Johnson City Board of Education Regular Meeting

November 2, 2026

The Johnson City Board of Education met in regular session on November 2, 2026, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:00 AM.

Dr. Ginger Carter:	Present
Mr. Tom Hager:	Present
Mrs. Kathy Hall:	Present
Mr. Jonathan Kinnick:	Present
Mrs. Celia Martin:	Absent
Mr. Rick Smith:	Present
Mrs. Paula Treece:	Present

Present: 6, Absent: 1.

1. **CALL TO ORDER AND OPENING**
   - A. Call to Order and Welcome
   - B. Moment of Silence
   - C. Pledge of allegiance to the flag
   - D. Opening
   - E. Artwork on display
   - F. Update on South Side

- South Side's students performed a drum routine, and attendees were invited to view student artwork created for the school's glow theme.
- Ms. Kaytee Jones reported steady growth in third-grade ELA proficiency over the past four years and identified third-grade literacy as a future school improvement focus.
- A K-5 WIN intervention block now coordinates resource and ESL services with targeted support. Additional staffing also enabled fifth-grade ELA co-teaching and push-in support.
- South Side met it's overall math proficiency goal for grades 3-5. Staff focus on conceptual understanding, problem-solving, and using math manipulatives.
- Chronic absenteeism fell from 8.8% to 4.7%, exceeding the goal of 8.3%. Counselors' small-group work with students was identified as a helpful strategy.

2. **RECOGNITIONS**

- Brenna Overbay was recognized as the all-time leading goal scorer in Science Hill girls' soccer history, with 116 career goals. The team finished the season 14-6, went 10-0 in district play, and won district and region championships.
- The Science Hill volleyball team finished 43-5, set a school record for wins, and placed as state runner-up. Junior setter Lucy O'Daniel was a finalist for the Tennessee Miss Volleyball Award.

3. **ADOPTION OF AGENDA**

Motion to adopt the agenda. With a motion by Dr. Ginger Carter and a second by Mr. Jonathan Kinnick, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	Absent
Mr. Rick Smith:	YES
Mrs. Paula Treece:	YES

YES: 6, NO: 0, Absent: 1

4. **PUBLIC COMMENTS**

A. The Reverend Justin Hoss,10 commandments

5. **REPORTS FROM SUPERINTENDENT AND STAFF**

A. Building Projects Update

Buildin Projects Update as submitted by Mr. Brian Ross, City of Johnson City:

- Central office vestibule bid documents were nearing final review. They were expected to reach purchasing by the end of the following week, with bids ideally opened before year-end.
- HVAC work continued at Mountain View and Indian Trail. Heat pump equipment was expected at Mountain View, with installation planned after hours; cooling tower work was expected over winter.
- Gutter work at Mountain View Elementary and roofing work at Morgan Street School entered procurement.
- Structural repairs at Three-mile pool were nearing their final phase. Pool coating, tile, and equipment work were also progressing. Completion remained expected within the stated six-to-nine-month period, with work projected around May.
- Roof framing and site work continued at Town Acres. Phase one completion had been delayed; the presenter anticipated completion sometime in October and said the October-to-January transition would require coordination.
- A Town Acres topping-out ceremony was confirmed for December 3. The time had not been set; 10:00 or 11:00 a.m. were mentioned as possibilities.

B. Financial Report ending September 30, 2026

Financial Report ending September 30, 2026 as submitted by Ms. Leia Valley. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	Absent

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

- September general fund revenue was $8,301,000, and expenditure was $8,958,000, resulting in a monthly net loss of $655,000. The year-to-date fund balance decrease was $498,000.
- The month-end fund balance was $2,294,000, which was $3,480,000 above the goal. Cash was approximately $15.2 million.

C. Update on Sales Tax - PEP

- Account balance for September was $5,462,000. Deposits included $311,000 for the City, $308,000 for the current month, and $189,000 for schools.

D. 2026 Local Education Agency Compliance Report

Motion to approve the 2026 Local Education Agency Compliance Report. With a motion by Mrs. Kathy Hall and a second by Mr. Jonathan Kinnick, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: Absent

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

E. Memorandum Of Understanding

Motion to approve the Memorandum Of Understanding. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES

Mr. Tom Hager: YES

Mrs. Kathy Hall: YES

Mr. Jonathan Kinnick: YES

Mrs. Celia Martin: Absent

Mr. Rick Smith: YES

Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

F. JCS Update

- Dr. Slater congratulated South Side on their data and attendance improvements.
- Dr. Slater noted the Trunk or Treat event at Science Hill was successful. The Board hosted a table and dressed as superheroes.
- District-level Teachers of the Year were announced: Elizabeth Bennett from Science Hill High School, Haley Reynolds from Liberty Bell Middle School, and Susan Johnston from Woodland Elementary School.

6. **UNFINISHED BUSINESS**

7. **CONSENT AGENDA**

Motion to approve the Consent Agenda. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter: YES
Mr. Tom Hager: YES
Mrs. Kathy Hall: YES
Mr. Jonathan Kinnick: YES
Mrs. Celia Martin: Absent
Mr. Rick Smith: YES
Mrs. Paula Treece: YES

YES: 6, NO: 0, Absent: 1

A. Approval of Minutes
B. Request to write checks over $5,000
C. Overnight Field Trip Requests
D. Overnight Field Trip Requests Spreadsheet
E. Proposed Fundraiser Activities

8. **RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION**
9. **NEW BUSINESS**

A. Legislative Update

- Mrs. Paula Treece noted that November 3, 2026, is Election Day.

B. Current Meeting Communication Follow Up

- Recgonotions
- Volleyball Team and record-setting soccer performer.
- SHHS Cross Country team is heading for state in Memphis.

10. **INFORMATION ITEMS**

A. BOE Calendar of Events
B. Personnel Items
C. Donations

11. **COMMITTEE REPORTS**
12. **BOARD UPDATES AND DISCUSSION**
13. **ADJOURNMENT**

6:42 PM

_____ _____

Chairman Board Secretary

JOHNSON CITY SCHOOLS
JOHNSON CITY, TENNESSEE

BELIEFS

To be successful, Johnson City Schools must…

- Provide the highest quality public education to all students;
- Attract, develop, and retain the very best teachers and staff;
- Engage families, business, community, and government;
- Stay on the cutting edge of educational leadership and practice; and
- Foster a caring, safe, and inclusive environment.

MISSION

To enable all students to achieve excellence.

VISION

To be a progressive school system that is globally competitive in all areas. All students have an equal opportunity to learn and be successful while meeting high expectations and are provided the resources to be healthy, productive citizens and lifelong learners.

GOAL

Advance student achievement in all curricular and extra-curricular programs

GOAL

Pursue and efficiently manage internal and external school funding

GOAL

Promote physical and mental health and wellness in a safe and secure environment

GOAL

Improve communication, collaboration, and involvement

GOAL

Champion innovation and the effective use of technology

Recognitions for November

Science Hill School Record Career Goals

Brenna Overbay

TSSAA State Runner-Up Finish (Volleyball)

Science Hill Lady Hilltoppers Volleyball Team

JOHNSON CITY SCHOOLS **Brian Ross, COJC Building Services Director**

Building Projects Update **October 22, 2026**

Towne Acres Elementary – *New school building and site improvements; Demolish existing school building*

- In Progress: Masonry walls; Concrete floors; Door frames; MEPs; Fire sprinkler; Partition walls
- Upcoming: All of the above; Roof framing; Roofing
- Estimated Completion: Phase 1 Oct 2027; Phase 2 Apr 2027

Central Office – *Secure vestibule renovation*

- Construction documents for bidding to be ready by end of October

Mountain View & Indian Trail – *Upgrade HVAC equipment, plus controls upgrades at various other locations*

- Controls upgrades are in progress
- Equipment replacement to begin early Nov
- All work expected to be complete by Jul 2027

Mountain View Elementary – *Replace gutters*

- Preparing bid specifications, with input from roofing contractor consultant

Market Street School – *Replace roofing*

- Preparing bid specifications, with input from roofing contractor consultant

SCHOOL BOARD AGENDA ITEM
NOVEMBER 2, 2026 MEETING

ACTION ITEM

TOPIC: Financial Report for the month ending September 30, 2026.

BACKGROUND INFORMATION:
The un-audited financial report for the month ending September 30, 2026 is attached for your review.

Revenues:
Revenues received the month of August totaled $8,300,730, primarily consisting of Local Option Sales Tax, TISA and the monthly appropriation from the City.

Local Option Sales Tax received for the month was $1,955,635. Through the month of September, Local Option Sales Tax collections have increased 7.4% compared to September 2025. Roughly 1% of the increase is due to the increase in WFTEADA percentage for Johnson City Schools.

