only 16 PLC schools in Tennessee, with 3 of them located in Kingsport. Dr. Hampton noted improvement has been seen in all KCS schools.

Board member Jamie Jackson recognized the district's School Nutrition Services department for serving over 100,000 meals over the summer break. Boxed lunches were provided at Adams Elementary School for families to take home during the two months schools were not in session. Dr. Hampton reported the meals were distributed from Adams Elementary School because a stipulation of the grant was that the meals had to be distributed from a rural school. The meal distribution was possible through a partnership with the YMCA, who assembled the food boxes.

- 6.1. August 25, 2026 - BOE Work Session (6:00 PM)
- 6.2. September 8, 2026 - BOE Regular Monthly Meeting (6:00 PM)
- 6.3. September 14, 2026 - TSBA Fall District Meeting (Greeneville)
- 6.4. September 22, 2026 - BOE Work Session (6:00 PM)

7. ADJOURNMENT

Dr. Fletcher adjourned the meeting at 6:49 p.m.

Dr. Brandon Fletcher, Board President

Vivian L. Altizer, Board Secretary



TO: Board of Education
Dr. Chris Hampton, Superintendent

FROM: David J. Frye, Chief Finance Officer DJF

DATE: September 8, 2026

SUBJECT: Recommendation to Renew the Agreement with Niswonger for Project On Track

The administration recommends renewing the agreement with the Niswonger Foundation for Project On-Track, which is a High-Dosage/Low-Ratio Tutoring Program. The Memorandum of Understanding between City of Kingsport for its Kingsport City Schools is in accordance with guidelines established by the TN ALL Corps Community Partner Grant. Kingsport City Schools will work with Niswonger Foundation to implement literacy tutoring for students in grades 2 - 5 who are struggling in the mastery of grade level academic skills and standards.

A budget of \$50,520 has been established. The allocation is listed below.

Kennedy Elementary	\$9,520
Roosevelt Elementary	\$36,400
Site Coordinator Stipend	\$4,000
Supply Allocation	\$600
Total Allocation	\$50,520



**Project On-Track: High-Dosage/Low-Ratio Tutoring Program
TN ALL Corps Community Partner Grant – TN Department of Education
Memorandum of Understanding for the 2026-2027 School Year**

NISWONGER FOUNDATION Contact Person: Stephanie Boyd (sboyd@niswongerfoundation.org)

PARTNER/ Contact Person(s): Dr. Holly Flora

The project partner, Niswonger Foundation, agrees to provide the following services in accordance with the attached budget.

Statement of Work for Kingsport City Schools:

1. Scope of Project – Kingsport City Schools will serve as an operational partner of Project On-Track. This partnership is expected to extend from August 1, 2026, through May 31, 2027.
2. Personnel – Dr. Holly Flora will serve as the overall project coordinator for Project On-Track activities. The last page of this document describes the approved allocation.
3. Working Relationship – will serve as the primary point of contact between Niswonger Foundation and program partners. The Project On-Track staff will ensure this point of contact remains abreast of all developments and events.

Work to be performed

- A. Collaborate with Niswonger Foundation to develop strategies and procedures for a successful implementation of high dosage/high impact literacy tutoring for grades 2-5 at identified site(s) during the 2026-2027 school year.
 1. The district will determine site(s) where students will work with trained tutors.
 2. Site coordinator(s) will be selected to oversee project operations, participate in professional training, and supervise trained tutors. Site coordinators will receive a document “[Site Coordinator’s Essential Functions](#)” and are required to attend informational and training meetings as scheduled by the Project On-Track team.
 3. Tutors will be selected to work with students per Project On-Track guidelines at designated times determined by the school district. Tutors will receive a document “[Academic Tutor’s Essential Functions](#).”
 4. Project On-Track staff members will provide all training for selected tutors in literacy.
 5. Tutor training sessions will be 2- 4.5 hours in length depending on length of tutoring sessions.

Tutors will be compensated at their agreed upon rate of pay for completing training sessions.

6. Site coordinators, district personnel, and Project On-Track staff members will provide coaching support for tutors in the areas of literacy instruction, time management, classroom management, and communication so that tutoring sessions meet the needs of all students in an efficient manner.

B. The district will identify and select students in grades 2-5 who are struggling in the mastery of grade level academic skills and standards in literacy. Tutors are expected to provide the opportunity for each student to attend a minimum of 30 minutes at least three times a week for a minimum of 12 weeks each semester.

1. The district will use multiple sources of data and information in selecting the students who will be part of the tutoring program which may include but not limited to 2025-2026 state assessment results, beginning-of-year universal screening results (prefer students below the 40th %ile), beginning-of-year assessments, district benchmark results, and teacher recommendations. Lesson routines will support vocabulary development, fluency, comprehension, and writing (basic decoding skills will not be included).
2. Multiple data points may be collected and analyzed for each student during the length of the tutoring program. District benchmark/interim assessment scores will be collected by tutors.
3. Instructional activities will be tailored and adjusted based on student performance on previous items and assessments. Each student's family will receive a mid-term progress report from the tutor identifying areas of strength and areas for focus.

C. Establish budget and financial oversight procedures regarding compensation for site coordinator(s) and tutors for the 2026-2027 school year.

1. Niswonger Foundation and the district's leadership will agree to payment and compensation processes and procedures. Project On-Track requires tutors to be financially compensated as determined by each finance department.
2. Tutors will maintain time records to be used for compensation and/or other requirements to show evidence of work per school district's policies. Tutor timesheets are to be submitted with district invoices.

The following stipulations shall apply:

1. The Niswonger Foundation shall approve the purpose, administration, and supervision of all phases of the services to be provided under all parts of this agreement.
2. This agreement may be terminated by either party upon receipt of 30 days' written notice. Any change to this agreement requires an amendment with the same authoritative signatures as the original. Neither party shall have the right to assign or transfer its rights or obligations under this MOU without written consent of the other party. This agreement shall not be subject to modification or amendment except by written agreement with the appropriate authorized signatures.

Payment for Services

The funds awarded under the Project On-Track grant are available on a reimbursement basis and in accordance with payment schedule agreed to by the school district and the Niswonger Foundation. Social Security and Medicare will be reimbursed at 7.65% and retirement will be reimbursed at the actual cost. The reimbursement schedule can be monthly, quarterly, or at the end of each semester. Site coordinators and tutors will maintain time sheets as required by the district partner. Kingsport City Schools will send Niswonger Foundation **digital invoices** with detailed documentation to the following individual using the contact information provided:

Dr. Debra Bentley, Project On-Track Finance Director
Cell: 423-791-4317
Email: dbentley@niswongerfoundation.org

Proposed Budget:

Site Name	Literacy tutors	Hours per tutor per week (including planning)	Rate of pay	Total hours (including planning)	Tutor Allocation	Site Coordinator Stipend	Supply Fee
Roosevelt Elementary	2	20	\$35.00	1040	\$36,400.00	\$4,000.00	\$300.00
Kennedy Elementary	1	10.45	\$35.00	272	\$9,520.00		\$300.00
					\$ 45,920.00	\$ 4,000.00	\$ 600.00

ACCEPTED BY:

Dr. Steve Barnett
Chief Operating Officer, Niswonger Foundation

Director/Superintendent, Kingsport City Schools

KINGSPORT BOARD OF EDUCATION POLICY RECOMMENDATIONS

For: Consideration for Adoption

August 25, 2026 - Board of Education Work Session

REVISED POLICIES CONSIDERED FOR ADOPTION ON 1st Reading

1.400 – School Board Meetings

Public Chapter 852 creates flexibility for Boards during a natural disaster or inclement weather event. It allows board members to join a meeting electronically when less than a quorum is physically present. This exception may be used three times per year.

1.806 – Advertising and Distribution of Materials in the Schools

A revision is requested by administration to align KCS policy with desired school fundraising objectives and processes.

4.301 – Interscholastic Athletics

Students attending small private schools will now be permitted to participate in interscholastic athletics in accordance with TSSAA or TMSAA guidelines. If a school is a member with these organizations, private school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students, but only in athletic programs that are not offered by the private school. If a school is not a member with these organizations, private school students zoned for the particular school shall be able to participate in interscholastic athletics to the same extent as other students. TSBA has added a provision to the model policy on this aspect.

5.106 – Application and Employment

State law now requires all school districts to use the E-Verify program to ensure that an employee is eligible to work in the U.S. Previously, this was an optional program.

5.110 – Compensation and Contracts

Last year, a state law allowed Boards to determine whether to compensate a teacher's estate or designated beneficiary for unused leave time. This year, that option has been expanded to cover all staff. If the Board would like to offer this benefit, TSBA recommends adding a provision to your policy.

5.200 – Separation Practices for Tenured Teachers

5.201 – Separation Practices for Non-Tenured Teachers

Previously, a teacher who resigned and breached their contract mid-year could have their license suspended by the State Board of Education if the local Board submitted a complaint. Public Chapter 898 removes the option for Boards to file these types of complaints. Based on this, TSBA has removed that option from policies 5.200 and 5.201.

5.303 – Personal and Professional Leave

TSBA suggests KCS policy differentiate between state-allocated personal leave and local benefit personal leave. An administrative-recommended revision is proposed reflecting such differentiation.

NEW POLICIES CONSIDERED FOR APPROVAL – 2nd Reading

4.215 – Instructional Use of Digital Devices

TSBA created this new policy in response to a requirement in Public Chapter 808. This new state law requires Boards to adopt a policy prioritizing teacher-led instruction and the use of non-electronic instructional materials in grades K-5. There are several exceptions to the law including, but not limited to, assessments, remediation, students with IEPs/504 plans, and virtual schools.

6.4053 – Outside Applied Behavior Analysis Therapy

Boards are required to adopt a policy on outside applied behavior analysis therapy per Public Chapter 1112. This new state law requires Boards to adopt a policy allowing these private pay providers access to school property if they are under contract with parents/guardians and have signed a memorandum of understanding with the district. TSBA has created a new model policy to align with these requirements. The Department of Education will be issuing guidance on this topic. TSBA will send out an update to the model policy, if needed.

Kingsport City Board of Education

Monitoring: Review: Annually, in September	Descriptor Term: School Board Meetings	Descriptor Code: 1.400	Issued Date: 10/10/23
		Rescinds: 1.400	Issued: 08/10/21

TYPES

The Board of Education convenes as a public body in:

- Regular Monthly Meetings
- Adjourned Meetings
- Special Meetings
- Electronic Meetings
- Work Sessions
- Retreats

The Board will transact all business at official meetings which 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 assembles in a regular meeting monthly, which is duly published and advertised. A meeting of the Board may be adjourned in accordance with parliamentary authority. A special meeting may be called for an announced purpose. Work sessions may be called to provide Board members with opportunities for planning and discussion without taking formal action. The Board and Superintendent of Schools may meet in a retreat, similar to an extended work session.

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

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 President whenever, in the President'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.

NOTICE

All meetings shall be duly called. The published call shall specify the time and place of each meeting.

1 PARLIAMENTARY AUTHORITY

2 The Board acts at the regular monthly meeting (and adjourned meetings) or at special meetings. Meetings
3 shall be conducted according to Robert's Rules of Order newly revised, unless otherwise determined by
4 the Board.

5 QUORUM

6 A majority of all the members of the Board shall constitute a quorum for the transaction of business at a
7 regular or special meeting.

8 ELECTRONIC ATTENDANCE⁵

9 *General Requirements*

10 Absent Board members may attend a regular or special meeting by electronic means for certain
11 qualifying reasons. The following requirements apply to all electronic attendance, regardless of the
12 reason for the member's absence:

- 13 1. A quorum of the Board must be physically present at the meeting in order for any member to
14 attend electronically, **except in the case of inclement weather or natural disasters (permitted for**
15 **a maximum of three times per year).**
- 16 2. Any member wishing to participate electronically must do so using technology which allows
17 the President to visually identify the member.
- 18 3. The responsibility for the connection lies with the member wishing to participate electronically.
19 No more than three (3) attempts to connect shall be made, unless the Board chooses to make
20 additional attempts.
21
22

23 *Work Related Absence*

24 The following requirements apply to electronic attendance due to a work-related absence:⁵

- 25 1. The Board member must be absent from the county due to work, however, he/she may only
26 participate electronically two (2) times per year for this reason.
- 27 2. The member wishing to participate must give the President and Superintendent at least five (5)
28 days' notice prior to the meeting of the member's desire to participate electronically.
29

30 *Family Emergency*

31 The following requirement applies to electronic attendance due to a family emergency:

- 32 1. The member must be absent due to the hospitalization of the Board member or the death or
33 hospitalization of the member's spouse, father, mother, son, daughter, brother, sister, son-in-
34 law, daughter-in-law, step-son, step-daughter, 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.

Sickness or Period of Convalescence

The following requirement applies to electronic attendance due to sickness or period of convalescence:

1. The member must be absent 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

The 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.

Military Service

A Board member may attend a meeting by electronic means if out of the country 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); 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; [Public Acts of 2026, Chapter No. 852](#)

Cross References

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



State of Tennessee

PUBLIC CHAPTER NO. 852

SENATE BILL NO. 2139

By White, Bailey, Bowling

Substituted for: House Bill No. 2096

By White

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

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

SECTION 1. Tennessee Code Annotated, Section 49-2-203(c)(2), is amended by deleting the subdivision and substituting:

(2)(A) Except as provided in subdivision (c)(2)(B), a board meeting must not be conducted with electronic participation unless a quorum of members is physically present at the location of the meeting.

(B) A board meeting may be conducted with electronic participation without a quorum of members being physically present at the location of the meeting when inclement weather or a natural disaster makes the physical presence of a quorum of members at the location of the meeting impractical or unsafe; provided, that a board meeting must not be conducted with electronic participation without a quorum of members being physically present at the location of the meeting more than three (3) times per year.

(C) All members participating in a board meeting conducted with electronic participation must be visually identified in the meeting.

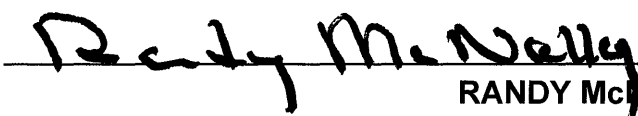
SECTION 2. Tennessee Code Annotated, Section 49-13-111(h), is amended by deleting the subsection and substituting:

(h) The meetings of the governing body of a public charter school are deemed public business and must be held in compliance with title 8, chapter 44, part 1. All information providing notice of public meetings as required under § 8-44-103 must be kept current by a public charter school on the public charter school's website. Notwithstanding title 8, chapter 44, part 1 to the contrary, a governing body of a public charter school may conduct a scheduled board meeting by electronic means in the same manner local boards of education may conduct, and local board of education members may participate in, board meetings by electronic means pursuant to § 49-2-203(c). Notwithstanding this subsection (h) to the contrary, a member of a governing body of a public charter school who does not reside in this state may participate in all scheduled board meetings via electronic means.

SECTION 3. This act takes effect upon becoming a law, the public welfare requiring it.