At the end of September, revenues totaled $20,346,958 for the year. Total revenues appear to be .8% less than September 30, 2025. However, that is misleading because last year included the State Teacher Bonus Funds. Excluding the state bonus funds from last year, revenues for the year through August 31, 2026, are 6.1% above that last year. Total revenues received through September 30, 2026, were at 19.3% of the budget. In comparison, last year total revenues received through September 30, 2025, were 20% of the budget.

Expenditures:
Expenditures for the month of September totaled $8,958,048. Legal services paid in September totaled $6,087 for services received in August.

Expenditures for the year through September total $20,845,336 and are at 19.4% of the budget. In comparison, expenditures as of September 30, 2025, were at 22.3% of the budget.

Fund Balance:
The General Purpose School Fund Balance had a net decrease through September of $498,378. For the year, total Fund Balance is budgeted to decrease $1,958,001. Total Fund Balance at the end of September was $20,294,444. Total fund balance was above the fund balance target by $3,479,552.

Tax Rate Information:
Included is the tax rates for the surrounding systems. These are the rates for 2025. The property tax rates for 2026 should be posted on the TN Comptroller's website soon. Once those rates are posted, we will update the property tax rate information for the school board.

Please feel free to call me if you have questions. (434-5212)

Respectfully Submitted: *Leia Valley*

Johnson City Schools
Year To Date Comparisons
For the Month Ending September 31, 2026

	Y-T-D 9/30/25	Y-T-D 9/30/26	Difference in Dollars	Difference in Percentage	FY26 Actual	FY27 Budget
Revenues:						
County Property Tax - Current	$ 50,207	$ 270,437	$ 220,230	438.64%	$ 13,801,606	$ 13,542,883
Local Option Sales Tax	5,458,145	5,863,514	405,369	7.43%	22,547,618	22,046,837
TISA (Previously BEP)	9,824,948	10,075,962	251,014	2.55%	49,884,111	50,907,658
Tuition	110,644	155,704	45,060	40.72%	372,122	375,000
State of TN Teacher Bonus	1,341,032	-	(1,341,032)	-100.00%	372,122	375,000
All Other Revenues	3,731,552	3,981,342	249,790	6.69%	22,725,076	18,593,432
Total Revenues	**$ 20,516,528**	**$ 20,346,958**	**$ (169,570)**	**-0.83%**	**$ 109,330,534**	**$ 105,465,810**
Percentage of Revenue Budget Collected to Date		**19.29%**				
Percentage/Dollar Amount of Revenue Budget left to be Collected		**80.71%**				**$ 85,118,852**
Expenditures:						
Salaries	$ 12,644,093	$ 12,791,149	$ 147,056	1.16%	$ 69,060,059	$ 68,478,147
Benefits	4,224,734	4,399,973	175,239	4.15%	19,435,394	20,815,215
Bonus: Salary and Benefits	2,626,375	-	(2,626,375)	-100.00%	19,435,394	20,815,215
Electricity	412,443	458,853	46,410	11.25%	2,132,404	2,050,000
Water/Sewer	37,094	37,215	121	0.33%	353,373	330,000
Natural Gas	16,710	19,094	2,384	14.26%	350,872	300,000
Disposal Fees	13,459	20,958	7,499	55.72%	180,812	170,000
Gasoline	3,538	3,090	(448)	-12.66%	50,840	55,000
Technology/Instructional Equipment	18,027	18,139	112	0.62%	993,824	141,174
Capital Outlay	36,133	-	(36,133)	-100.00%	618,862	1,950,614
All Other Expenditures	3,618,054	3,096,865	(521,189)	-14.41%	13,938,690	13,133,661
Total Expenditures	**$ 23,650,660**	**$ 20,845,336**	**$ (2,805,324)**	**-11.86%**	**$ 107,115,130**	**$ 107,423,811**
Percentage of Expenditure Budget Spent to Date		**19.40%**				
Percentage/Dollar Amount of Expenditure Budget remaining		**80.60%**				**$ 86,578,475**
Year-To-Date Revenues Over (Under) Expenditures	**$ (3,134,132)**	**$ (498,378)**	**$ 2,635,754**	**-84.10%**	**$ 2,215,404**	**$ (1,958,001)**

% of Fiscal Year Complete **25.00%**
% of Fiscal Year Remaining **75.00%**

BOE POLICY 2.100 RESERVE FUNDS

Total Expenditure Budget - FY27 Budget	$	107,423,811
Less:		
Operating Transfers	$	85,000
Debt Service	$	2,609,555
Capital Outlay	$	1,950,614
Early Childhood	$	351,002
Educare	$	1,538,287
Total to deduct	**$**	**6,534,458**
Total Operating Budget	**$**	**100,889,353**
16% of the General Purpose School Fund Operating Budget	**$**	**16,815,228**
Monthly Operating Expense:		
Annual Operating Expense Budget	$	100,889,353
Monthly Operating Expenses Budgeted	$	8,407,446
2 Months Operating Expenses Budgeted	**$**	**16,814,892**

BOE Policy 2.100 as revised at the 5 o'clock 2-3-2014 BOE Meeting
First reading April 2014
Second reading May 2014

Current Standing on Target Fund Balance

***Target Unrestricted Fund Balance (as recommended at 2-3-2014 BOE Policy Meeting) 2 Months Operating Expenditures**	**$**	**16,814,892**
Current Fund Balance:		
3% Fund Balance	$	3,027,009
Undesignated Fund Balance	$	10,313,274
Current Revenues vs Expenditures	$	(498,378)
Other Reserves	$	7,452,538
Total Fund Balance	**$**	**20,294,444**
Target Over as of 9/30/26	**$**	**3,479,552**

.