SENATE BILL NO. 2139

PASSED: April 13, 2026


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 27th day of April 2026


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in August	Descriptor Term: Advertising and Distribution of Materials in the Schools	Descriptor Code: 1.806	Issued Date: 09/13/22
		Rescinds:	Issued:

No part of the school system, including the facilities, the name, the staff, and the students, shall be used for advertising or promoting the interests of any commercial, political, or other non-school agency or organization except that:

1. The school may cooperate in furthering the work of any non-profit, community-wide social service agency provided that such cooperation does not restrict or impair the educational programs of the schools;
2. The school may participate in radio or television programs under acceptable commercial sponsorship when such programs are educationally beneficial;
3. Community, educational, charitable, recreational, and other similar civic groups may advertise an event pertinent to students' interests or involvement. Such advertisement, including the distribution of materials, shall be subject to any guidelines related to time, place, and manner established by the Superintendent of Schools/designee;
4. The Superintendent of Schools/designee shall screen all materials prior to distribution to ensure their appropriateness. Materials may be prohibited that:
 - a. Would likely cause substantial disruption of the operation of the school;
 - b. Violate the rights of others;
 - c. Are obscene, lewd, or sexually explicit; or
 - d. Cause students to reasonably believe to be sponsored or endorsed by the school;
5. The school may, upon approval of the Superintendent of Schools/designee, cooperate with any governmental agency in promoting activities which advance the education or other best interests of the students;
6. Political literature shall not be distributed through the school to students, nor sent home to parents, nor placed in teachers' mail boxes, lounges, or on school premises;
7. Political signs for people who are running for public office shall not be allowed on school property except those being held by poll workers on election day or those being used for educational purposes relative to the electoral process;¹
8. Schools ~~publications~~ may accept and publish paid advertising under procedures established by the Superintendent of Schools/~~designee~~; and

- 1 9. A teacher may display campaign banners, signs, or other items of campaign or political
2 advertising at school when the display or use of the item is for educational purposes relative to
3 the electoral process.¹

Legal References

1. TCA 2-19-206(d)

Cross References

Board-Community Relations 1.500
Vendor Relations 2.809
Staff Gifts and Solicitations 5.605
Political Activities 5.606
Student Publications 6.704

Kingsport City Board of Education

Monitoring:

Review: Annually, in
November

Descriptor Term:

Instructional Use of Digital Devices

Descriptor Code:

4.215

Issued Date:

Rescinds:

Issued:

1 General¹

2 In-person, teacher led instruction shall be the primary mode of instruction for students in grades
3 kindergarten through five (K-5).

4 Digital devices shall be utilized in these grades only when there is a clear educational benefit,
5 including use for remediation purposes. Further, electronic assessments and instructional tools shall be
6 developmentally appropriate and aligned with state academic standards.

7 The Superintendent of Schools shall provide guidance to staff on appropriate use of technology for
8 these grades. The Chief Academic Officer - Elementary shall create a process for ensuring that digital
9 instruction complies with this framework and state law.

10 SOCIAL MEDIA USE

11 Students in grades kindergarten through five (K-5) are prohibited from accessing social media
12 platforms using district provided internet during the school day.

13 COMMUNICATION WITH PARENTS/GUARDIANS

14 At the beginning of each school year, the Superintendent of Schools shall ensure that principals
15 provide parent(s)/guardian(s) with information on digital device use in the classroom. This shall
16 include the types of devices used and the instructional purposes for such use.

17

Legal References

1. [Public Acts of 2026, Chapter No. 808](#)

Cross References

Use of the Internet 4.406



State of Tennessee

PUBLIC CHAPTER NO. 808

SENATE BILL NO. 2310

By Hensley, Crowe, Lowe, Powers, Stevens

Substituted for: House Bill No. 2393

By Reneau; Mr. Speaker Sexton; Cepicky, Maberry, Renea Jones, Barrett, McCalmon, Reedy, Eldridge, Terry, Hardaway, Cochran, Todd, Grills

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

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

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 6, Part 3, is amended by adding the following new section:

(a) As used in this section:

(1) "Digital device" means electronic hardware used for instructional purposes that can access, process, store, or transmit data;

(2) "Parent" means a parent or legal guardian of a student in any of the grades kindergarten through five (K-5); and

(3) "Social media" means a form of interactive electronic communication through an internet website or application by which a user creates a service-specific profile to connect with other users for communication or content sharing.

(b) Each LEA and public charter school serving students in any of the grades kindergarten through five (K-5) shall adopt a policy governing the age-appropriate and instructional use of digital devices by students to minimize unnecessary screen time while preserving instructional effectiveness.

(c) A policy adopted pursuant to subsection (b) must:

(1) Prioritize in-person, teacher-led instruction and the use of non-electronic instructional materials as the primary mode of instruction for students in any of the grades kindergarten through five (K-5);

(2) Limit the use of digital devices issued by the LEA or public charter school for students who are in any of the grades kindergarten through five (K-5) to instructional purposes for which such use provides a clear educational benefit;

(3) Prohibit students in any of the grades kindergarten through five (K-5) from accessing social media platforms through internet services provided by the LEA or public charter school during the instructional day;

(4) Ensure that electronic assessments and instructional tools used by students in any of the grades kindergarten through five (K-5) are developmentally appropriate and aligned with state academic standards; and

(5) Provide parents with transparency regarding the types of digital devices used by students and the instructional purposes for any such use.

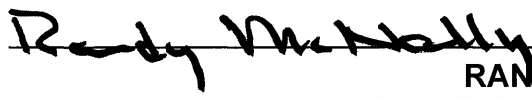
(d) This section does not prohibit the use of digital devices for:

- (1) Targeted instructional support, intervention, or remediation;
- (2) Accommodations or services required under the Individuals with Disabilities Education Act (20 U.S.C. § 1400 et seq.), Section 504 of the Rehabilitation Act (29 U.S.C. § 794), or the Americans with Disabilities Act (42 U.S.C. § 12101 et seq.);
- (3) Administration of a universal screener adopted by the state board of education, a Tennessee universal screener, dyslexia screenings, state-adopted benchmark assessments, or other assessments required by state or federal law;
- (4) Teacher preparation, lesson planning, or professional use;
- (5) Public virtual schools;
- (6) Homebound instruction established in § 49-10-1101;
- (7) Remote instructional days provided pursuant to § 49-6-3004(i); or
- (8) Hybrid learning days provided pursuant to § 49-6-3004(j).

SECTION 2. This act takes effect July 1, 2026, the public welfare requiring it.

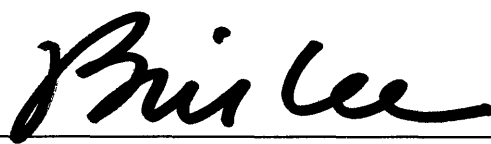
SENATE BILL NO. 2310

PASSED: April 2, 2026


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 21st day of April 2026


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in November	Descriptor Term: Interscholastic Athletics	Descriptor Code: 4.301	Issued Date: 08/12/25
		Rescinds: 4.301	Issued: 11/12/24

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

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.² 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 school principal's office. The principal or his/her designee must 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.³

INSURANCE AND PHYSICAL EXAMINATIONS

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

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

SCHEDULING CONFLICTS

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

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

PROHIBITION AGAINST HAZING⁸

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

SEVERE WEATHER⁹

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.

HOME SCHOOL STUDENT PARTICIPATION¹⁰

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.

VIRTUAL SCHOOL STUDENT PARTICIPATION¹¹

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 PARTICIPATION¹²

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.

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

- 1 • Reside within the geographic boundaries of the district.
- 2 These students shall be permitted to participate in athletic programs not offered by the private school,
- 3 but only in the middle or high school that they are zoned to attend.

Legal References

1. [34 CFR § 106.41](#); [20 USCA § 1681 *et seq.*](#)
2. [TCA 49-6-310\(a\)](#)
3. [TRR/MS 0520-01-02-.08\(1\)](#)
4. [TCA 49-6-3601](#)
5. [TCA 29-20-403](#)
6. [20 USCA § 1232h\(c\)](#); [TRR/MS 0520-01-13-.01\(1\)\(a\)](#)
7. [TCA 49-6-1002\(a\)](#)
8. [TCA 49-6-1002\(c\)](#)
9. [TCA 49-2-120](#)
10. [TCA 49-6-3050\(e\)\(1\)\(B\)](#)
11. [Public Acts of 2025, Chapter No. 173](#)
12. [Public Acts of 2026, Chapter No. 893](#)

Cross References

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



State of Tennessee

PUBLIC CHAPTER NO. 893

SENATE BILL NO. 1822

By Lowe

Substituted for: House Bill No. 1785

By Reeves, Cepicky, Maberry, Slater, White, Haston

AN ACT to amend Tennessee Code Annotated, Title 49, relative to interscholastic athletics.

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

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 50, Part 8, is amended by adding the following as a new section:

(a)(1) If a public school established under the jurisdiction of an LEA to serve students in any of the grades six through twelve (6-12) is a member of an organization or an association that regulates interscholastic athletic competition, then the LEA shall permit participation in interscholastic athletics offered at the public school by a middle or high school student who:

(A) Is enrolled in a private school that is not a member of the organization or association and that serves fewer than two hundred (200) students in grades six through eight (6-8) or fewer than two hundred (200) students in grades nine through twelve (9-12);

(B) Satisfies the eligibility requirements established by the organization or association; and

(C) Resides within the geographic boundaries of the LEA.

(2) A student who meets the requirements of subdivision (a)(1) may only participate in interscholastic athletics at the public middle or high school that the student is zoned to attend, but only in the interscholastic athletic programs that are not offered by the private school in which the student is enrolled.

(b) If a public school established under the jurisdiction of an LEA to serve students in any of the grades six through twelve (6-12) offers its students the opportunity to participate in interscholastic athletic competition at the public school without the school being a member of an organization or an association that regulates interscholastic athletic competition, then the LEA shall permit participation in interscholastic athletics at the public middle or high school by a student who is enrolled in a private school described in subdivision (a)(1)(A) and who is zoned to attend the school. This subsection (b) does not prevent or interfere with the application and enforcement of any eligibility requirements of an organization or association that regulates interscholastic athletic competition as set forth in subsection (a) if the public school at which the student seeks to participate in interscholastic athletics pursuant to this section is a member of such an organization or association.

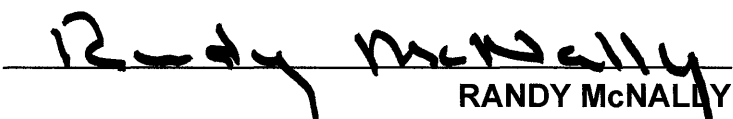
(c) This section does not guarantee that a middle or high school student who is enrolled in a private school described in subdivision (a)(1)(A) and who is trying out for an interscholastic athletics team at a public school will make the team or supplant the authority of any coaches or other school officials in deciding who makes the team. This section is only intended to guarantee that the private school student is not prohibited from trying out for an interscholastic athletics team at the public school if the student is otherwise eligible to participate under the rules of the organization or association, solely by reason of the student's status as a private school student.

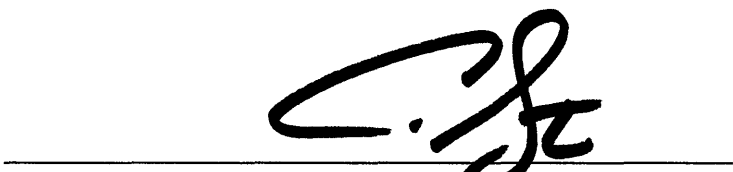
(d) This section does not limit or supplant the authority of any organization or association to determine eligibility and to establish, modify, and enforce its rules and eligibility requirements, including those applicable to private school students.

SECTION 2. This act takes effect July 1, 2026, the public welfare requiring it, and applies to the 2026-2027 school year and each school year thereafter.

SENATE BILL NO. 1822

PASSED: April 16, 2026


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 5th day of May 2026


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Application and Employment	Descriptor Code: 5.106	Issued Date: 01/09/24
		Rescinds:	Issued:

1 APPLICATION

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

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

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

14 *Professional Employees*

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

20 No person shall be employed:

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

6. Who has not had their information verified using E-Verify¹¹;
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.¹⁰

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~~ had their information verified using E-Verify;¹¹
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.¹⁰

EMPLOYMENT

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

Initial Employment for Professional Employees

The Superintendent 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.¹² 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); Public Acts of 2023, Chapter No. 222
8. TCA 49-5-404
9. TCA 49-5-405
10. TCA 49-5-413(a), (f)
11. 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](#)

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

12. TCA 49-5-406(b)



State of Tennessee

PUBLIC CHAPTER NO. 772

HOUSE BILL NO. 1705

Representatives Rudd, Mr. Speaker Sexton, Faison, Zachary, Lamberth, Marsh, Garrett, Cochran, Bulso, Lafferty, White, Howell, Gary Hicks, Todd, Vaughan, Farmer, Moody, Powers, Kumar, Grills, Capley, Davis, Scarbrough, Russell, Littleton, Hawk, Hale, Carringer, Reeves, Doggett, Leatherwood, Fritts, Darby, McCalmon, Greg Martin, Moon, Alexander, Boyd, Maberry, Sherrell, Renea Jones, Slater, Tim Hicks, Crawford, Wright, Lankford, Eldridge, Rudder, Helton-Haynes, Brock Martin, Bricken, Butler, Warner, Atchley, Stinnett, Keisling, Raper, Stevens, Hill, Reneau, Barrett, Gant, Haston, Terry, Williams, Reedy

Substituted for: Senate Bill No. 1922

By Senators Briggs, Bowling, Hensley, Rose, Stevens, Taylor, White

AN ACT to amend Tennessee Code Annotated, Title 4; Title 5; Title 6; Title 7; Title 8; Title 12 and Title 50, relative to employment.

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

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 1, is amended by adding the following as a new section:

(a) As used in this section:

(1) "Employee" means a person, whether appointed, under contract, or hired at-will or on an hourly basis, where an employee-employer relationship is established, who provides services for an employer for which compensation is paid regardless of whether such person renders less than a full day of service per working day or less than a full week of service per working week;

(2) "Employer" means this state and any branch, unit, or political subdivision thereof, including all boards, local education agencies (LEAs), as defined in § 49-1-103, commissions, agencies, institutions, authorities, counties, municipalities, metropolitan governments, and other bodies politic and corporate of this state, created by or in accordance with state law or rule; and

(3) "E-Verify program" means the electronic verification system operated by the United States department of homeland security, or its successor program, as authorized by the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, Pub. L. No. 104-208, and the federal Basic Pilot Program Extension and Expansion Act of 2003, Pub. L. No. 108-156.

(b)

(1) Except as provided in subdivision (b)(2), an employer shall not:

(A) Appoint or hire a prospective employee on or after July 1, 2026, without verifying the work authorization status of such prospective employee by using the E-Verify program; or

(B) Adopt an ordinance, resolution, regulation, rule, policy, or guideline contrary to the requirements of this section.

(2) An employer who currently uses a third-party vendor for Form I-9 verification for prospective employees may continue to use such vendor until January 1, 2027, at which time the employer must begin using the E-Verify program.

(c) An employer shall maintain documentation of the E-Verify program inquiry results for each verified employee during the duration of employment showing that the employee is authorized to be employed by the employer.

(d)

(1) The attorney general and reporter may investigate each credible allegation or complaint that a local government or LEA has violated this section.

(2) If the attorney general and reporter concludes that:

(A) A local government has violated this section, then the attorney general and reporter may enforce compliance with this section by taking action in accordance with § 4-1-429 to withhold all funds of this state allocated to the local government via grant, contract, or statute, including, but not limited to, state-shared taxes; or

(B) An LEA has violated this section, then the attorney general may enforce compliance with this section by taking action in accordance with subdivision (d)(2)(A) against the local government that approves the budget of the LEA.

(3) As used in this subsection (d), "local government" means a county, including a county with a metropolitan or charter form of government, an incorporated city or town, and each agency, department, or other subdivision of thereof.

SECTION 2. Tennessee Code Annotated, Section 4-1-429(f)(2), is amended by deleting the subdivision and substituting:

(2) "Local government action" means:

(A) An ordinance, regulation, or order adopted or promulgated by the chief executive officer or governing body of a local government or a regulation, rule, written policy, or written guideline adopted by any agency, department, or other subdivision of the local government; and

(B) An alleged failure to comply with SECTION 1, or another duty or requirement to comply with state law relating to immigration enforcement or persons unlawfully present in this state.