Locality	2020 Rate	Increase	2021 Rate	Increase	2022 Rate	Residents Combined Rate	Increase	2023 Rate	Residents Combined Rate	Increase	2024	Residents Combined Rate	Increase	2025	Residents Combined Rate
Washington County	$ 2.1500	$ -	$ 2.1500	$ -	$ 2.1500	$ 2.1500	$ -	$ 2.1500	$ 2.1500	$ (0.4400)	$ 1.7100	**$ 1.7100**	$ -	$ 1.7100	**$ 1.7100**
Watauga	$ 0.7000	$ (0.1300)	$ 0.5700	$ -	$ 0.5700	$ 2.7200	$ -	$ 0.5700	$ 2.7200	$ (0.1600)	$ 0.4100	**$ 2.1200**	$ -	$ 0.4100	**$ 2.1200**
Jonesborough	$ 1.2000	$ -	$ 1.2000	$ -	$ 1.2000	$ 3.3500	$ 0.2500	$ 1.4500	$ 3.6000	$ (0.4838)	$ 0.9662	**$ 2.6762**	$ 0.2738	$ 1.2400	**$ 2.9500**
Johnson City	$ 1.7100	$ 0.0200	$ 1.7300	$ -	$ 1.7300	$ 3.8800	$ 0.2500	$ 1.9800	$ 4.1300	$ (0.6259)	$ 1.3541	**$ 3.0641**	$ 0.0244	$ 1.3785	**$ 3.0885**
Unicoi County	$ 2.8538	$ -	$ 2.8538	$ (0.5033)	$ 2.3505	$ 2.3505	$ 0.2600	$ 2.6105	$ 2.6105	$ -	$ 2.6105	**$ 2.6105**	$ -	$ 2.6105	**$ 2.6105**
Erwin	$ 1.8620	$ -	$ 1.8620	$ (0.3108)	$ 1.5512	$ 3.9017	$ -	$ 1.5512	$ 4.1617	$ -	$ 1.5512	**$ 4.1617**	$ -	$ 1.5512	**$ 4.1617**
Sullivan County	$ 2.5700	$ (0.1638)	$ 2.4062	$ -	$ 2.4062	$ 2.4062	$ -	$ 2.4062	$ 2.4062	$ 0.0900	$ 2.4962	**$ 2.4962**	$ (0.8833)	$ 1.6129	**$ 1.6129**
Bluff City	$ 1.2800	$ (0.1010)	$ 1.1790	$ -	$ 1.1790	$ 3.5852	$ 0.1210	$ 1.3000	$ 3.7062	$ -	$ 1.3000	**$ 3.7962**	$ (0.4100)	$ 0.8900	**$ 2.5029**
Bristol	$ 2.1612	$ (0.1749)	$ 1.9863	$ -	$ 1.9863	$ 4.3925	$ -	$ 1.9863	$ 4.3925	$ 0.2637	$ 2.2500	**$ 4.7462**	$ (0.4050)	$ 1.8450	**$ 3.4579**
Johnson City	$ 1.9500	$ (0.4000)	$ 1.5500	$ -	$ 1.5500	$ 3.9562	$ 0.2500	$ 1.8000	$ 4.2062	$ 0.2298	$ 2.0298	**$ 4.5260**	$ (0.6513)	$ 1.3785	**$ 2.9914**
Kingsport	$ 2.0643	$ (0.1860)	$ 1.8783	$ 0.1200	$ 1.9983	$ 4.4045	$ -	$ 1.9983	$ 4.4045	$ -	$ 1.9983	**$ 4.4945**	$ (0.3210)	$ 1.6773	**$ 3.2902**
Carter County	$ 2.4700	$ (0.4400)	$ 2.0300	$ -	$ 2.0300	$ 2.0300	$ 0.1500	$ 2.1800	$ 2.1800	$ -	$ 2.1800	**$ 2.1800**	$ -	$ 2.1800	**$ 2.1800**
Elizabethton	$ 1.8500	$ (0.2800)	$ 1.5700	$ -	$ 1.5700	$ 3.6000	$ 0.0800	$ 1.6500	$ 3.8300	$ -	$ 1.6500	**$ 3.8300**	$ 0.0900	$ 1.7400	**$ 3.9200**
Johnson City	$ 1.8300	$ (0.2800)	$ 1.5500	$ -	$ 1.5500	$ 3.5800	$ 0.2500	$ 1.8000	$ 3.9800	$ 0.0775	$ 1.8775	**$ 4.0575**	$ 0.5190	$ 2.3965	**$ 4.5765**
Watauga	$ 0.7000	$ (0.1300)	$ 0.5700	$ -	$ 0.5700	$ 2.6000	$ -	$ 0.5700	$ 2.7500	$ -	$ 0.5700	**$ 2.7500**	$ -	$ 0.5700	**$ 2.7500**
Greene County	$ 2.0145	$ -	$ 2.0145	$ -	$ 2.0145	$ 2.0145	$ (0.3645)	$ 1.6500	$ 1.6500	$ -	$ 1.6500	**$ 1.6500**	$ -	$ 1.6500	**$ 1.6500**
Greene County for City Residents	$ 1.9845	$ -	$ 1.9845	$ -	$ 1.9845	$ 4.1620	$ (0.3445)	$ 1.6400	$ 3.3471	$ -	$ 1.6400	**$ 3.3471**	$ -	$ 1.6400	**$ 3.3471**
Greeneville City	$ 2.1775	$ -	$ 2.1775	$ -	$ 2.1775	$ 4.1620	$ (0.4704)	$ 1.7071	$ 3.3471	$ -	$ 1.7071	**$ 3.3471**	$ -	$ 1.7071	**$ 3.3471**
Hawkins County	$ 2.5323	$ (0.3646)	$ 2.1677	$ 0.1500	$ 2.3177	$ 2.3177	$ 0.0070	$ 2.3247	$ 2.3247	$ 0.2299	$ 2.5546	**$ 2.5546**	$ -	$ 2.5546	**$ 2.5546**
Rogersville City	$ 1.6700	$ (0.1835)	$ 1.4865	$ -	$ 1.4865	$ 3.8042	$ -	$ 1.4865	$ 3.8112	$ 0.3500	$ 1.8365	**$ 4.3911**	$ -	$ 1.8365	**$ 4.3911**
Bulls Gap	$ 0.7200	$ (0.0636)	$ 0.6564	$ 0.0036	$ 0.6600	$ 2.9777	$ 0.2000	$ 0.8600	$ 3.1847	$ 0.1300	$ 0.9900	**$ 3.5446**	$ -	$ 0.9900	**$ 3.5446**
Church Hill	$ 1.1034	$ (0.1418)	$ 0.9616	$ -	$ 0.9616	$ 3.2793	$ -	$ 0.9616	$ 3.2863	$ 0.0484	$ 1.0100	**$ 3.5646**	$ -	$ 1.0100	**$ 3.5646**
Kingsport	$ 1.8900	$ (0.0117)	$ 1.8783	$ 0.1200	$ 1.9983	$ 4.3160	$ -	$ 1.9983	$ 4.3230	$ -	$ 1.9983	**$ 4.5529**	$ -	$ 1.9983	**$ 4.5529**
Mount Carmel	$ 1.6700	$ (0.2803)	$ 1.3897	$ -	$ 1.3897	$ 3.7074	$ 0.2000	$ 1.5897	$ 3.9144	$ -	$ 1.5897	**$ 4.1443**	$ -	$ 1.5897	**$ 4.1443**
Surgoinsville	$ 1.2000	$ (0.2370)	$ 0.9630	$ 0.0033	$ 0.9663	$ 3.2840	$ -	$ 0.9663	$ 3.2910	$ 0.1337	$ 1.1000	$ 3.6546	$ -	$ 1.1000	$ 3.6546

JOHNSON CITY SCHOOLS

Statement of Revenues, Expenditures, and Changes in Fund Balance

For the Period Ended September 30, 2026

25.00%

			Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
		Revenues				
40110		Current Property Tax - Washington Co.	$ 13,162,526	224,506	$ 12,938,020	1.71%
40110		Current Property Tax - Sullivan Co.	$ 225,514	45,931	$ 179,583	20.37%
40110		Current Property Tax - Carter Co.	$ 154,843	-	$ 154,843	0.00%
40120		Trustee's Collections - Prior Year	$ 280,555	130,443	$ 150,112	46.49%
40130		Circuit Clk./Clk. & Master Coll. - Prior Yr	$ 100,000	65,247	$ 34,753	65.25%
40140		Interest & Penalty	$ 135,000	37,138	$ 97,862	27.51%
40150		Pick-Up Taxes	$ 5,500	1,890	$ 3,610	34.36%
40162		Payments in Lieu of Taxes - Local Utilities	$ 215,000	214,082	$ 918	99.57%
40163		Payments in Lieu of Taxes - Other	$ 18,000	14,139	$ 3,861	78.55%
40210		Local Option Sales Tax - Washington Co.	$ 21,563,942	5,715,818	$ 15,848,124	26.51%
40210		Local Option Sales Tax - Sullivan Co.	$ 264,653	110,974	$ 153,679	41.93%
40210		Local Option Sales Tax - Carter Co.	$ 218,242	36,722	$ 181,520	16.83%
40270		Business Tax	$ 517,000	126,842	$ 390,158	24.53%
40275		Mixed Drink Tax	$ 3,500	54	$ 3,446	1.54%
40320		Bank Excise Tax	$ 95,000	-	$ 95,000	0.00%
		Total County Taxes	**$ 36,959,275**	**$ 6,723,785**	**$ 30,235,490**	**18.19%**
41110		Marriage Licenses	$ 1,700	480	$ 1,220	28.21%
		Total Licenses and Permits	**$ 1,700**	**$ 480**	**$ 1,220**	**28.21%**
43511		Tuition - Regular Day Students	$ 375,000	155,704	$ 219,297	41.52%
43517		Tuition - Online Learning	$ 30,000	-	$ 30,000	0.00%
43581		Tuition - EDUCARE	$ 1,544,400	322,581	$ 1,221,819	20.89%
43581		Tuition - ECLC	$ 217,000	93,973	$ 123,027	43.31%
43990		Print Shop Enterprise Account	$ 60,000	6,927	$ 53,073	11.54%
		Total Charges for Current Services	**$ 2,226,400**	**$ 579,184**	**$ 1,647,216**	**26.01%**
44110		Interest Earned	$ -	7,743	$ (7,743)	#DIV/0!
44160		Retirees' Insurance Payments	$ 24,000	8,340	$ 15,660	34.75%
44170		Miscellaneous Refunds	$ -	2,720	$ (2,720)	#DIV/0!
44570		Contributions	$ 1,860	18,000	$ (16,140)	967.74%
44570		Contributions - Shoe Fund	$ 10,000	-	$ 10,000	0.00%
44570		Contributions - Homeless Fund	$ -	14,382	$ (14,382)	#DIV/0!
44570		Contributions - Ballad Health Academy	$ 80,000	2,267	$ 77,733	2.83%
44570		Contributions - Niswonger	$ -	1,200	$ (1,200)	#DIV/0!
44570		Contributions - TSIN Battelle	$ -	2,500	$ (2,500)	#DIV/0!
44990		Other Local Revenue (Misc)	$ -	96	$ (96)	#DIV/0!
		Total Other Local Revenues	**$ 115,860**	**$ 57,248**	**$ 58,612**	**49.41%**
46510		Tennessee Investment in Student Achievement (TISA)	$ 50,379,809	10,075,962	$ 40,303,847	20.00%
46510		TISA Outcomes	$ 527,849	-	$ 527,849	0.00%
46513		TISA On-Behalf Payments	$ 206,817	-	$ 206,817	0.00%
46550		Driver Education	$ 14,000	-	$ 14,000	0.00%
46610		Career Ladder	$ 41,040	-	$ 41,040	0.00%
		Total State Education Funds	**$ 51,169,515**	**$ 10,075,962**	**$ 41,093,553**	**19.69%**
47640		ROTC Reimbursement	$ 75,000	3,614	$ 71,386	4.82%
		Total Direct Federal Government	**$ 75,000**	**$ 3,614**	**$ 71,386**	**4.82%**
48610		Donations	$ -	1	$ (1)	#DIV/0!
49810		City General Fund Transfer - Operations	$ 11,626,736	2,906,684	$ 8,720,052	25.00%
49810		City General Fund Transfer - Transportation	$ 3,291,324	-	$ 3,291,324	0.00%