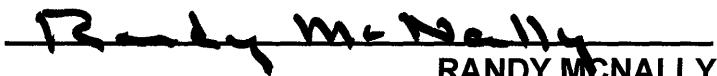
SECTION 3. This act takes effect July 1, 2026, the public welfare requiring it.

HOUSE BILL NO. 1705

PASSED: April 6, 2026



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 21st day of April 2026



BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in February	Descriptor Term: Compensation Guides & Contracts	Descriptor Code: 5.110	Issued Date: 09/09/25
		Rescinds: 5.110	Issued: 11/12/19

The superintendent of schools shall determine the administrative needs of the school system and issue employment contracts to each administrator.¹ Each principal shall have a performance contract. Contracts may vary with respect to the number of working months per year and the term in years.

Work days and holidays may vary and are based on the number of working months per year. These days shall be established by the Board.

Within the contract, the superintendent shall determine administrative leave (vacation) days. Unused administrative leave (maximum of one year allotment) shall be carried forward from year to year.

Kingsport City Schools shall be represented on the Employee Benefits Committee of the City of Kingsport, comprised of members from the City of Kingsport and Kingsport City Schools, to review and make recommendations on the employee benefits to the respective Boards.

Non-Licensed or Classified Positions

Contracts

All persons who are employed in a position for which no teaching license is required shall be hired on an at-will basis by the superintendent of schools¹ and shall have no expectation of continued employment with the school system. Accordingly, the superintendent may transfer, suspend, or dismiss any such employee at any time and for any reason that in the sole discretion of the superintendent is consistent with the efficient operations of the schools; provided, however, that before dismissing any such employee for an offense that would preclude reemployment in the school system or misconduct that would disqualify such employee from receiving unemployment benefits, the superintendent shall provide the employee with written notice of the reasons that the superintendent is considering dismissal and provide the employee up to three (3) business days to request a meeting with the superintendent to respond to and discuss the proposed action. The decision of the superintendent shall be final. Except as may otherwise be required by federal law, if the superintendent suspends such employee, it shall be without pay. If the employee is retained the employee may be paid consistent with what would have been the employee's regular work hours (no overtime shall be included) for the period of suspension, unless suspension without pay is deemed to be an appropriate penalty.

Compensation

Within the restrictions of the sources of income available to the Board of Education, Kingsport City

Schools shall maintain a plan to compensate non-licensed/classified employees at levels commensurate with those established for similar positions in surrounding and comparable school systems. The compensation plan shall also be commensurate to the levels of responsibility, special training and educational requirements for each position. The Board shall annually review and authorize any “step” (incremental increase for service) and/or cost-of-living adjustments.

TEACHERS

Contracts

Public school teachers are contracted with the Superintendent of Schools in accordance with State law, as determined by system needs.

Compensation

Public school teachers shall be compensated under a separate plan administered by the Board under Tennessee public law.

ACCRUED LEAVE & BENEFICIARIES²

A deceased ~~teacher's~~ **employee's** estate or designated beneficiary shall be paid the value of any unused accumulated leave. Unless an ~~teacher~~ **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. [Public Acts of 2025, Chapter No. 433](#)

Cross References

School Calendar 1.800
Revenues 2.400
Payroll 2.802
Application and Employment 5.106



State of Tennessee

PUBLIC CHAPTER NO. 909

HOUSE BILL NO. 656

By Representatives Farmer, Parkinson

Substituted for: Senate Bill No. 687

By Senators Seal, Kyle, Bowling, Oliver

AN ACT to amend Tennessee Code Annotated, Title 4 and Title 49, relative to education.

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

SECTION 1. Tennessee Code Annotated, Section 49-5-717, is amended by deleting the section and substituting instead the following:

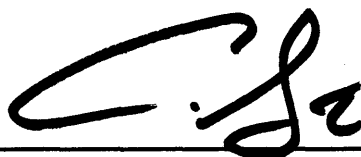
(a) An LEA or public charter school may compensate the estate of an employee who died on or after September 1, 2024, while employed by the LEA or public charter school, for the employee's unused and accrued annual and sick leave in the same manner estates of deceased state employees are compensated pursuant to § 8-50-808.

(b) An employee may designate a beneficiary to receive payment for accrued annual and sick leave upon the employee's death. Unless an employee designates differently, the beneficiary is the same as the beneficiary designated for receipt of retirement benefits with the Tennessee consolidated retirement system.

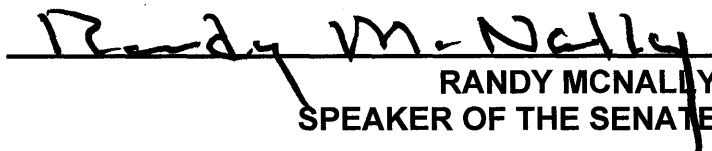
SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

HOUSE BILL NO. 656

PASSED: April 14, 2026



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 1st day of May 2026



BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Tenured Teachers	Descriptor Code: 5.200 Rescinds: 5.200	Issued Date: 10/19/21 Issued: 11/12/19
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SUSPENSION PENDING AN INVESTIGATION¹

The Superintendent 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 Superintendent of Schools suspend a teacher with pay. 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 Superintendent of Schools or his/her designee may suspend a teacher for incompetence, inefficiency, neglect of duty, unprofessional conduct, and insubordination. Before an employee 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 Superintendent 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 Superintendent 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 DAYS⁴

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.

When charges are made against a tenured teacher, charging the teacher with offenses which may justify dismissal or a suspension greater than three days, the charges shall be made in writing, specifically stating the offenses which 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 days of the teacher, the Superintendent 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 Superintendent of Schools of his/her request for a hearing.

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

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

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

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

24 RESIGNATION

25 A teacher shall give the Superintendent of Schools notice of resignation at least thirty (30) days before
26 the effective date of the resignation. A teacher who fails to give such notice, in the absence of justifiable
27 extenuating circumstances, shall forfeit all tenure status. The Board may waive the thirty (30) days'
28 notice requirement and permit a teacher to resign in good standing.⁵

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

- 30 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
31 statement of a physician approved by the Board;
32
- 33 2. The drafting of the teacher in to military service by a selective service board; or
34
- 35 3. The release by the Board of the teacher from the contract that the teacher has entered into with
36 the Board.

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

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

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—513
5. TCA 49-5-508(a)
6. TCA 49-5-508(c)
7. TCA 49-5-706
8. TCA 49-5-411(b); Public Acts of 2021, Chapter No. 493

Cross References

Recommendations and File Transfers 5.203



State of Tennessee

PUBLIC CHAPTER NO. 898

SENATE BILL NO. 2106

By White

Substituted for: House Bill No. 1973

By White, Reneau

AN ACT to amend Tennessee Code Annotated, Title 49, relative to discipline of an educator license.

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

SECTION 1. Tennessee Code Annotated, Section 49-5-411, is amended by deleting subsection (b) and substituting instead the following:

(b) A teacher shall give the director of schools written notice of resignation at least thirty (30) days in advance of the effective date of the resignation.

SECTION 2. Tennessee Code Annotated, Section 49-5-1003(b), is amended by deleting subdivision (15) and substituting instead the following:

(15) Not engage in any conduct prohibited in § 49-5-1008;

SECTION 3. Tennessee Code Annotated, Title 49, Chapter 5, Part 10, is amended by adding the following as a new section:

49-5-1008. Discipline of educator license for educators engaging in sexually related behavior with or toward a student or former student.

(a)(1) An educator shall not engage in any sexually related behavior with:

(A) A student enrolled in the school or LEA in which:

(i) The educator provides instruction to students, serves as an administrator, or performs any other official duties as an educator, regardless of whether the educator is employed or serves as a volunteer in a teaching or non-teaching role; or

(ii) The educator has, within the immediately preceding twelve (12) months, provided instruction to students, served as an administrator, or performed any other official duties as an educator, regardless of whether the educator was employed or served as a volunteer in a teaching or non-teaching role; or

(B) A student who, within the immediately preceding twelve (12) months, graduated or withdrew from, ceased enrollment in, or completed the highest grade level offered by the LEA or school in which the student was formerly enrolled, if, during the period for which the student was enrolled in the LEA or school, the educator provided instruction to students, served as an administrator, or performed any other official duties as an educator, regardless of whether the educator was employed or served as a volunteer in a teaching or non-teaching role.

(2) Subdivision (a)(1) prohibits an educator from engaging in sexually related behavior with a student, with or without the student's consent, and applies to all sexually related behavior regardless of whether the sexually related behavior was

communicated to or with the student verbally or nonverbally, or in a written, visual, auditory, physical, virtual, digital, or electronic format.

(b) As used in this section, "sexually related behavior" includes, but is not limited to, behaviors such as making sexual jokes or sexual remarks; engaging in sexual kidding, sexual teasing, or sexual innuendo; pressuring the student or former student for dates or sexual favors; engaging in inappropriate physical touching, groping, or grabbing; kissing; threatening physical harm; and committing a sexual offense or violent sexual offense, as those terms are defined in § 40-39-202.

(c) A violation of this section must be reported to the state board of education in accordance with its rules and constitutes a basis for educator license discipline.

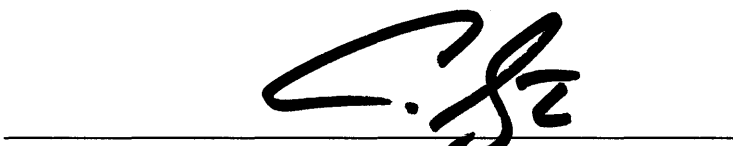
SECTION 4. The heading in this act is for reference purposes only and does not constitute a part of the law enacted by this act. However, the Tennessee Code Commission is requested to include the heading in any compilation or publication containing this act.

SECTION 5. For the purpose of promulgating rules, this act takes effect upon becoming a law, the public welfare requiring it. For all other purposes, this act takes effect July 1, 2026, the public welfare requiring it.

SENATE BILL NO. 2106

PASSED: April 16, 2026


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 5th day of May 2026


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Separation Practices for Non-Tenured Teachers	Descriptor Code: 5.201	Issued Date: 07/12/22
		Rescinds: 5.201	Issued: 11/30/21

1 **SUSPENSION PENDING AN INVESTIGATION¹**

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

9 **SUSPENSION OF THREE DAYS OR LESS²**

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

16 **DISMISSAL OR SUSPENSION GREATER THAN THREE DAYS²**

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

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

22 The board will appoint an impartial hearing officer to conduct such hearings. The hearing officer will
23 hear the case and the employee shall have the right to:

- 24 1. be represented by counsel;
- 25 2. call and subpoena witnesses;
- 26 3. examine all witnesses; and
- 27 4. require that all testimony be given under oath.

28 Factual findings and decisions in all dismissal cases shall be reduced to written form and delivered to the
29 affected employee within ten (10) working days following the close of the hearing. The employee may
30 appeal the decision to the board within ten (10) working days of the hearing officer rendering the written

1 decision to the employee. Written notice of appeal to the board shall be given to the Superintendent of
2 Schools.

3 Within twenty (20) days of receipt of notice, the Superintendent of Schools shall prepare a copy of the
4 proceedings, transcript, documentary, and other evidence presented and provide the board a copy of the
5 same.

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

- 9 1. sustain the decision;
- 10 2. send the record back if additional evidence is necessary; or
- 11 3. revise the penalty or reverse the decision.

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

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

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

20 **NONRENEWAL**

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

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

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

- 29 1. The board shall be notified at the next regular board meeting; and
- 30 2. Written notice of non-renewal shall be sent to the employee by certified mail or overnight carrier,
31 or by email so that it will be received by the employee within five (5) business days following
32 the last instructional day for the school year³. If the reason for nonrenewal is due only to a loss
33 of funding for the position, then the notice shall include a statement listing it as the cause for
34 nonrenewal.⁴

1 RESIGNATION

2 A teacher shall give the Superintendent of Schools notice of resignation at least thirty (30) days
3 before the effective date of the resignation.⁵ The board may waive the thirty (30) days-notice
4 requirement and permit a teacher to resign in good standing. The conditions under which it is permissible
5 to break a contract with the board are as follows:⁶

- 6 1. The incapacity on the part of the teacher to perform the contract as evidenced by the certified
7 statement of a physician approved by the board; and
- 8 2. The release by the board of the teacher from the contract which the teacher has entered into
9 with the board.

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

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

18 RETIREMENT

19 Retirement shall mean a termination of services under conditions which will allow the employee to
20 draw benefits from retirement plans and/or social security benefits.

21 Employees eligible for retirement benefits may elect to retire at any age according to the provisions of
22 the retirement system. Central office personnel shall assist employees in securing retirement benefits;
23 however, it shall be the responsibility of the retiring employee to provide verification of eligibility in
24 writing from TCRS to the central office. It shall be the responsibility of the retiring employee to file for
25 benefits.

26 *(Note: Nonrenewal of non-tenured teachers after the contract year is not suspension or dismissal and*
27 *does NOT follow the suspension/dismissal procedures outlined in this policy. Rather, nonrenewal of*
28 *non-tenured teachers after the contract year follows the nonrenewal procedures outlined in this*
29 *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. Public Acts of 2022, Chapter No, 678
5. TCA 49-5-508
6. TCA 49-5-411(a)
7. TCA 49-5-706
8. TCA 49-5-411(b)

Cross References

Public Hearings 1.401
Teacher Tenure 5.117
Recommendations and File Transfers 5.203



State of Tennessee

PUBLIC CHAPTER NO. 898

SENATE BILL NO. 2106

By White

Substituted for: House Bill No. 1973

By White, Reneau

AN ACT to amend Tennessee Code Annotated, Title 49, relative to discipline of an educator license.

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

SECTION 1. Tennessee Code Annotated, Section 49-5-411, is amended by deleting subsection (b) and substituting instead the following:

(b) A teacher shall give the director of schools written notice of resignation at least thirty (30) days in advance of the effective date of the resignation.

SECTION 2. Tennessee Code Annotated, Section 49-5-1003(b), is amended by deleting subdivision (15) and substituting instead the following:

(15) Not engage in any conduct prohibited in § 49-5-1008;

SECTION 3. Tennessee Code Annotated, Title 49, Chapter 5, Part 10, is amended by adding the following as a new section:

49-5-1008. Discipline of educator license for educators engaging in sexually related behavior with or toward a student or former student.

(a)(1) An educator shall not engage in any sexually related behavior with:

(A) A student enrolled in the school or LEA in which:

(i) The educator provides instruction to students, serves as an administrator, or performs any other official duties as an educator, regardless of whether the educator is employed or serves as a volunteer in a teaching or non-teaching role; or

(ii) The educator has, within the immediately preceding twelve (12) months, provided instruction to students, served as an administrator, or performed any other official duties as an educator, regardless of whether the educator was employed or served as a volunteer in a teaching or non-teaching role; or

(B) A student who, within the immediately preceding twelve (12) months, graduated or withdrew from, ceased enrollment in, or completed the highest grade level offered by the LEA or school in which the student was formerly enrolled, if, during the period for which the student was enrolled in the LEA or school, the educator provided instruction to students, served as an administrator, or performed any other official duties as an educator, regardless of whether the educator was employed or served as a volunteer in a teaching or non-teaching role.

(2) Subdivision (a)(1) prohibits an educator from engaging in sexually related behavior with a student, with or without the student's consent, and applies to all sexually related behavior regardless of whether the sexually related behavior was

communicated to or with the student verbally or nonverbally, or in a written, visual, auditory, physical, virtual, digital, or electronic format.

(b) As used in this section, "sexually related behavior" includes, but is not limited to, behaviors such as making sexual jokes or sexual remarks; engaging in sexual kidding, sexual teasing, or sexual innuendo; pressuring the student or former student for dates or sexual favors; engaging in inappropriate physical touching, groping, or grabbing; kissing; threatening physical harm; and committing a sexual offense or violent sexual offense, as those terms are defined in § 40-39-202.