JOHNSON CITY SCHOOLS

Statement of Revenues, Expenditures, and Changes in Fund Balance

For the Period Ended September 30, 2026

25.00%

			Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
		Total Other Sources	**$ 14,918,060**	**$ 2,906,685**	**$ 12,011,375**	**19.48%**
		Total Revenues	**$ 105,465,810**	**$ 20,346,958**	**$ 85,118,852**	**19.29%**
		APPROPRIATIONS (Expenditures)	**Amended Budget**	**Actual Amounts**	**Budget Amount Remaining**	**Percentage of Budget to Date**
		INSTRUCTION				
71100	116	Teachers	$ 35,379,579	6,285,077	$ 29,094,502	17.76%
71100	116	Safety Net Program (1-031)	$ 49,000	-	$ 49,000	0.00%
71100	116	RTI (534)	$ 508,630	99,835	$ 408,795	19.63%
71100	116	Four-Year Transition Plan (2-301)	$ 6,120	-	$ 6,120	0.00%
71100	116	Local Extended Contract (1-578)	$ 21,990	14,730	$ 7,260	66.98%
71100	116	Mountain View Orchestra (9-581)	$ 8,825	-	$ 8,825	0.00%
71100	116	Curriculum Development (538)	$ 22,000	1,960	$ 20,040	8.91%
71100	116	Teacher Stipends for Online Learning (555)	$ 24,520	-	$ 24,520	0.00%
71100	117	Career Ladder	$ 20,000	-	$ 20,000	0.00%
71100	163	Educational Assistants	$ 1,314,280	239,672	$ 1,074,608	18.24%
71100	189	Other Salaries & Wages	$ -	-5587.5	$ 5,588	#DIV/0!
71100	195	Substitute Teachers Certified	$ 150,000	19,063	$ 130,938	12.71%
71100	198	Substitute Teachers - Non Certified	$ 517,910	83,332	$ 434,578	16.09%
71100	201	Social Security	$ 2,320,908	393,124	$ 1,927,784	16.94%
71100	204	Retirement	$ 2,546,045	466,633	$ 2,079,412	18.33%
71100	206	Life Insurance	$ 89,727	18,220	$ 71,507	20.31%
71100	207	Medical Insurance	$ 4,908,030	1,172,439	$ 3,735,591	23.89%
71100	208	Dental Insurance	$ 125,000	29,812	$ 95,188	23.85%
71100	210	Unemployment	$ 25,000	10,037	$ 14,963	40.15%
71100	211	Local Retirement	$ 7,038	1,677	$ 5,361	23.83%
71100	212	Medicare	$ 554,285	92,408	$ 461,877	16.67%
71100	215	Other Post Employment Benefits (Retiree Insurance)	$ 815,000	212,092	$ 602,908	26.02%
71100	217	Retirement-Hybrid Stabilization	$ 121,399	31,119	$ 90,280	25.63%
71100	336	Performing Music Maintenance and Repair Equipment	$ 21,263	7,302	$ 13,961	34.34%
71110	336	Mntc & Repair Equip - Reserved for Encumb	$ -	-	$ -	#DIV/0!
71100	399	Other Contracted Services (Site-Based check-copiers)	$ 78,673	75,673	$ 3,000	96.19%
71100	399	RTI (1-534)	$ 25,000	29,070	$ (4,070)	116.28%
71100	399	Public Chapter 426, Public Acts of 2011 (1-532)	$ 40,000	-	$ 40,000	0.00%
71100	399	Subscription Renewal - Brain Pop (1-536)	$ 37,500	-	$ 37,500	0.00%
71100	399	Subscription Renewal - Canvas	$ 61,000	-	$ 61,000	0.00%
71100	399	Subscription - Generation Genius	$ 9,000	11,655	$ (2,655)	129.50%
71100	399	Subscription Renewal - Explore Learning	$ 36,000	-	$ 36,000	0.00%
71100	399	Subscription - Wayground	$ 26,000	20,000	$ 6,000	76.92%
71100	399	Subscription -- Flocabulary	$ 20,000	-	$ 20,000	0.00%
71100	399	Virtual Program Instruction	$ 300,000	250,000	$ 50,000	83.33%
71100	399	Other Contracted Services	$ -	-	$ -	#DIV/0!
71100	399	Other Contracted Services - Safe Schools	$ 17,000	-	$ 17,000	0.00%
71100	429	Instructional Supplies and Materials	$ 263,956	262,145	$ 1,811	99.31%
71100	429	Forward Funding	$ 22,443	22,443	$ -	100.00%
71100	429	Summer School Supplies (1-033)	$ 5,000	-	$ 5,000	0.00%
71100	429	AP - Instructional Supplies (2-583)	$ 7,500	1,315	$ 6,185	17.53%
71100	429	RTI - (1-534)	$ 12,000	429	$ 11,571	3.57%
71100	429	Instructional Supplies - Science Materials	$ 23,068	23,068	$ -	100.00%
71100	429	Instructional Supplies - STEAM (536) +1K Donation	$ 15,000	976	$ 14,024	6.50%
71100	429	Instructional Supplies - ESL Supplemental Materials	$ 25,000	411	$ 24,589	1.64%
71100	429	Instructional Supplies - Elementary Supplementary Materi	$ 50,000		$ 50,000	0.00%
71100	449	Textbooks	$ 686,900	312,784	$ 374,116	45.54%
71100	449	Textbooks - Reserved for Encumbrances	$ -	-	$ -	#DIV/0!
71100	471	Software Maintenance - IXL	$ 93,750	93,750	$ -	100.00%

			JOHNSON CITY SCHOOLS							
			Statement of Revenues, Expenditures, and Changes in Fund Balance							
			For the Period Ended September 30, 2026							
										25.00%
			Amended		**Actual**		**Budget Amount**			**Percentage**
			Budget		**Amounts**		**Remaining**			**of Budget to Date**
71100	471	Software Maintenance - Curipod	$ 25,000		-		$ 25,000			0.00%
71100	471	Software Maintenance - Magic School	$ 20,000		-		$ 20,000			0.00%
71100	471	Software Maintenance - Freckles	$ 34,000		19,834		$ 14,166			58.34%
71100	471	Software Maintenance - Mastery Connect	$ 43,220		44,416		$ (1,196)			102.77%
71100	499	Other Supplies and Materials	$ 8,000		9,100		$ (1,100)			113.75%
71100	535	Fee Waiver Student Fees	$ 83,093		83,488		$ (395)			100.48%
71100	535	Fee Waiver Student Performing Music	$ 9,960		9,960		$ -			100.00%
71100	595	TISA - On-Behalf Payments	$ 50,817		-		$ 50,817			0.00%
71100	614	Principal on SBITA	$ 51,613		49,419		$ 2,194			95.75%
71100	615	Interest on SBITA	$ 7,185		9,379		$ (2,194)			130.53%
71100	722	Regular Instruction Equipment	$ 76,803		11,480		$ 65,323			14.95%
71100	722	Performing Music Equipment	$ 45,871		6,659		$ 39,212			14.52%
71100	722	Instruction Equipment - Special Budget Request	$ 18,500		-		$ 18,500			0.00%
71100	722	Reserved for Encumbrances	$ -		-		$ -			#DIV/0!
		Total Instruction	**$ 51,885,401**		**$ 10,520,395**		**$ 41,365,006**			**20.28%**
		Alternative Instruction Program								
71150	116	Teachers	$ 975,630		175,811		$ 799,819			18.02%
71150	163	Educational Assistants	$ 165,240		29,767		$ 135,473			18.01%
71150	201	Social Security	$ 69,593		11,166		$ 58,427			16.04%
71150	204	Retirement	$ 95,673		16,930		$ 78,743			17.70%
71150	206	Life Insurance	$ 2,738		607		$ 2,131			22.17%
71150	207	Medical Insurance	$ 145,117		30,991		$ 114,126			21.36%
71150	208	Dental Insurance	$ 4,500		1,028		$ 3,472			22.85%
71150	211	Local Retirement	$ 1,397		237		$ 1,160			16.94%
71150	212	Medicare	$ 16,543		2,611		$ 13,932			15.79%
71150	217	Retirement-Hybrid Stabilization	$ 2,365		595		$ 1,770			25.14%
71150	399	Other Contracted Services	$ 3,000		3,000		$ -			100.00%
71150	429	Instructional Supplies and Materials	$ 14,787		14,809		$ (22)			100.15%
71150	499	Other Supplies and Materials	$ 5,190		5,248		$ (58)			101.12%
71150	790	Other Equipment	$ 11,765		-		$ 11,765			0.00%
		Total Alternative Instruction	**$ 1,513,538**		**$ 292,799**		**$ 1,220,739**			**19.35%**
		SPECIAL EDUCATION								
71200	116	Teachers	$ 3,266,228		588,412		$ 2,677,816			18.02%
71200	117	Career Ladder	$ 4,000		-		$ 4,000			0.00%
71200	163	Educational Assistants	$ 876,310		153,785		$ 722,525			17.55%
71200	171	Speech Pathologist	$ 482,900		86,045		$ 396,855			17.82%
71200	189	Other Salaries & Wages	$ -		-		$ -			#DIV/0!
71200	201	Social Security	$ 282,396		46,893		$ 235,503			16.61%
71200	204	Retirement	$ 346,799		60,457		$ 286,342			17.43%
71200	206	Life Insurance	$ 11,111		2,063		$ 9,048			18.57%
71200	207	Medical Insurance	$ 763,003		161,328		$ 601,675			21.14%
71200	208	Dental Insurance	$ 18,510		4,181		$ 14,329			22.59%
71200	211	Local Retirement	$ 5,182		1,122		$ 4,061			21.64%
71200	212	Medicare	$ 67,127		11,024		$ 56,103			16.42%
71200	217	Retirement-Hybrid Stabilization	$ 24,533		5,246		$ 19,287			21.38%
71200	336	Equipment Repairs and Maintenance	$ 500		189		$ 311			37.80%
71200	429	Instructional Supplies and Materials	$ 15,000		1,061		$ 13,939			7.08%
71200	471	Software Maintenance	$ 4,000		4,345		$ (345)			108.62%
71200	499	Other Supplies and Materials	$ 4,000		90		$ 3,910			2.25%
71200	595	TISA On-Behalf Payments	$ 156,000		-		$ 156,000			0.00%
71200	725	Special Education Instruction Equipment	$ 10,000		1,540		$ 8,460			15.40%
		Total Special Education	**$ 6,337,599**		**$ 1,127,780**		**$ 5,209,819**			**17.80%**
		VOCATIONAL INSTRUCTION								