(c) A violation of this section must be reported to the state board of education in accordance with its rules and constitutes a basis for educator license discipline.

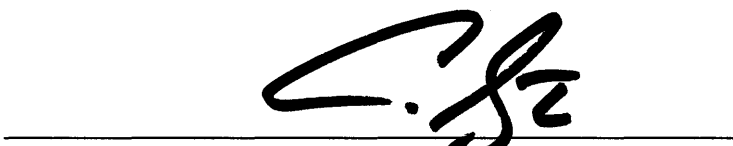
SECTION 4. The heading in this act is for reference purposes only and does not constitute a part of the law enacted by this act. However, the Tennessee Code Commission is requested to include the heading in any compilation or publication containing this act.

SECTION 5. For the purpose of promulgating rules, this act takes effect upon becoming a law, the public welfare requiring it. For all other purposes, this act takes effect July 1, 2026, the public welfare requiring it.

SENATE BILL NO. 2106

PASSED: April 16, 2026


RANDY McNALLY
SPEAKER OF THE SENATE


CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 5th day of May 2026


BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring: Review: Annually, in January	Descriptor Term: Personal and Professional Leave	Descriptor Code: 5.303	Issued Date: 08/11/26
		Rescinds: 5.303	Issued: 11/12/19

PERSONAL LEAVE

Professional Personnel

Professional personnel are allotted five (5) days of personal leave with pay per school year (**two days for each one-half year employed per state law, one day for each year employed per local benefit**), excluding administrators who are allotted four (4) days. Personal leave shall be used for personal reasons. Subject to the following conditions, it can be taken at the discretion of a teacher, who shall not be required to give reasons for the use of any personal leave. The approval of the Superintendent of Schools or his/her designee shall be required under the following conditions:¹

- More than ten percent (10%) of the teachers in any given school request its use on the same day.
- Personal leave is requested during any prior established student examination period.
- Personal leave is requested on the day immediately preceding or following a holiday or vacation period.
- Personal leave is requested for days scheduled for professional development or in-service training, according to a school calendar adopted by the board of education prior to the beginning of the school year; or
- Personal leave is requested for days scheduled for parent-teacher conferences, according to a school calendar adopted by the board of education prior to the beginning of the school year.

If the above conditions apply, building principal approval, and for professional development or parent conference days, approval of the Superintendent of Schools, is required for a teacher to take personal leave. Otherwise, the use of personal leave is at the discretion of the employee.

Except in an emergency, a teacher shall give at least one (1) day notice of intent to take personal leave.

Classified Personnel

Classified personnel are allotted two (2) days of personal leave with pay per school year. Personal leave may be taken subject to the prior approval of the immediate supervisor.

Unused Personal Days

Unused personal days (maximum of four for professional personnel, two for classified personnel) shall be credited as sick leave at the end of the year in which they are earned.²

PROFESSIONAL LEAVE³

- 1 Leave from the regular job assignment may be granted for a limited number of days for professional
2 activities. Such activities may include participation in required or recommended professional growth
3 activities, supervision of field trips for students of the System or participation in activities as a
4 representative of the System.
- 5 Leave requests for participation in meetings sponsored by professional organizations, business and
6 industry or other employee organizations may be approved at the discretion of the Superintendent of
7 Schools.
- 8 Compensation from sources other than the school system for individuals on professional leave shall not
9 exceed reasonable expenses. In the event an individual receives compensation in excess of reasonable
10 expenses, personal leave (or vacation) shall be used or other financial arrangements approved.

Legal References

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

Cross References

Sick Leave 5.302
Extended Leaves of Absence 5.304
Family and Medical Leave 5.305
Maternity Leave 5.3051
Vacation and Holidays 5.310



State of Tennessee
PUBLIC CHAPTER NO. 1022

HOUSE BILL NO. 2343

By Representatives Harris, Cepicky, Miller, Russell

Substituted for: Senate Bill No. 2669

By Senators Akbari, Kyle, Yager, Seal, Crowe, Pody

AN ACT to amend Tennessee Code Annotated, Title 49, relative to leave for teachers.

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

SECTION 1. Tennessee Code Annotated, Section 49-5-711(a), is amended by deleting the first sentence of the subsection and substituting:

Under policies adopted by the local board of education, a teacher must be allowed personal and professional leave earned at the rate of two (2) days for each one-half (½) year employed.

SECTION 2. Tennessee Code Annotated, Section 49-5-205(a), is amended by deleting "two (2) days" and substituting "four (4) days".

SECTION 3. Tennessee Code Annotated, Section 49-5-710(a)(1), is amended by deleting the subdivision and substituting:

(1) The time allowed for sick leave within the meaning of this section for any teacher is one (1) day for each month employed up to eight (8) days per year for employees with ten-month contracts, up to nine (9) days per year for employees with eleven-month contracts, and up to ten (10) days per year for employees with twelve-month contracts, plus any personal and professional leave transferred to sick leave. Sick leave is cumulative for all earned or transferred days not used.

SECTION 4. This act takes effect July 1, 2026, the public welfare requiring it.

HOUSE BILL NO. 2343

PASSED: April 23, 2026



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES



RANDY MCNALLY
SPEAKER OF THE SENATE

APPROVED this 19th day of May 2026



BILL LEE, GOVERNOR

Kingsport City Board of Education

Monitoring:

Review: Annually, in
April

Descriptor Term:

Outside Applied Behavior Analysis Therapy

Descriptor Code:

6.4053

Issued Date:

draft

Rescinds:

Issued:

1 General

2 This policy applies to “private pay providers”, which include licensed behavior analysts, registered
3 behavior technicians, and licensed assistant behavior analysts, who are under contract with
4 parent(s)/guardian(s) of students with autism spectrum disorder or developmental delays.¹

5 Private pay providers shall adhere to the memorandum of understanding (“MOU”), board policies, and
6 state and federal laws while assisting students on school property and/or at school functions. This
7 includes adhering to student confidentiality laws for any student the private pay provider encounters.
8 The school district shall require a background check and fingerprinting of all private pay providers.

9 A private pay provider accompanying a student on campus shall be responsible for attending to the
10 ongoing needs of the student they are contracted to assist. The school district shall not request the
11 private pay provider to provide services to any other students, staff, or visitors.

12 The Superintendent of Schools shall develop administrative procedures to implement this policy.

13 PRIVATE PAY PROVIDER REQUIREMENTS

- 14 • The private pay provider shall execute a MOU with the LEA or public charter school to outline
15 the terms and expectations of the private pay provider's presence and participation in the school
16 environment;
- 17 • The supervision of private pay services delivered during the school day by a licensed behavior
18 analyst must be contracted for and privately compensated by the student's parent or legal
19 guardian or by an external entity;
- 20 • Services must supplement, but not supplant, any requirements in a student's IEP;
- 21 • Services must not be used to meet the requirements in a student's IEP;
- 22 • Services do not reduce an LEA's or public charter school's responsibility to provide a student
23 with a FAPE;
- 24 • Execution of a waiver signed by the student's parent or legal guardian waiving any liability on
25 the LEA or public charter school arising solely from the acts or omissions of the private pay
26 provider; and
- 27 • The private pay provider must maintain professional insurance that covers the school as an
28 additional insured party to the LEA or public charter school before providing any services on
29 school premises.

30 IEP SCHOOL TEAM COORDINATION

1 Private pay providers shall coordinate with the student's ~~IEP team~~ school by:

- 2 • Attending an onboarding session;
- 3 • Defining roles and communication channels;
- 4 • Conducting a review of relevant student records;
- 5 • Ensuring documentation is accurate and promptly provided to all parties;
- 6 • Coordinating with the ~~IEP team prior to~~ members of the school team to schedule each meeting;
- 7 • Ensuring private pay services don't disturb the delivery of instruction, or the student's access to
- 8 the general curriculum; and
- 9 • Ensuring private pay services don't consistently fragment the student's schedule in a way that
- 10 reduces the student's access to the general education program or the student's core curriculum.

11 The LEA shall not be held responsible for:

- 12 1. The costs of any private pay services provided to a student;
- 13 2. Constructing special facilities for the provision of private pay services; or
- 14 3. Purchasing special equipment for the provision of private pay services outside of what is
- 15 customarily available at the school where the private pay services are being provided.

16 TERMINATION OF SERVICES

17 Services of the private pay provider may be terminated for cause. Termination shall be based on
18 violation of the terms of the MOU. If termination is necessary, the Chief Program Officer –
19 Curriculum and Instruction shall provide the parent/legal guardian with a letter outlining the reason for
20 the termination.

21 APPEALS PROCESS

22 If a parent/legal guardian disagrees with the school district on the provision of services, a complaint
23 may be filed in writing with the Superintendent of Schools. The Superintendent shall appoint a panel to
24 make a decision on the appeal. The panel shall be composed of three individuals: a building level
25 administrator, a special education staff member, and one other school employee. The panel shall
26 review the complaint from the parent/legal guardian along with information provided by district staff
27 and make a determination on the matter within ten (10) business days.

Legal References

1. [Public Acts of 2026, Chapter No. 1112; 20 U.S.C. § 1401](#)



State of Tennessee

PUBLIC CHAPTER NO. 1112

SENATE BILL NO. 2055

By Walley, Lowe, Campbell, Massey

Substituted for: House Bill No. 2327

By Brock Martin, White, Hurt, McCalmon, Scarbrough, Darby, Travis, Capley, Faison, Williams, Grills, Greg Martin, Atchley, Hawk, Maberry, Carringer, Garrett, Boyd, Farmer, Moon, Barrett, Reeves, Haston, Love, Davis, Doggett, Hale

AN ACT to amend Tennessee Code Annotated, Title 49; Title 68 and Title 71, relative to student services.

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

SECTION 1. Tennessee Code Annotated, Title 49, Chapter 10, is amended by adding the following as a new part:

49-10-1501. Definitions.

As used in this part:

(1) "Applied behavior analysis" has the same meaning as "practice of applied behavior analysis" as that term is defined in § 63-11-302;

(2) "IEP" means the individualized education program developed, reviewed, and revised by an IEP team for a child with a disability in accordance with the Individuals with Disabilities Education Act (20 U.S.C. § 1400 et seq.);

(3) "Licensed assistant behavior analyst" has the same meaning as defined in § 63-11-302;

(4) "Licensed behavior analyst" has the same meaning as defined in § 63-11-302;

(5) "Private pay provider" means a licensed behavior analyst, registered behavior technician, or licensed assistant behavior analyst who provides applied behavior analysis to a student, is not employed or contracted directly by the LEA or public charter school in which the student receiving applied behavior analysis is enrolled, and is compensated privately by the student's family or by an external entity;

(6) "Private pay services" means applied behavior analysis provided by a private pay provider on the grounds of the LEA or public charter school in which the student receiving the applied behavior analysis is enrolled; and

(7) "Registered behavior technician" means a paraprofessional who is certified by the Behavior Analyst Certification Board to implement applied behavior analysis services under the supervision and direction of a board-certified behavior analyst who retains responsibility for clinical oversight and outcomes.

49-10-1502. Student access to private pay services during the school day.

(a) LEAs and public charter schools shall allow a private pay provider who is under contract with a parent or legal guardian of a student with autism spectrum disorder or developmental delays who is enrolled in the LEA or public charter school, access to the student during the school day to provide the student with private pay services in educational

settings, including, but not limited to, classroom settings; provided, that the educational settings in which private pay services are provided do not conflict with the student's educational placement.

(b) Before a private pay provider provides services to a student pursuant to this section, the private pay provider shall:

(1) Coordinate, when appropriate, with the student's IEP team and school staff to ensure that private pay services are integrated effectively into the student's school day without disrupting the overall classroom environment, the delivery of instruction, or the student's access to the general curriculum, and do not consistently fragment the student's schedule in a way that reduces the student's access to the general education program or the student's core curriculum; and

(2) Execute a memorandum of understanding with the LEA or public charter school to outline the terms and expectations of the private pay provider's presence and participation in the school environment.

(c) Private pay services provided pursuant to this section:

(1) Must supplement, but not supplant, any requirements in a student's IEP;

(2) Must not be used to meet the requirements in a student's IEP; and

(3) Do not reduce an LEA's or public charter school's responsibility to provide a student with a FAPE.

(d) Before any private pay services are provided to the student during the school day pursuant to this section, the student's parent or legal guardian must provide written consent to the LEA or public charter school in which the student is enrolled acknowledging that the private pay services have been selected by the parent or legal guardian for their student and are not being provided by the LEA or public charter school. The written consent provided pursuant to this subsection (d) must also include a waiver signed by the student's parent or legal guardian waiving any liability on the LEA or public charter school arising solely from the acts or omissions of the private pay provider. This subsection (d) does not waive an LEA's or a public charter school's liability for any act or omission by the LEA, public charter school, or one (1) or more of the LEA's or public charter school's agents or employees that is negligent, willful, or constitutes a violation of state law.

(e) A licensed behavior analyst, contracted for and privately compensated by the student's parent or legal guardian or by an external entity, shall supervise private pay services delivered during the school day, including, but not limited to, those delivered by a licensed assistant behavior analyst or registered behavior technician, in accordance with national certification standards, and shall ensure the quality and fidelity of the private pay services delivered.

(f) LEAs and public charter schools shall provide reasonable accommodations necessary for private pay providers to deliver private pay services to a student during the school day, including, but not limited to, providing classroom access and facilitating coordination between the private pay provider and school personnel.

(g) An LEA or public charter school shall not:

(1) Charge a fee or otherwise impose conditions or place barriers that may hinder or prevent private pay providers from accessing a student during the school day; provided, that the private pay services are aligned with the student's educational and developmental needs;

(2) Discriminate against or deny educational benefits or rights to a student who receives private pay services during the school day;

(3) Retaliate against a student, parent or legal guardian, or private pay provider for seeking or delivering private pay services on school premises;

(4) Be held responsible for the costs of any private pay services provided to a student pursuant to this section; or

(5) Be held responsible for:

(A) Constructing special facilities for the provision of private pay services; or

(B) Purchasing special equipment for the provision of private pay services outside of what is customarily available at the school where the private pay services are being provided.

(h) An LEA or public charter school shall adopt and implement a policy for operationalizing private pay services in the LEA or public charter school. The policy adopted pursuant to this subsection (h) must establish:

(1) How private pay providers will communicate, coordinate, and schedule with a student's IEP team;

(2) Professional expectations of private pay providers when providing private pay services in a school or classroom setting;

(3) A process for discontinuing or terminating private pay services if the LEA or public charter school determines that the private pay services of a private pay provider must be discontinued or terminated for cause;

(4) Whether a private pay provider may interact with others on school property who are not receiving private pay services, and, if permitted to do so, the extent to which private pay providers may interact with others on school property; and

(5) A local appeal process through which a student's parent or legal guardian may seek a resolution when the LEA or public charter school disagrees with the private pay provider or the provision of private pay services.

(i) A private pay provider shall:

(1) Comply with the background investigation requirements in § 49-5-413;

(2) Provide proof of licensure, certification, and professional insurance that covers the school as an additional insured party to the LEA or public charter school before providing any services on school premises; and

(3) Adhere to the same student confidentiality laws, rules, regulations, and policies that employees of the LEA or public charter school in which the private pay provider provides services must follow.

(j) The department shall, in consultation with relevant agencies and stakeholders, develop guidelines and best practices to facilitate the implementation of this section, including model agreements for private pay providers with LEAs and public charter schools. The department shall distribute the guidelines and best practices to each LEA and public charter school and post the same on the department's website.

SECTION 2. The headings in this act are for reference purposes only and do not constitute a part of the law enacted by this act. However, the Tennessee Code Commission is requested to include the headings in any compilation or publication containing this act.