JOHNSON CITY SCHOOLS										
Statement of Revenues, Expenditures, and Changes in Fund Balance										
For the Period Ended September 30, 2026										
										25.00%
			Amended		**Actual**		**Budget Amount**			**Percentage**
			Budget		**Amounts**		**Remaining**			**of Budget to Date**
71300	116	Teachers	$ 2,121,804		404,204		$ 1,717,600			19.05%
71300	117	Career Ladder	$ 4,000		-		$ 4,000			0.00%
71300	163	Educational Assistants	$ 86,700		15,497		$ 71,203			17.87%
71300	201	Social Security	$ 134,963		24,388		$ 110,575			18.07%
71300	204	Retirement	$ 158,141		30,525		$ 127,616			19.30%
71300	206	Life Insurance	$ 5,310		1,095		$ 4,215			20.63%
71300	207	Medical Insurance	$ 270,554		71,691		$ 198,864			26.50%
71300	208	Dental Insurance	$ 7,000		1,852		$ 5,148			26.46%
71300	212	Medicare	$ 32,081		5,704		$ 26,377			17.78%
71300	217	Retirement-Hybrid Stabilization	$ 58,021		1,633		$ 56,388			2.81%
71300	399	Other Contracted Services	$ 1,785		1,785		$ -			100.00%
71300	429	Instructional Supplies and Materials	$ 40,200		12,895		$ 27,305			32.08%
71300	429	Forward Funding	$ 1,785		1,785		$ -			100.00%
71300	599	Other Charges - Industry Certifications	$ 25,000		25,000		$ -			100.00%
71300	730	Vocational Equipment	$ 4,845		-		$ 4,845			0.00%
		Total Vocational Instruction	**$ 2,952,189**		**$ 598,054**		**$ 2,354,135**			**20.26%**
		ATTENDANCE								
72110	105	Supervisor	$ -		30,609		$ (30,609)			#DIV/0!
72110	189	Other Salaries and Wages	$ 249,900		42,715		$ 207,185			17.09%
72110	201	Social Security	$ 15,244		4,245		$ 10,999			27.85%
72110	204	State Retirement	$ 15,060		5,194		$ 9,866			34.49%
72110	206	Life Insurance	$ 600		165		$ 435			27.52%
72110	207	Medical Insurance	$ 18,019		9,225		$ 8,794			51.20%
72110	208	Dental Insurance	$ 1,000		299		$ 701			29.87%
72110	211	Local Retirement	$ 2,652		443		$ 2,209			16.70%
72110	212	Medicare	$ 3,624		993		$ 2,631			27.40%
72110	217	Retirement - Hybrid Stabilization	$ 2,658		494		$ 2,164			18.58%
72110	471	Software Maintenance	$ 105,000		-		$ 105,000			0.00%
		Total Attendance	**$ 413,757**		**$ 94,381**		**$ 319,376**			**22.81%**
		HEALTH SERVICES								
72120	131	Medical Personnel	$ 871,080		176,966		$ 694,114			20.32%
72120	201	Social Security	$ 53,136		18,201		$ 34,935			34.25%
72120	204	Retirement	$ 70,993		14,362		$ 56,631			20.23%
72120	206	Life Insurance	$ 2,091		424		$ 1,667			20.27%
72120	207	Medical Insurance	$ 142,475		32,645		$ 109,831			22.91%
72120	208	Dental Insurance	$ 4,100		926		$ 3,174			22.58%
72120	212	Medicare	$ 12,631		2,399		$ 10,232			18.99%
72120	217	Retirement-Hybrid Stabilization	$ 7,404		2,007		$ 5,397			27.11%
72120	355	Travel - Coordinated School Health	$ 600		36		$ 564			5.93%
72120	355	Travel	$ 1,300		203		$ 1,097			15.64%
72120	399	Other Contracted Services	$ 5,000		-		$ 5,000			0.00%
72120	399	Other Contracted Services - Coordinated School Health	$ 25,000		965		$ 24,035			3.86%
72120	413	Drugs & Medical Supplies	$ 7,000		-		$ 7,000			0.00%
72120	499	Other Supplies & Materials	$ 11,200		3,069		$ 8,131			27.40%
72120	499	Other Supplies & Materials - Coordinated School Health	$ 51,100		851		$ 50,249			1.67%
72120	524	Staff Development	$ 1,500		186		$ 1,314			12.41%
72120	524	Staff Development - Coordinated School Health	$ 18,300		1,424		$ 16,876			7.78%
72120	735	Health Equipment	$ 2,500		829		$ 1,671			33.16%
72120	735	Health Equipment - Coordinated School Health	$ 5,000		3,558		$ 1,442			71.17%
		Total Health Services	**$ 1,292,410**		**$ 259,051**		**$ 1,033,360**			**20.04%**
		STUDENT SUPPORT								
72130	117	Career Ladder	$ 1,000		-		$ 1,000			0.00%
72130	123	Guidance Personnel	$ 1,791,258		331,534		$ 1,459,724			18.51%

JOHNSON CITY SCHOOLS										
Statement of Revenues, Expenditures, and Changes in Fund Balance										
For the Period Ended September 30, 2026										
										25.00%
			Amended		**Actual**		**Budget Amount**		**Percentage**	
			Budget		**Amounts**		**Remaining**		**of Budget to Date**	
72130	161	Secretary	$ 42,840		546		$ 42,294		1.28%	
72130	189	Other Salaries	$ 1,010,769		177,960		$ 832,809		17.61%	
72130	189	Other Salaries - Safe Schools	$ 5,000		-		$ 5,000		0.00%	
72130	201	Social Security	$ 173,598		30,009		$ 143,589		17.29%	
72130	204	Retirement	$ 216,925		40,217		$ 176,708		18.54%	
72130	206	Life Insurance	$ 6,830		1,219		$ 5,611		17.85%	
72130	207	Medical Insurance	$ 451,145		81,976		$ 369,169		18.17%	
72130	208	Dental Insurance	$ 12,191		2,205		$ 9,987		18.08%	
72130	212	Medicare	$ 41,265		7,018		$ 34,247		17.01%	
72130	217	Retirement-Hybrid Stabilization	$ 19,182		4,736		$ 14,446		24.69%	
72130	322	AP Testing (2-583)	$ 135,000		-		$ 135,000		0.00%	
72130	355	Travel - Safe Schools	$ -		-		$ -		#DIV/0!	
72130	499	Other Supplies & Materials - Safe Schools	$ 6,700		1,780		$ 4,920		26.57%	
72130	499	Other Supplies & Materials	$ 1,860		105		$ 1,755		5.65%	
72130	524	Inservice/Staff Development - Safe Schools	$ 4,000		-		$ 4,000		0.00%	
72130	599	Other Charges	$ -		-		$ -		#DIV/0!	
72130	790	Other Equipment (1-529)	$ 2,500		811		$ 1,689		32.43%	
		Total Student Support	**$ 3,922,063**		**$ 680,116**		**$ 3,241,947**		**17.34%**	
		INSTRUCTION SUPPORT								
72210	105	Administration	$ 754,852		128,548		$ 626,304		17.03%	
72210	117	Career Ladder	$ 4,000		-		$ 4,000		0.00%	
72210	129	Librarians	$ 901,915		163,985		$ 737,930		18.18%	
72210	137	Educational Media Personnel	$ 360,570		70,096		$ 290,474		19.44%	
72210	161	Secretary	$ 181,000		39,585		$ 141,415		21.87%	
72210	172	Instructional Coaches	$ 1,474,310		282,526		$ 1,191,784		19.16%	
72210	189	Other Salaries and Wages	$ 254,616		58,186		$ 196,430		22.85%	
72210	189	Other Salaries and Wages - Tech Teacher Leader	$ 23,000		-		$ 23,000		0.00%	
72210	201	Social Security	$ 241,210		43,492		$ 197,718		18.03%	
72210	204	Retirement	$ 274,783		51,415		$ 223,368		18.71%	
72210	206	Life Insurance	$ 10,215		1,864		$ 8,351		18.25%	
72210	207	Medical Insurance	$ 492,664		115,172		$ 377,492		23.38%	
72210	208	Dental Insurance	$ 12,200		2,972		$ 9,228		24.36%	
72210	211	Local Retirement	$ 7,242		1,609		$ 5,633		22.21%	
72210	212	Medicare	$ 57,337		10,166		$ 47,171		17.73%	
72210	217	Retirement-Hybrid Stabilization	$ 7,704		1,730		$ 5,974		22.45%	
72210	355	Travel	$ 11,500		586		$ 10,914		5.10%	
72210	355	Travel - Safe Schools	$ 2,000		-		$ 2,000		0.00%	
72210	355	Travel Academic Competitions - Robotics Team (5K) (16-57	$ 15,000		-		$ 15,000		0.00%	
72210	355	Travel - Choir, Orchestra & Drama	$ 10,000		-		$ 10,000		0.00%	
72210	399	Niswonger Class Fees (555)	$ 5,000		175		$ 4,825		3.50%	
72210	399	Contracted Services Niswonger Consortium Fee (555)	$ 15,400		20,046		$ (4,646)		130.17%	
72210	399	Other Contracted Services (5$ Transact)	$ 9,000				$ 9,000		0.00%	
72210	399	Other Contracted Services-Safety Net Program (1-031)	$ -				$ -		#DIV/0!	
72210	399	Other Contracted Services - Frontline	$ 32,000		33,379		$ (1,379)		104.31%	
72210	399	Other Contracted Services - Robotics Team (16-572)	$ 1,000				$ 1,000		0.00%	
72210	399	Other Contracted Services - Parent Square	$ 31,500		24,000		$ 7,500		76.19%	
72210	399	Other Contracted Services - 504 Online System	$ 5,000				$ 5,000		0.00%	
72210	399	Other Contracted Services - Major Clarity	$ 8,000				$ 8,000		0.00%	
72210	399	Other Contracted Services - Print Shop	$ 41,000		2,938		$ 38,062		7.17%	
72210	399	Random Drug Testing (DOT Physicals)	$ 16,000				$ 16,000		0.00%	
72210	399	Technology (1-053)	$ -				$ -		#DIV/0!	
72210	399	Other Contracted Services - Renaissance Learning	$ -		41,706		$ (41,706)		#DIV/0!	
72210	399	Contracted Services - RC (1-030)	$ -				$ -		#DIV/0!	
72210	399	Internal Assessment Platform - Illuminate	$ 55,000				$ 55,000		0.00%	
72210	399	Non Revenue Producing Sports - Arts $20K (15/5)	$ -				$ -		#DIV/0!	
72210	399	Other Contracted Services -Safe Schools	$ 10,000		45,150		$ (35,150)		451.50%	
72210	399	Other Contracted Services (Misc)	$ 20,000		4,054		$ 15,946		20.27%	
72210	432	Library Books Media	$ 57,091		58,998		$ (1,907)		103.34%	

		JOHNSON CITY SCHOOLS				
		Statement of Revenues, Expenditures, and Changes in Fund Balance				
		For the Period Ended September 30, 2026				
						25.00%
			Amended	**Actual**	**Budget Amount**	**Percentage**
			Budget	**Amounts**	**Remaining**	**of Budget to Date**
72210	471	Software Maintenance - Hapara	$ 64,000	51,681	$ 12,319	80.75%
72210	471	Software Maintenance - Deladao	$ -	11,135	$ (11,135)	#DIV/0!
72210	471	Software Maintenance - Library Software	$ 23,000	-	$ 23,000	0.00%
72210	471	Software Maintenance - Educlimber	$ 50,000	49,998	$ 2	100.00%
72210	499	Other Supplies & Materials	$ 10,000	1,184	$ 8,816	11.84%
72210	499	Mclass Amplify Program (1-524)	$ 20,000		$ 20,000	0.00%
72210	499	Other Supplies & Materials-RC (1-030)	$ -	401	$ (401)	#DIV/0!
72210	499	Other Supplies and Materials - Robotics Team (16-572)	$ 5,000		$ 5,000	0.00%
72210	499	Shoe Fund (1-520)	$ 10,000	288	$ 9,712	2.88%
72210	499	Centegix Supplies (964)	$ 2,400		$ 2,400	0.00%
72210	499	Homeless Donations (701)	$ -	6,824	$ (6,824)	#DIV/0!
72210	499	Other Supplies & Materials - Safe Schools	$ 2,000	309	$ 1,691	15.44%
72210	499	Other Supplies & Materials - Print Shop	$ 110,000	25,379	$ 84,621	23.07%
72210	524	Teacher Leadership Academy (537)	$ 30,000	2,558	$ 27,442	8.53%
72210	524	In-service Staff Dev. System Wide/School Based	$ 147,287	10,817	$ 136,470	7.34%
72210	524	Staff Development - Safe Schools	$ 55,000	175	$ 54,825	0.32%
72210	524	AP Staff Development (2-583)	$ 10,000	1,585	$ 8,415	15.85%
72210	599	Non Revenue Producing Sports $30K (25/5)	$ 45,000	3,214	$ 41,786	7.14%
72210	599	Other Charges - MS Competition Fees	$ 3,000	-	$ 3,000	0.00%
72210	599	Other Charges - Homeless Program	$ -	-	$ -	#DIV/0!
72210	599	Other Charges	$ 4,000	-	$ 4,000	0.00%
72210	790	Non Revenue Producing Sports - Arts $20K (15/5)	$ 25,000	753	$ 24,247	3.01%
72210	790	Other Equipment - Safe Schools	$ 30,000	3,753	$ 26,247	12.51%
72210	790	Other Equipment - Coordinated School Health	$ -	-	$ -	#DIV/0!
72210	790	Safety - Radios (1-964) - Elementary	$ 5,000	-	$ 5,000	0.00%
72210	790	Other Equipment	$ 5,000	6,127	$ (1,127)	122.55%
		Total Instruction Support	**$ 6,057,796**	**$ 1,378,558**	**$ 4,679,238**	**22.76%**
		ALTERNATIVE INSTRUCTIONAL SUPPORT				
72215	161	Secretaries	$ 41,820	8,577	$ 33,243	20.51%
72215	189	Other Salaries & Wages	$ -	2,523	$ (2,523)	#DIV/0!
72215	201	Social Security	$ 2,551	959	$ 1,592	37.58%
72215	204	Retirement	$ 3,199	656	$ 2,543	20.51%
72215	206	Life Insurance	$ 100	23	$ 78	22.50%
72215	207	Medical Insurance	$ 18,169	4,326	$ 13,843	23.81%
72215	208	Dental Insurance	$ 500	122	$ 378	24.35%
72215	212	Medicare	$ 606	142	$ 464	23.41%
72215	217	Retirement - Hybrid Stabilization	$ 565	153	$ 412	27.13%
72215	435	Office Supplies	$ 2,293	2,293	$ -	100.00%
72215	524	In-Service/Staff Development	$ 2,000	-	$ 2,000	0.00%
		Total Alternative Instruction Support	**$ 71,803**	**$ 19,774**	**$ 52,029**	**27.54%**
		SPECIAL EDUCATION SUPPORT				
72220	105	Administration	$ 131,052	32,253	$ 98,799	24.61%
72220	124	Psychological Personnel	$ 83,985	15,270	$ 68,715	18.18%
72220	131	Physical Therapist	$ 291,075	48,842	$ 242,233	16.78%
72220	135	Diagnosticians	$ 394,018	71,640	$ 322,378	18.18%
72220	161	Secretary	$ 115,770	26,271	$ 89,499	22.69%
72220	171	Instructional Coach	$ 78,275	-	$ 78,275	0.00%
72220	189	Other Salaries & Wages	$ 144,779	26,777	$ 118,002	18.49%
72220	201	Social Security	$ 75,576	12,236	$ 63,340	16.19%
72220	204	Retirement	$ 94,305	17,277	$ 77,028	18.32%
72220	206	Life Insurance	$ 2,973	563	$ 2,410	18.92%
72220	207	Medical Insurance	$ 207,120	44,027	$ 163,093	21.26%
72220	208	Dental Insurance	$ 4,388	962	$ 3,426	21.93%
72220	212	Medicare	$ 17,965	2,968	$ 14,997	16.52%
72220	217	Retirement-Hybrid Stabilization	$ 4,387	1,066	$ 3,321	24.29%
72220	312	Contracts with Private Agencies	$ 20,819	143	$ 20,676	0.69%