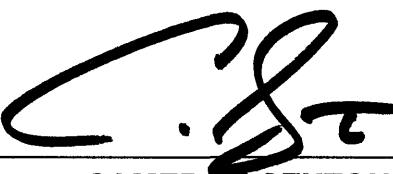
SECTION 3. This act takes effect upon becoming a law, the public welfare requiring it, and applies to the 2026-2027 school year and each school year thereafter.

SENATE BILL NO. 2055

PASSED: April 23, 2026



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 22nd day of May 2026



BILL LEE, GOVERNOR

September 8, 2026

BOE Data Presentation



Agenda

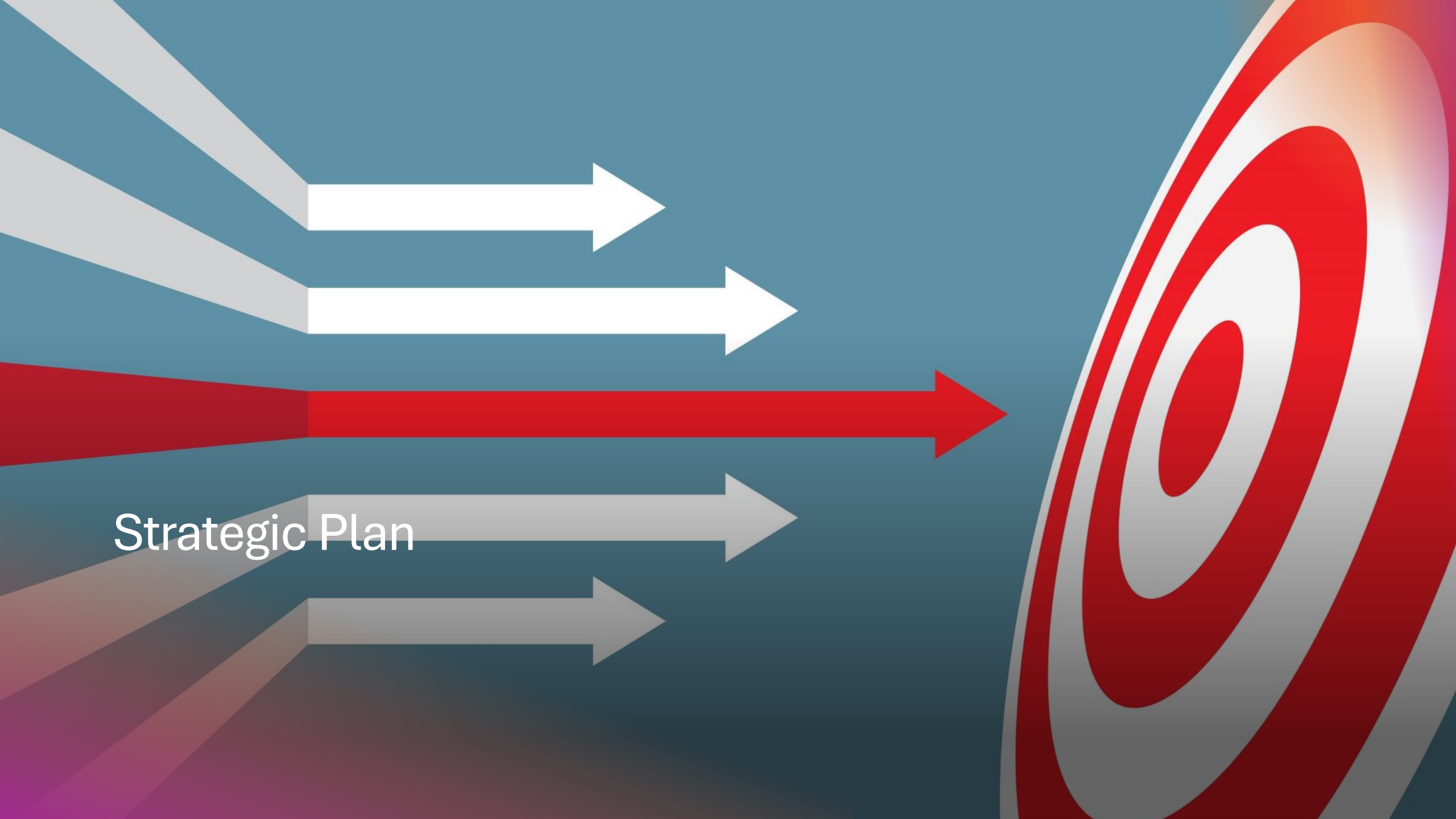
Strategic Plan

TCAP Results

Rankings

AP Results

Strategic Plan



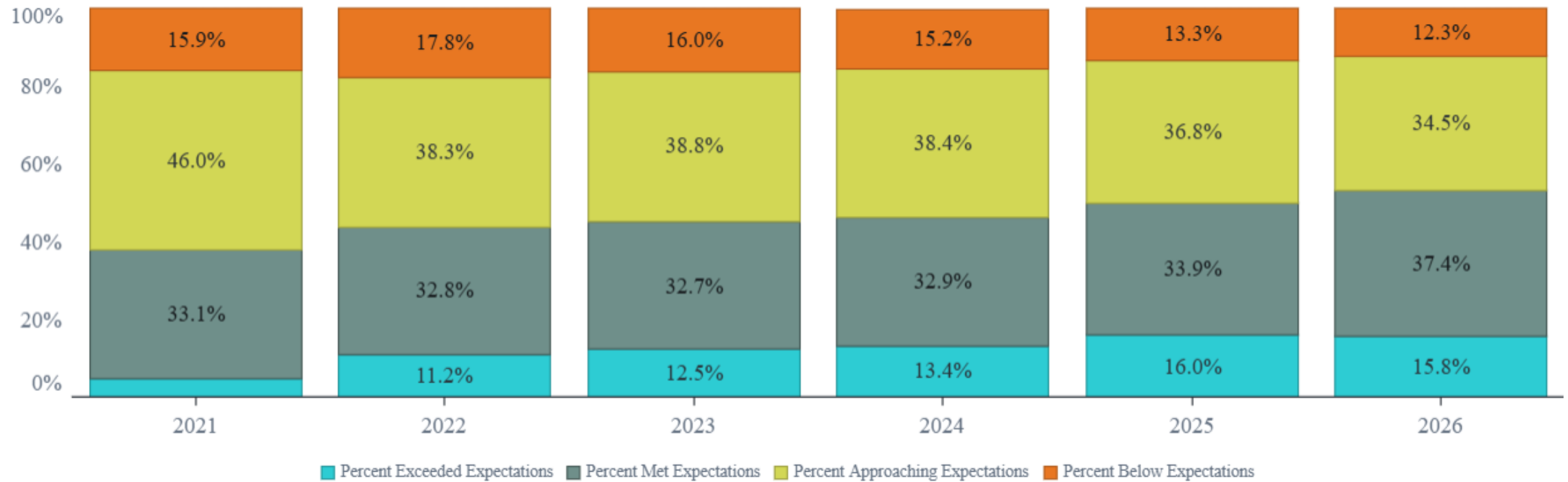
Strategic Plan

Key Performance Indicators	Measures	Baseline	2024-25 Metrics	2025-26 Goals	2025-26 Metrics
A	70% or more of students will score proficient on the 3rd grade ELA TCAP by 2027-28	45.4%	49.6%	55.0%	56.9%
B	65% or more of students will score proficient on the 3rd grade Math TCAP by 2027-28	40.6%	46.4%	50.0%	51.2%
C	60% or more of students will score proficient on the 6th grade ELA TCAP by 2027-28	34.3%	46.1%	50.0%	54.4%
D	70% or more of students will score proficient on the 6th grade Math TCAP by 2027-28	32.4%	58.1%	60.0%	59.0%
E	72.5% or more of students will meet the CCR requirements by 2027-28	64.4%	71.7%	73.5%	N/A
F	70% or more of students will score proficient on the Biology TCAP by 2027-28	52.8%	62.0%	65.0%	57.5%

TCAP Results

Overall ELA

Performance Levels - District Results



Overall ELA by Grade Bands

Level 1 at high school:

2021 = 5.4%

2022 = 10.7%

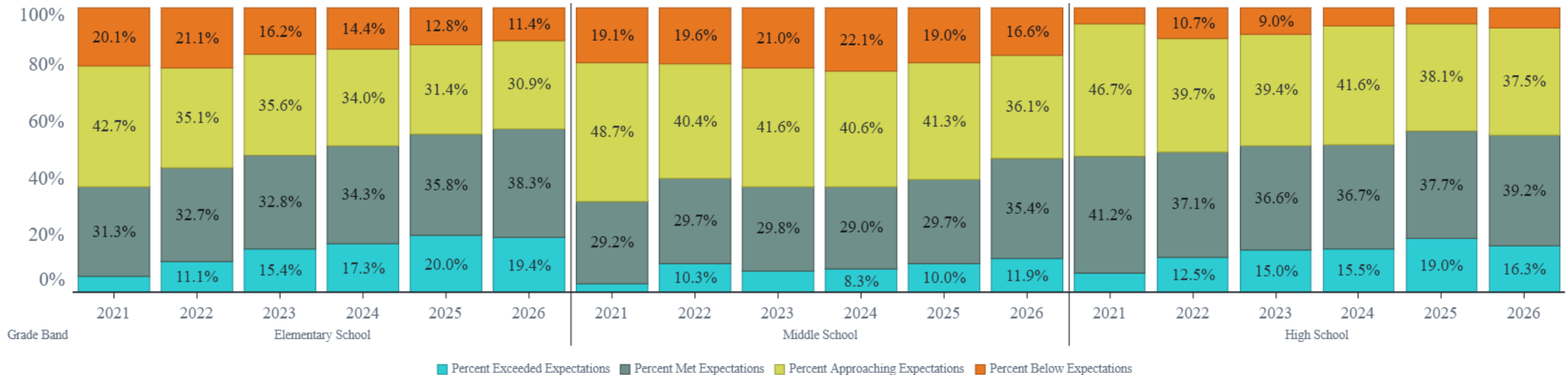
2023 = 9.0%

2024 = 6.2%

2025 = 5.2%

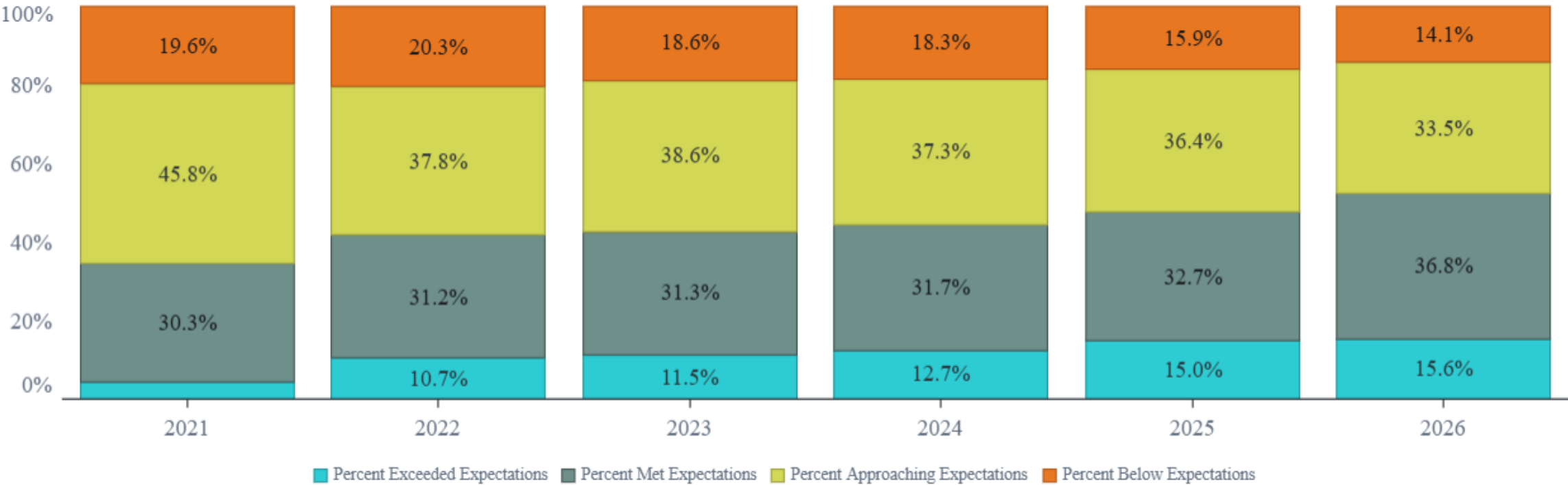
2026 = 7.0%

Elementary, Middle, and High School Results



Achievement ELA

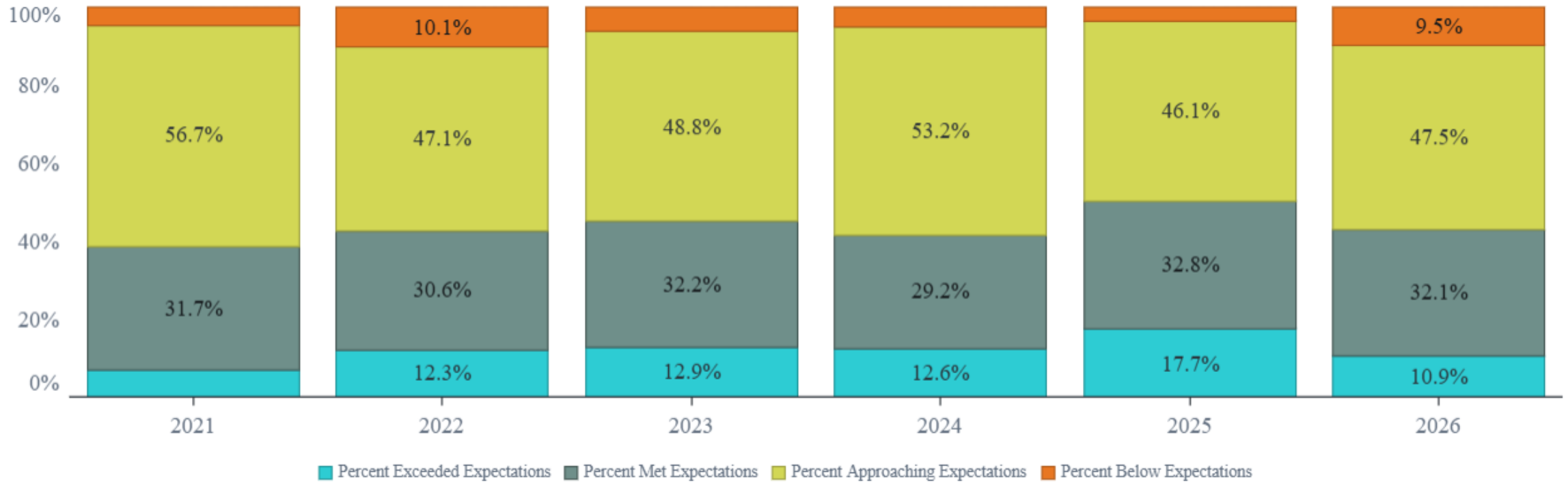
Performance Levels - District Results



English I

Level 1:
2021 = 4.5%
2022 = 10.1%
2023 = 6.1%
2024 = 5.0%
2025 = 3.4%
2026 = 9.5%

Performance Levels - District Results



English II

Level 1:

2021 = 6.4%

2022 = 11.5%

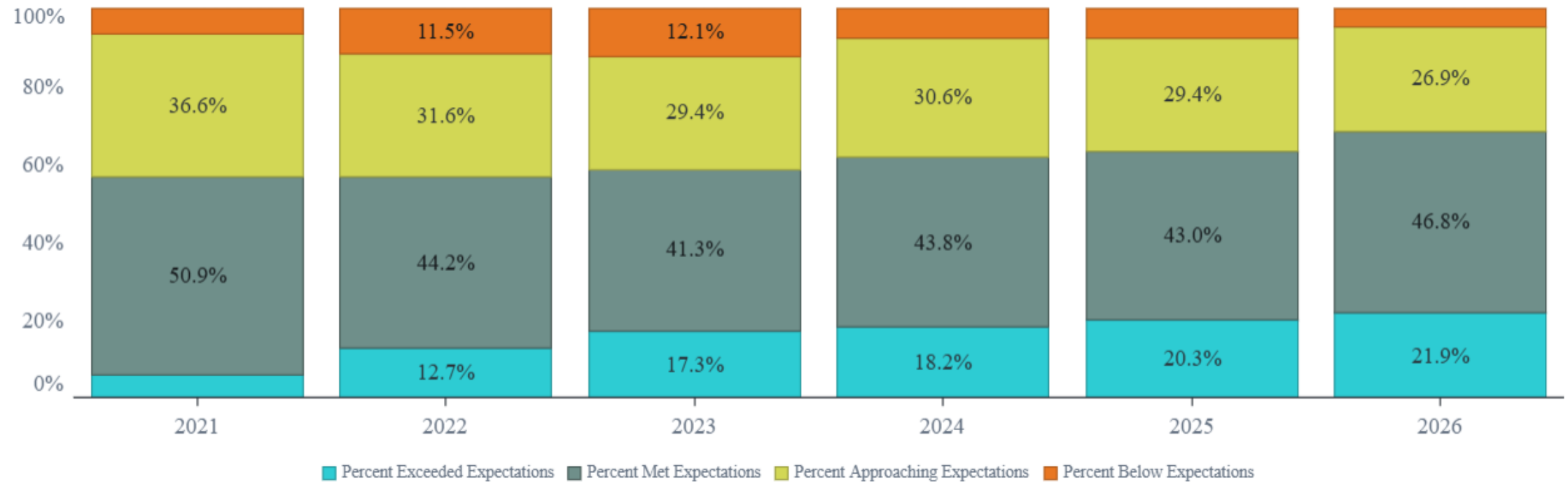
2023 = 12.1%

2024 = 7.4%

2025 = 7.3%

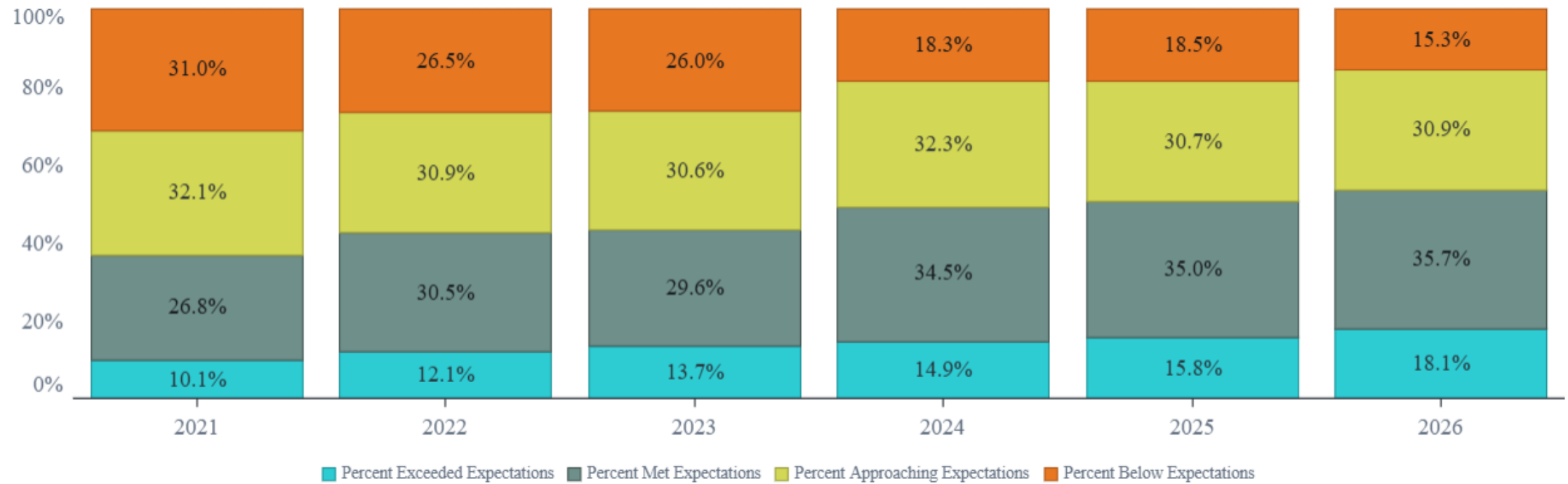
2026 = 4.4%

Performance Levels - District Results



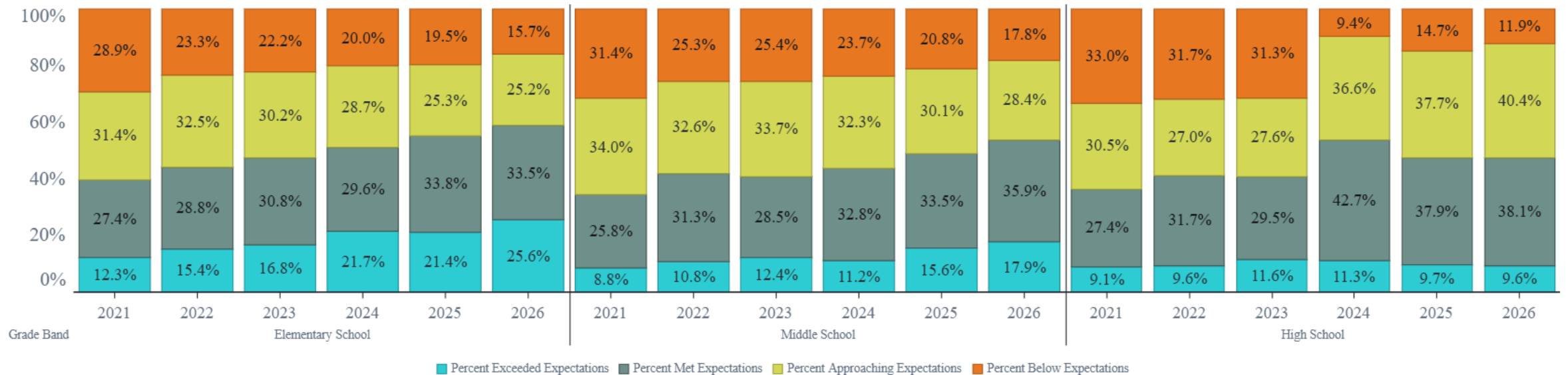
Overall Math

Performance Levels - District Results



Overall Math by Grade Bands

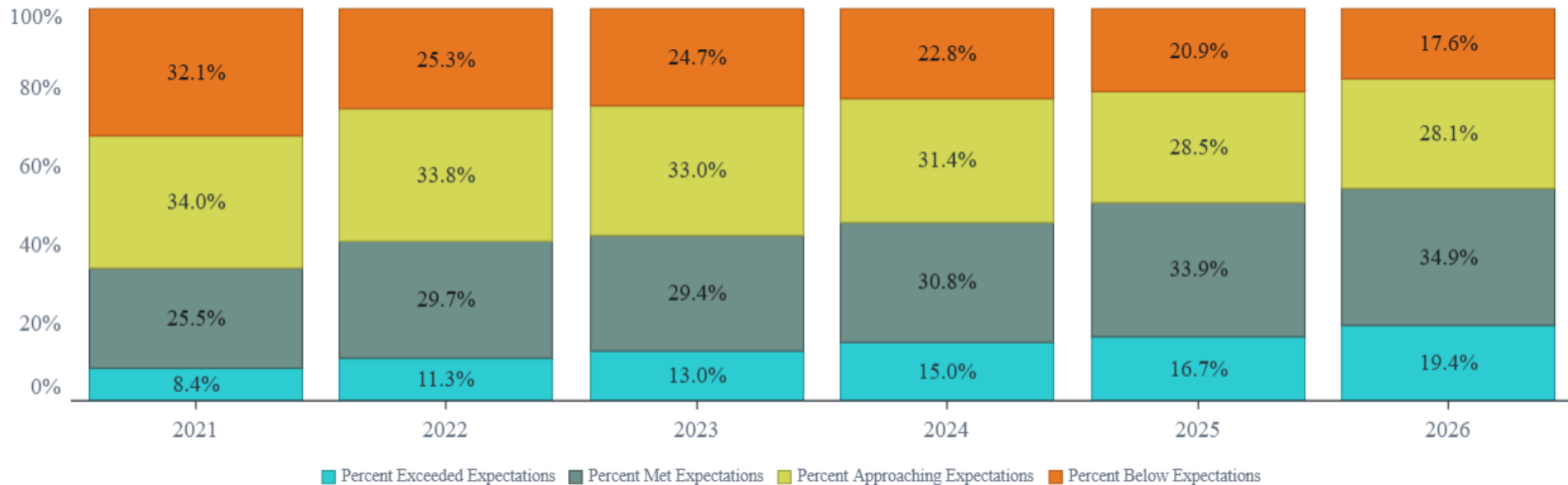
Elementary, Middle, and High School Results



Algebra I and Geometry EOC middle school results included in middle grade bands.

Achievement Math

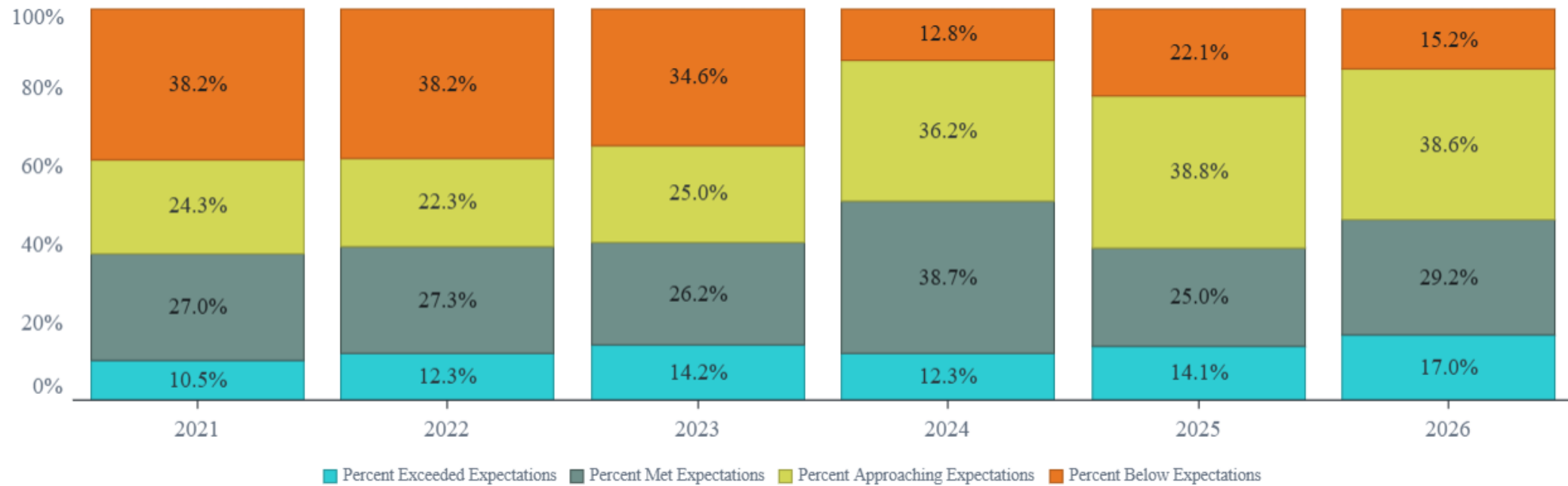
Performance Levels - District Results



Algebra I and Geometry EOC middle school results are not included in these graphs.

Algebra I

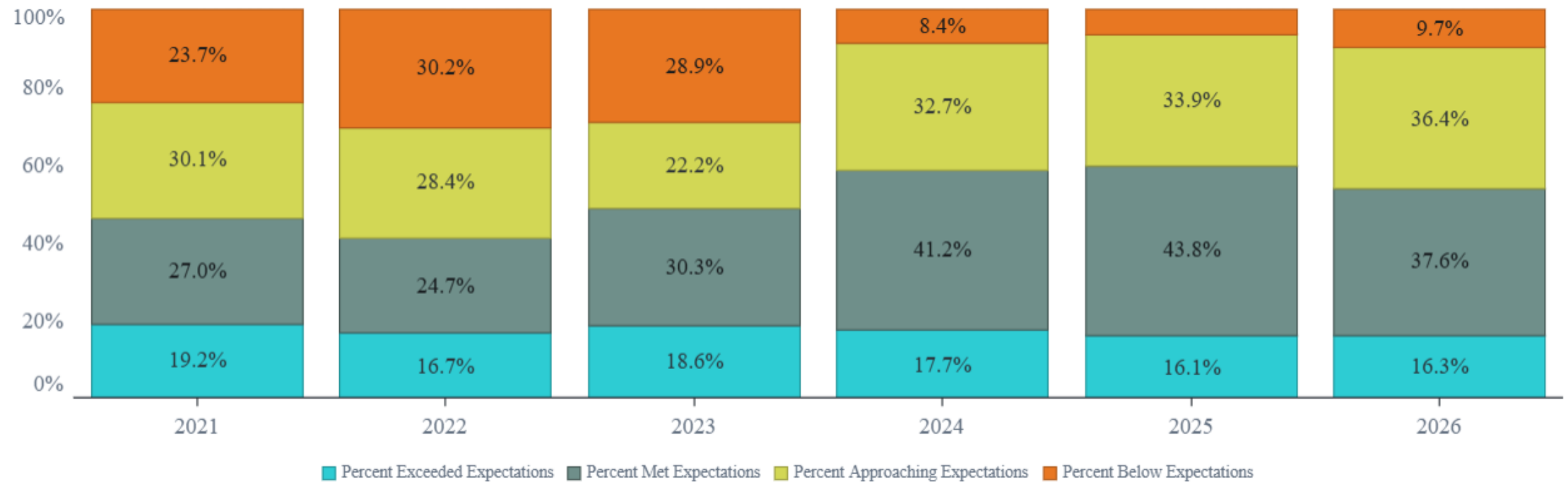
Performance Levels - District Results



This includes middle school results.

Geometry

Performance Levels - District Results

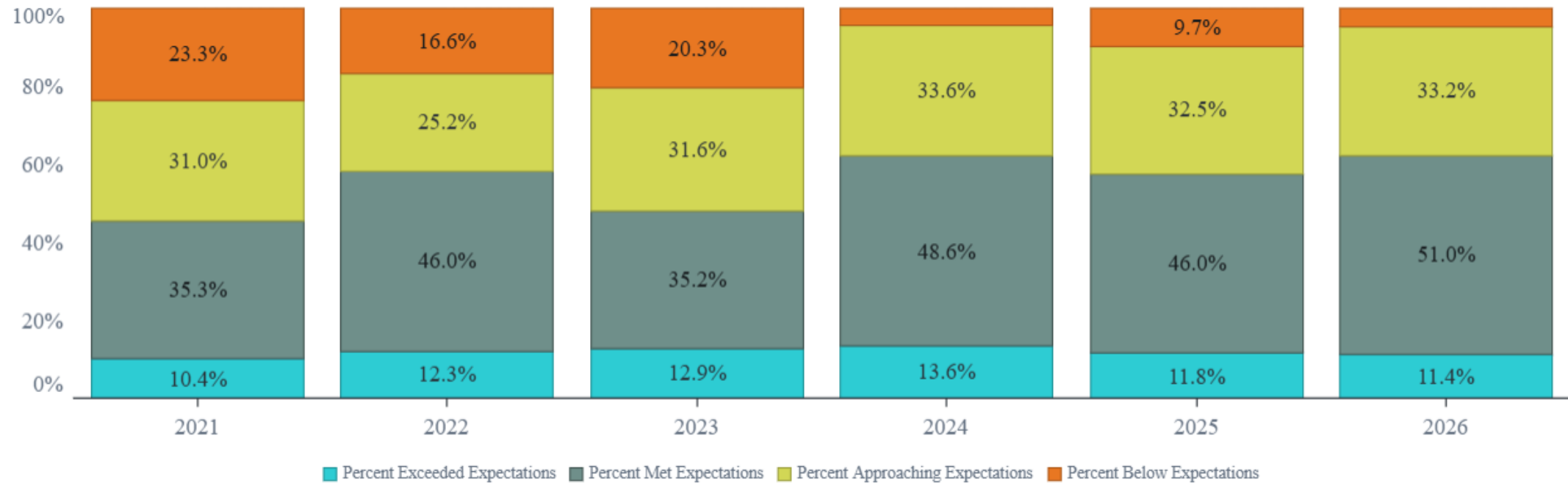


This includes middle school results.