JOHNSON CITY SCHOOLS										
Statement of Revenues, Expenditures, and Changes in Fund Balance										
For the Period Ended September 30, 2026										
										25.00%
			Amended		**Actual**		**Budget Amount**			**Percentage**
			Budget		**Amounts**		**Remaining**			**of Budget to Date**
72220	314	Contracts with Public Agencies	$ 2,000		-		$ 2,000			0.00%
72220	322	Testing Materials	$ 3,000		-		$ 3,000			0.00%
72220	336	Maintenance & Repair Services - Equipment	$ 1,600		1,180		$ 420			73.75%
72220	355	Travel	$ 7,500		719		$ 6,781			9.58%
72220	499	Other Supplies & Materials	$ 3,000		145		$ 2,855			4.82%
72220	524	In Service/Staff Development	$ 6,000		1,411		$ 4,589			23.52%
72220	790	Other Equipment	$ 3,500		51		3448.65			1.47%
		Total Special Education Support	**$ 1,693,087**		**$ 303,799**		**$ 1,389,288**			**17.94%**
		VOCATIONAL INSTRUCTION SUPPORT								
72230	105	Administration	$ 140,418		33,815		$ 106,603			24.08%
72230	117	Career Ladder	$ 3,000		-		$ 3,000			0.00%
72230	161	Secretary	$ 40,800		7,304		$ 33,496			17.90%
72230	201	Social Security	$ 11,237		2,418		$ 8,819			21.52%
72230	204	Retirement	$ 12,228		3,558		$ 8,670			29.10%
72230	206	Life Insurance	$ 442		94		$ 348			21.26%
72230	207	Medical Insurance	$ 25,163		6,467		$ 18,696			25.70%
72230	208	Dental Insurance	$ 558		144		$ 414			25.85%
72230	212	Medicare	$ 2,671		566		$ 2,105			21.17%
72230	217	Retirement - Hybrid Stabilization	$ 551		-		$ 551			0.00%
72230	355	Travel	$ 170		170		$ -			100.00%
72230	435	Office Supplies	$ 170		170		$ -			100.00%
72230	524	In-Service/Staff Development	$ -		-		$ -			#DIV/0!
		Total Vocational Instruction Support	**$ 237,408**		**$ 54,707**		**$ 76,099**			**23.04%**
		TECHNOLOGY								
72250	105	Administration	$ 110,142		23,038		$ 87,104			20.92%
72250	121	Technicians	$ 1,158,057		260,521		$ 897,536			22.50%
72250	201	Social Security	$ 77,360		16,381		$ 60,979			21.17%
72250	204	Retirement	$ 169,625		40,403		$ 129,222			23.82%
72250	206	Life Insurance	$ 3,044		607		$ 2,437			19.94%
72250	207	Medical Insurance	$ 201,866		48,425		$ 153,441			23.99%
72250	208	Dental Insurance	$ 5,600		1,366		$ 4,234			24.40%
72250	211	Local Retirement	$ 6,164		1,034		$ 5,130			16.78%
72250	212	Medicare	$ 18,389		3,837		$ 14,552			20.87%
72250	217	Retirement - Hybrid Stabilization	$ 7,331		1,812		$ 5,519			24.72%
72250	307	Technology Communications	$ 6,300		559		$ 5,741			8.87%
72250	320	Dues and Memberships	$ 900		950		$ (50)			105.56%
72250	350	Other Charges-Internet/ENA	$ 125,000		16,891		$ 108,109			13.51%
72250	355	Travel Technology	$ 3,000		316		$ 2,684			10.52%
72250	399	Contracted Services	$ 20,000		7,053		$ 12,947			35.27%
72250	411	Data Processing Supplies	$ 11,500		2,575		$ 8,925			22.40%
72250	435	Office Supplies Technology	$ 1,700		431		$ 1,269			25.37%
72250	471	Software Maintenance - Content Filter	$ 26,000		30,584		$ (4,584)			117.63%
72250	471	Software Maintenance - Endpoint Protection - Trend	$ 157,000				$ 157,000			0.00%
72250	471	Software Maintenance - Barracuda Email protection	$ 25,000				$ 25,000			0.00%
72250	471	Software Maintenance - Manageengine	$ 7,500				$ 7,500			0.00%
72250	471	Software Maintenance - Jatheon/Email Archive	$ 5,000				$ 5,000			0.00%
72250	471	Software Maintenance - KnowBe4	$ 25,000		7,816		$ 17,184			31.26%
72250	471	Software Maintenance - TeamViewer	$ 11,000				$ 11,000			0.00%
72250	471	Software Maintenance - VXRail	$ 26,000				$ 26,000			0.00%
72250	471	Software Maintenance - Microsoft EES - OS and Office L	$ 45,000		43,833		$ 1,167			97.41%
72250	471	Software Maintenance - Cisco Smartnet	$ 10,000				$ 10,000			0.00%
72250	471	Software Maintenance - Veeam	$ 6,400				$ 6,400			0.00%
72250	471	Software Maintenance - Help Desk	$ 31,000		30,150		$ 850			97.26%
72250	471	Software Maintenance - VMWare	$ 12,000				$ 12,000			0.00%
72250	471	Software Maintenance - MDM - Apple Devices Mosyle	$ 15,000				$ 15,000			0.00%
72250	471	Software Maintenance - SonicWall - Firewall	$ 10,000				$ 10,000			0.00%