Algebra II

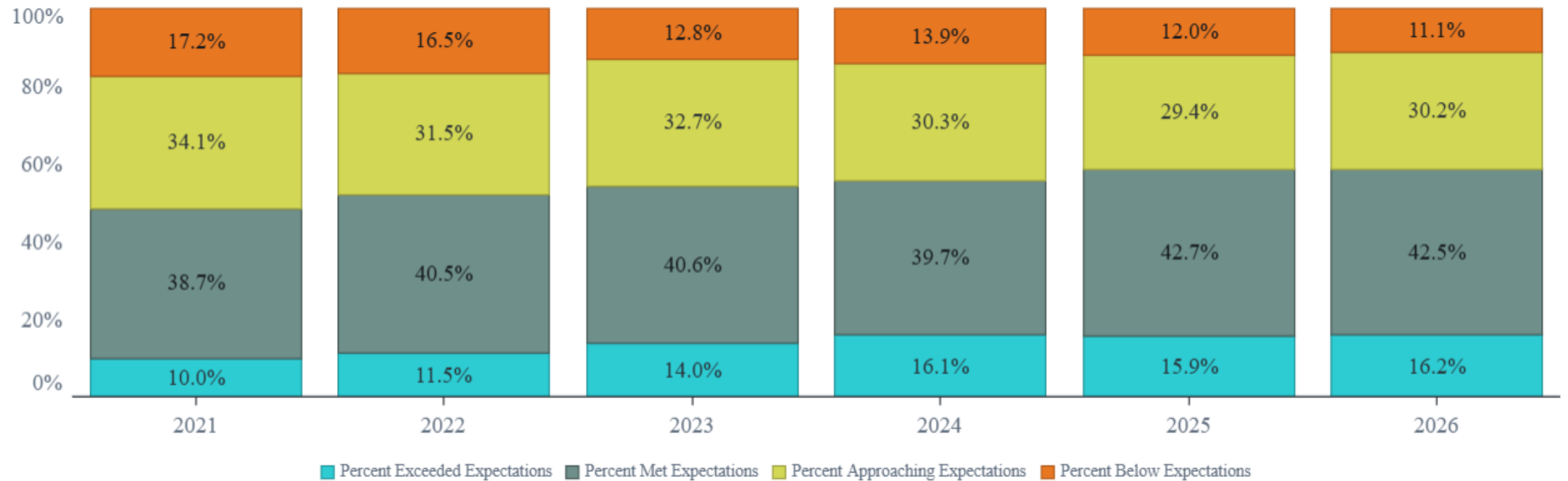
Performance Levels - District Results

Level 1:
2024 = 4.2%
2025 = 9.7%
2026 = 4.4%



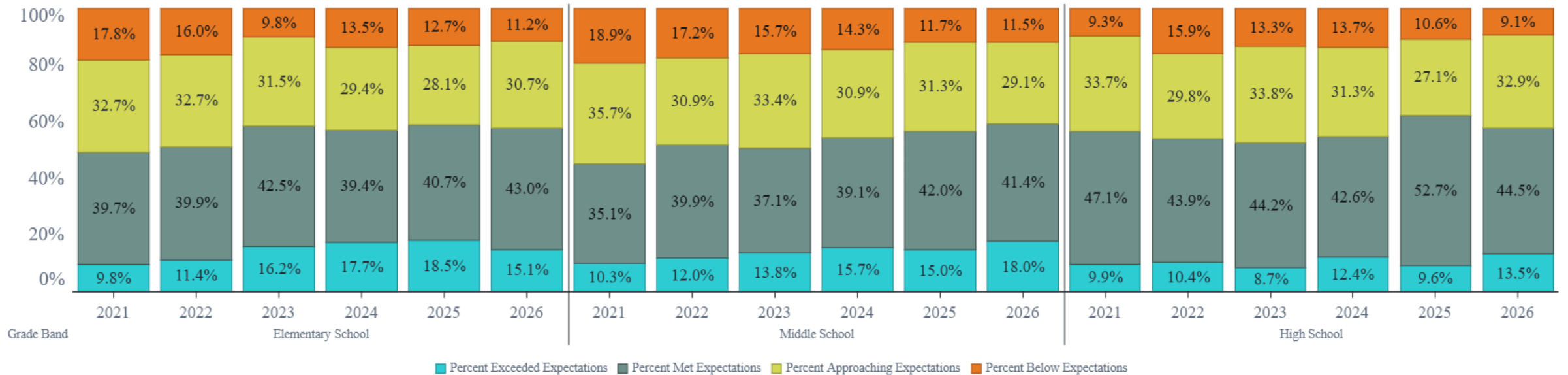
Overall Science

Performance Levels - District Results



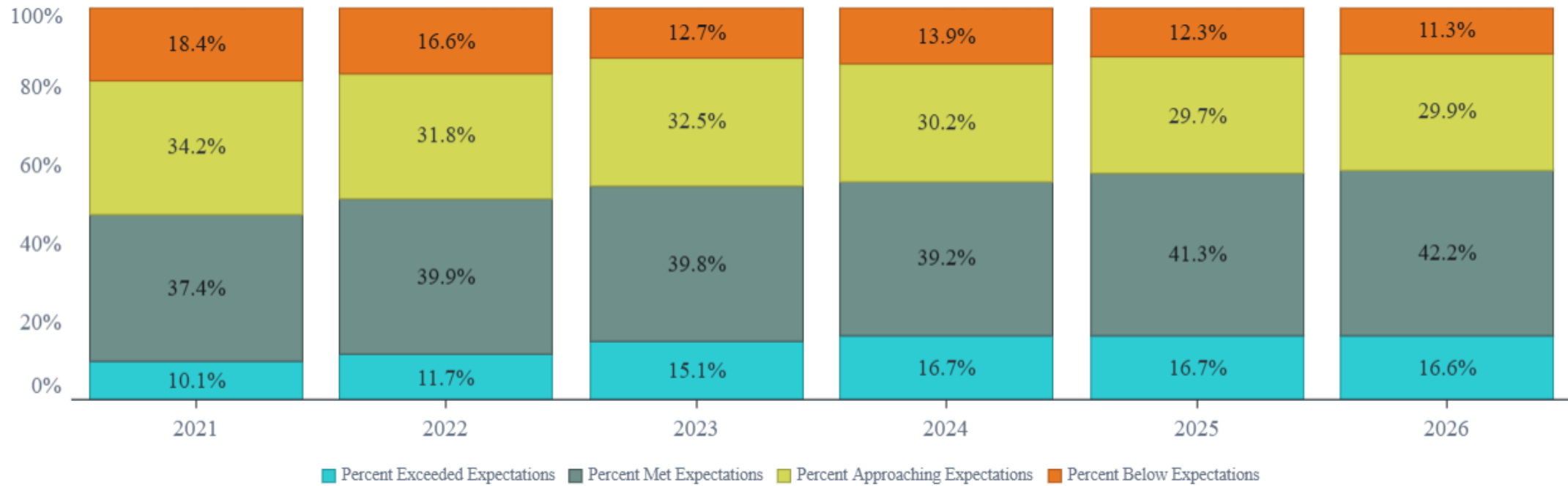
Overall Science by Grade Bands

Elementary, Middle, and High School Results



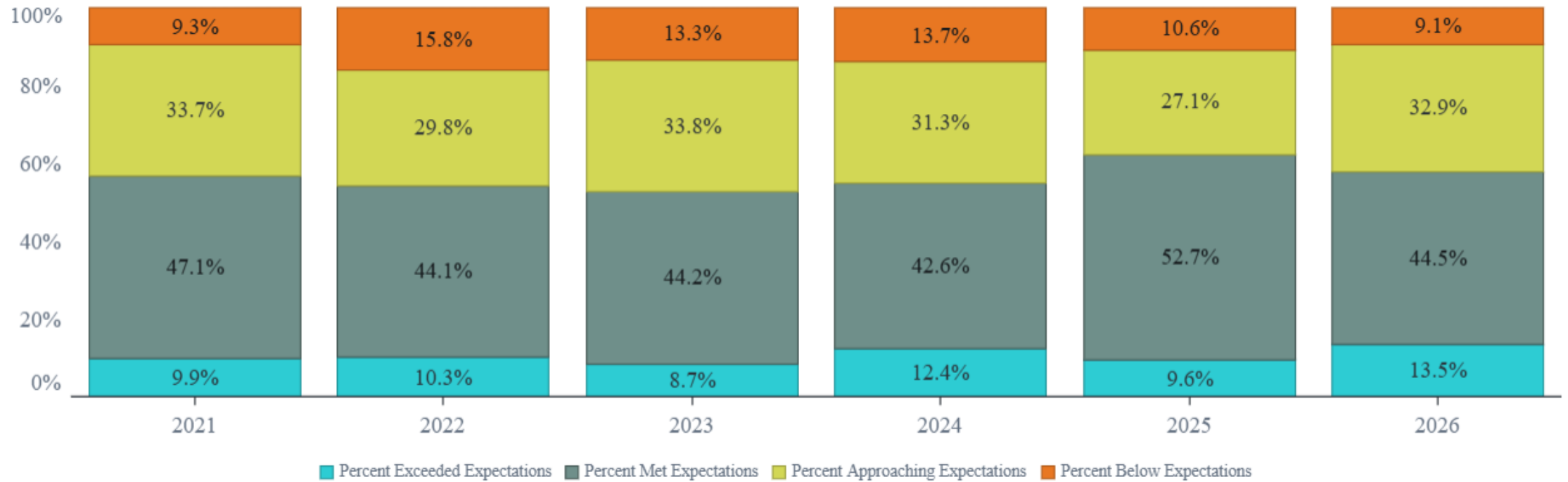
Achievement Science

Performance Levels - District Results



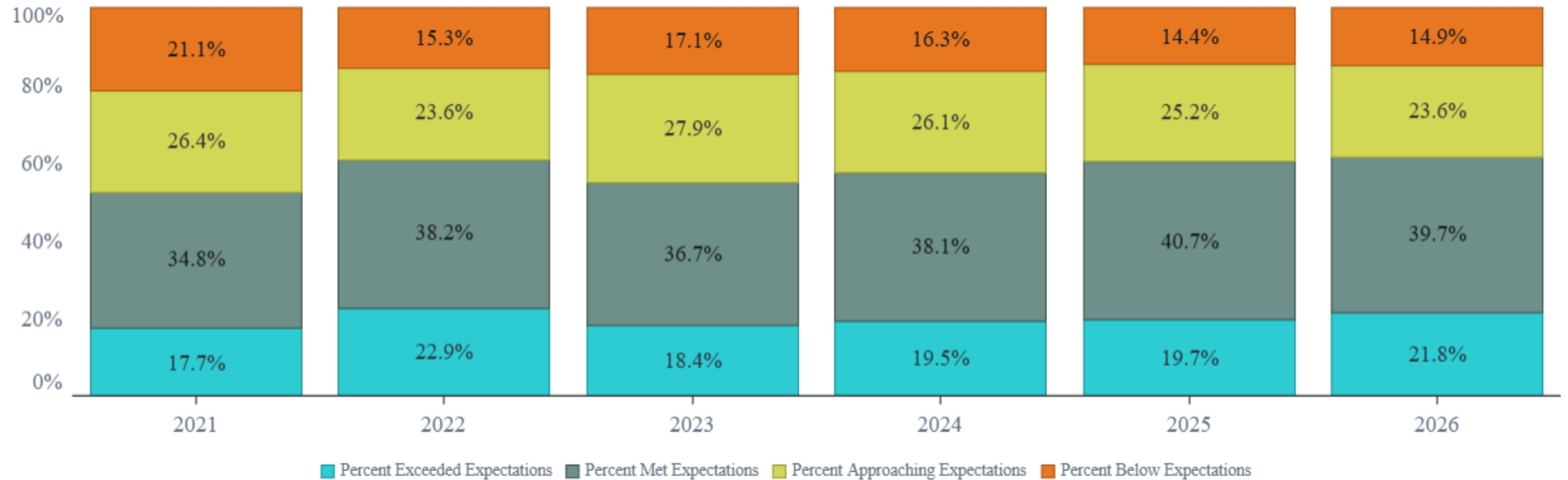
Biology

Performance Levels - District Results



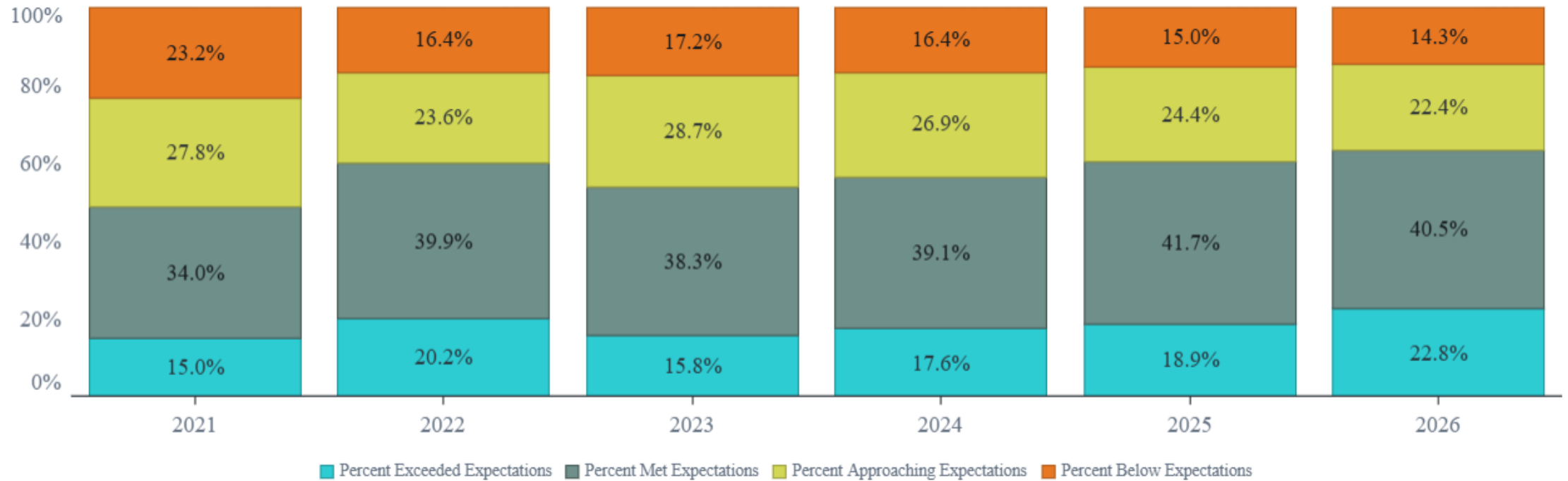
Overall Social Studies

Performance Levels - District Results



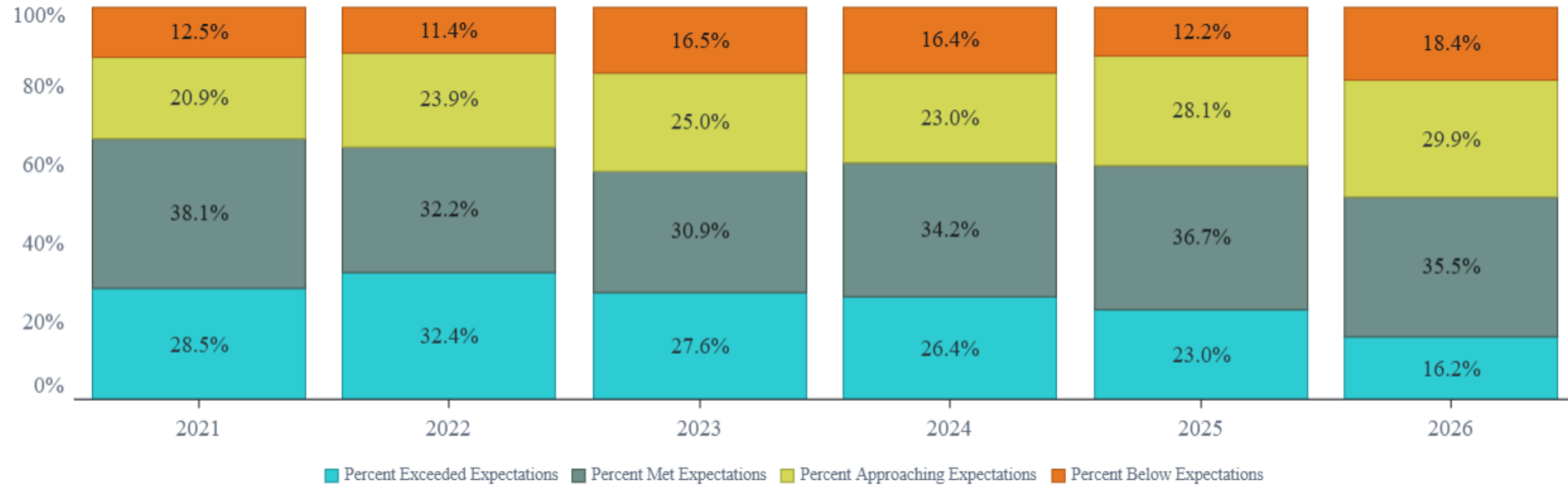
Achievement Social Studies

Performance Levels - District Results



US History

Performance Levels - District Results



Rankings

Elementary Rankings

Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
ELA	3	53*	56	35	45*	30	36	21	28*	18
ELA	4	53*	21	25	40*	20	22	25	12	20
ELA	5	40*	34	26	21	35	21*	20	14	15
Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
Math	3	39	50	34	51	38	67	58	47	37
Math	4	46*	38	24*	51*	36	21	27	25	24
Math	5	35	39	25	21	36	41	19	16*	15
Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
Science	3	60	N/A	N/A	36	27*	29*	31	31	19
Science	4	70*	N/A	N/A	42	23*	12*	20	21	23
Science	5	50	64	N/A	21	37	17	14	13	24*

*An asterisk indicates a tie in rankings

Middle Rankings

Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
ELA	6	22*	39	33	27*	24	74*	33*	27*	14
ELA	7	14	29	34	23	22	31	70	30*	23
ELA	8	12	22	24	22	30	19*	15	33	19
Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
Math	6	43	26	40	39	28	83*	35	15	14
Math	7	46	82*	56	58*	59*	51	75	65	53
Math	8	93	98	118	94*	53	58*	51	66	47*
Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
Science	6	35	57	N/A	27	16*	59*	23	19	22
Science	7	17	31	N/A	47	24*	21	42	32	23
Science	8	22	19	N/A	24	11	19*	10*	30	18*
Subject	Grades	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
SS	6	N/A	30	28	22	23	47	16	23	24*
SS	7	N/A	13*	16	32*	21	23	48*	29	24
SS	8	N/A	16	21*	29	17	29*	22*	30	20*

*An asterisk indicates a tie in rankings

EOC Rankings

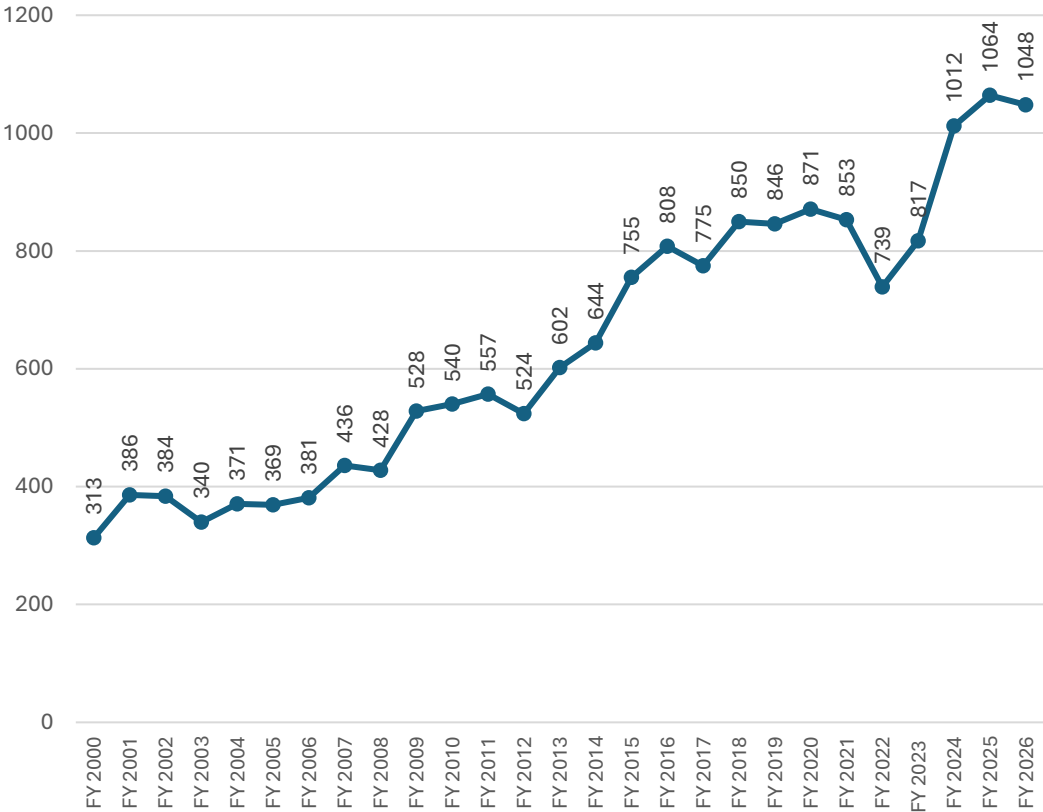
Subject	2016 Rank	2017 Rank	2018 Rank	2019 Rank	2021 Rank	2022 Rank	2023 Rank	2024 Rank	2025 Rank	2026 Rank
Alg I	8	12	11	11	11	9	13	9	17	16
Geo	8	9	8	9	6	8*	10	5	6	11
Alg II	3	3	3	5	5	4	5	4	10*	6
Eng I	10	10	10*	9	14	15*	13	23*	13*	28
Eng II	11	13	12	9	7	13	16	13	26	15
USH	1	2	1	2	1	3	8	9	8	20*
Bio	7	13	9	N/A	13	18*	24	23	7	28

*An asterisk indicates a tie in rankings

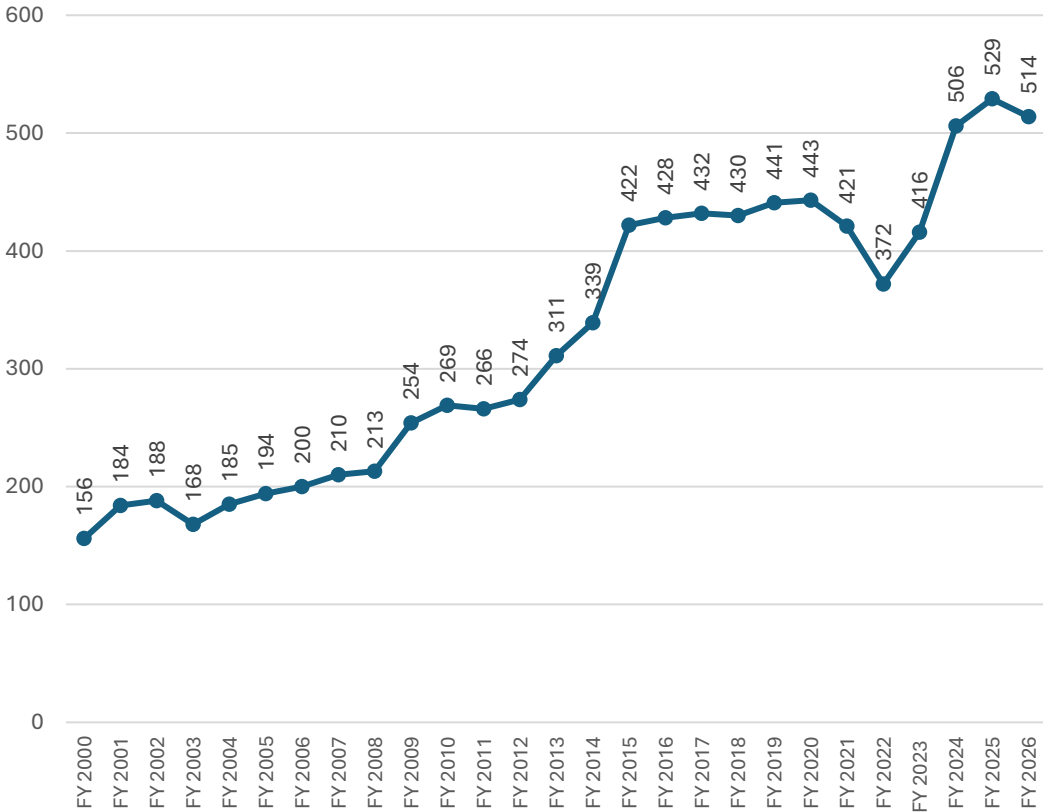
AP Results

AP Exams

Number of AP Exams

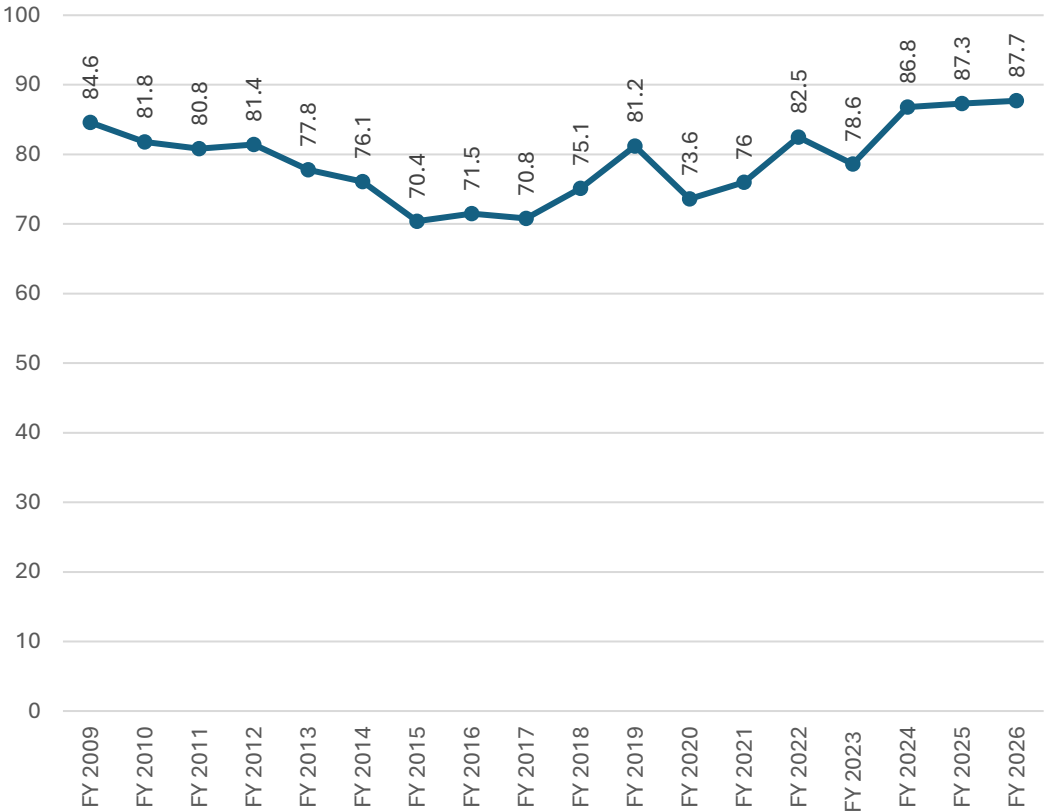


Total AP Students

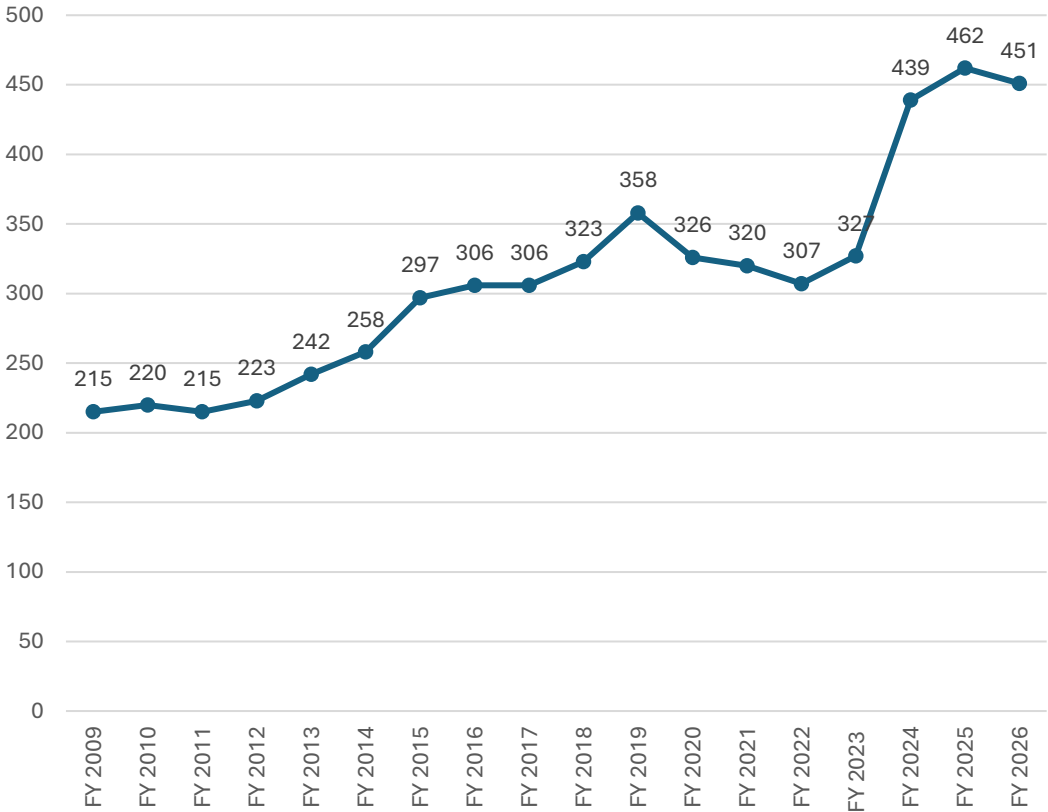


AP Exams

Percent of AP Scores 3+



Number of AP Scores 3+



Questions