		JOHNSON CITY SCHOOLS				
		Statement of Revenues, Expenditures, and Changes in Fund Balance				
		For the Period Ended September 30, 2026				
						25.00%
			Amended	**Actual**	**Budget Amount**	**Percentage**
			Budget	**Amounts**	**Remaining**	**of Budget to Date**
72250	471	Software Maintenance - PDQ	$ 7,500		$ 7,500	0.00%
72250	471	Software Maintenance - Identity Automation Rapid	$ 61,600		$ 61,600	0.00%
72250	471	Software Maintenance - Tipping Point	$ -		$ -	#DIV/0!
72250	471	Software Hosting Services	$ 21,000	19,345	$ 1,655	92.12%
72250	471	Software Maintenance - Aruba Clearpass	$ 8,000	5,517	$ 2,483	68.97%
72250	471	Software Maintenance - Badgepass	$ 2,500		$ 2,500	0.00%
72250	471	Software Maintenance -Wasabi Cloud Storage	$ 2,200		$ 2,200	0.00%
72250	471	Software Maintenance - Document Cloud Storage	$ -		$ -	#DIV/0!
72250	471	Software Maintenance - Other	$ -	7,096	$ (7,096)	#DIV/0!
72250	471	Software Maintenance - Scribbles	$ 18,000		$ 18,000	0.00%
72250	499	Other Supplies & Materials Technology	$ 10,500	-	$ 10,500	0.00%
72250	524	In-service Staff Development - Technology	$ 10,000	4,175	$ 5,825	41.75%
72250	709	Data Processing Equipment Technology	$ 10,000	2,886	$ 7,114	28.86%
		Total Technology	**$ 2,489,178**	**$ 577,603**	**$ 1,911,575**	**23.20%**
		BOARD OF EDUCATION				
72310	206	Life Insurance	$ 420	86	$ 335	20.36%
72310	207	Medical Insurance	$ 30,908	7,728	$ 23,180	25.00%
72310	208	Dental Insurance	$ 1,100	261	$ 839	23.75%
72310	305	Audit Service	$ 22,000	19,000	$ 3,000	86.36%
72310	320	Dues and Memberships	$ 12,000	8,278	$ 3,722	68.98%
72310	331	Legal Services	$ 30,000	12,444	$ 17,556	41.48%
72310	355	Travel	$ 500	-	$ 500	0.00%
72310	399	Other Contracted Services	$ 10,000	3,000	$ 7,000	30.00%
72310	499	Other Supplies & Materials	$ 2,000	115	$ 1,885	5.76%
72310	506	Liability Insurance	$ 134,943	-	$ 134,943	0.00%
72310	506	*Athletic Liability Insurance	$ 41,000	-	$ 41,000	0.00%
72310	508	Corporate Surety Bonds	$ 150	144	$ 6	96.00%
72310	510	Trustee's Commission	$ 500,000	72,935	$ 427,065	14.59%
72310	513	Workman's Compensation Insurance	$ 416,621	-	$ 416,621	0.00%
72310	524	In-service Staff Development	$ 26,000	3,194	$ 22,806	12.28%
72310	599	Other Charges	$ 30,000	3,110	$ 26,890	10.37%
72310	599	Athletics/Band Travel	$ 80,000	-	$ 80,000	0.00%
		Total Board of Education	**$ 1,337,642**	**$ 130,295**	**$ 1,207,347**	**9.74%**
		Superintendent				
72320	101	Superintendent	$ 202,776	48,399	$ 154,377	23.87%
72320	161	Secretary	$ 57,120	14,564	$ 42,556	25.50%
72320	189	Other Salaries - TDOE CEO Supplement	$ -	1,000	$ (1,000)	#DIV/0!
72320	201	Social Security	$ 15,854	3,828	$ 12,026	24.15%
72320	204	Retirement	$ 20,896	5,140	$ 15,756	24.60%
72320	206	Life Insurance	$ 624	100	$ 524	16.01%
72320	207	Medical Insurance	$ 37,926	9,030	$ 28,896	23.81%
72320	208	Dental Insurance	$ 820	194	$ 626	23.65%
72320	212	Medicare	$ 3,768	895	$ 2,873	23.76%
72320	217	Retirement - Hybrid Stabilization	$ 2,495	618	$ 1,877	24.77%
72320	299	Other Fringe Benefits	$ 1,200	-	$ 1,200	0.00%
72320	307	Communications	$ 60,000	10,329	$ 49,671	17.22%
72320	320	Dues & Memberships	$ 12,000	4,195	$ 7,805	34.96%
72320	348	Postal Charges	$ 10,000	1,676	$ 8,324	16.76%
72320	355	Travel	$ 1,000	-	$ 1,000	0.00%
72320	399	Other Contracted Services	$ 11,000	3,478	$ 7,522	31.62%
72320	435	Office Supplies	$ 7,000	180	$ 6,820	2.58%
72320	499	Other Supplies and Materials	$ -	425	$ (425)	#DIV/0!
72320	524	Staff Development - Leadership Program	$ 11,000	995	$ 10,005	9.05%
72320	599	Other Charges	$ 13,000	50	$ 12,950	0.38%

		JOHNSON CITY SCHOOLS				
		Statement of Revenues, Expenditures, and Changes in Fund Balance				
		For the Period Ended September 30, 2026				
						25.00%
			Amended	**Actual**	**Budget Amount**	**Percentage**
			Budget	**Amounts**	**Remaining**	**of Budget to Date**
72320	701	Administrative Equipment	$ 2,000	1,248	$ 752	62.40%
		Total Director of Schools	**$ 470,479**	**$ 106,344**	**$ 364,135**	**22.60%**
		OFFICE OF THE PRINCIPAL				
72410	104	Principals	$ 1,422,444	361,265	$ 1,061,180	25.40%
72410	117	Career Ladder	$ 1,000	-	$ 1,000	0.00%
72410	119	Bookkeepers	$ 493,680	105,454	$ 388,226	21.36%
72410	139	Assistant Principals	$ 2,291,774	515,581	$ 1,776,193	22.50%
72410	161	Secretary	$ 1,113,840	233,038	$ 880,802	20.92%
72410	189	Data Processing Personnel	$ 76,929	38,757	$ 38,172	50.38%
72410	201	Social Security	$ 329,380	72,934	$ 256,446	22.14%
72410	204	Retirement	$ 398,499	106,563	$ 291,936	26.74%
72410	206	Life Insurance	$ 12,959	2,844	$ 10,115	21.94%
72410	207	Medical Insurance	$ 597,246	153,827	$ 443,420	25.76%
72410	208	Dental Insurance	$ 16,000	4,164	$ 11,836	26.03%
72410	211	Local Retirement	$ 5,707	1,471	$ 4,236	25.78%
72410	212	Medicare	$ 78,295	17,057	$ 61,238	21.79%
72410	217	Retirement - Hybrid Stabilization	$ 19,915	4,766	$ 15,149	23.93%
72410	307	Communication	$ 80,000	13,647	$ 66,353	17.06%
72410	320	Dues & Memberships	$ 1,540	1,814	$ (274)	117.79%
72410	348	Postal Charges	$ 7,789	8,250	$ (461)	105.92%
72410	355	Travel	$ 1,833	2,033	$ (200)	110.91%
72410	435	Office Supplies	$ 9,135	8,635	$ 500	94.53%
72410	524	In-service/Staff Development	$ 3,702	-	$ 3,702	0.00%
72410	701	Administrative Equipment	$ 3,031	8,752	$ (5,721)	288.76%
		Total Office of the Principal	**$ 6,964,698**	**$ 1,660,851**	**$ 5,303,847**	**23.85%**
		FISCAL SERVICES				
72510	105	Administration	$ 127,762	31,935	$ 95,827	25.00%
72510	119	Bookkeepers	$ 325,228	75,681	$ 249,547	23.27%
72510	201	Social Security	$ 27,632	6,279	$ 21,353	22.73%
72510	204	Retirement	$ 59,001	14,139	$ 44,862	23.96%
72510	206	Life Insurance	$ 1,087	218	$ 869	20.02%
72510	207	Medical Insurance	$ 51,403	12,239	$ 39,164	23.81%
72510	208	Dental Insurance	$ 1,500	312	$ 1,188	20.79%
72510	212	Medicare	$ 6,568	1,469	$ 5,099	22.36%
72510	217	Retirement - Hybrid Stabilization	$ 3,509	915	$ 2,594	26.06%
72510	320	Dues & Memberships	$ 1,000	-	$ 1,000	0.00%
72510	355	Travel	$ 100	-	$ 100	0.00%
72510	399	Other Contracted Services	$ 61,000	55,592	$ 5,408	91.13%
72510	411	Data Processing Supplies	$ 4,500	1,773	$ 2,727	39.40%
72510	435	Office Supplies	$ 4,000	45	$ 3,955	1.13%
72510	471	Software Maintenance	$ -	1,566	$ (1,566)	#DIV/0!
72510	499	Other Supplies and Materials	$ 1,000	57	$ 943	5.70%
72510	524	Staff Development	$ 5,000	150	$ 4,850	3.00%
72510	599	Other Charges	$ 250	-	$ 250	0.00%
72510	701	Administrative Equipment	$ 3,000	1,226	$ 1,774	40.87%
		Total Fiscal Services	**$ 683,540**	**$ 203,594**	**$ 479,946**	**29.79%**
		HUMAN RESOURCES				
72520	105	Supervisor/Director	$ 103,374	25,844	$ 77,531	25.00%
72520	161	Secretary	$ 159,157	35,661	$ 123,496	22.41%
72520	201	Social Security	$ 16,014	3,536	$ 12,478	22.08%
72520	204	State Retirement	$ 29,041	6,944	$ 22,097	23.91%
72520	206	Life Insurance	$ 630	139	$ 491	22.08%

JOHNSON CITY SCHOOLS										
Statement of Revenues, Expenditures, and Changes in Fund Balance										
For the Period Ended September 30, 2026										
										25.00%
			Amended		**Actual**		**Budget Amount**			**Percentage**
			Budget		**Amounts**		**Remaining**			**of Budget to Date**
72520	207	Medical Insurance	$ 39,152		9,322		$ 29,830			23.81%
72520	208	Dental Insurance	$ 850		273		$ 577			32.06%
72520	212	Medicare	$ 3,807		827		$ 2,980			21.72%
72520	217	Retirement - Hybrid Stabilization	$ 2,594		643		$ 1,952			24.77%
72520	320	Dues and Memberships	$ 250		-		$ 250			0.00%
72520	355	Travel	$ 250		89		$ 161			35.61%
72520	399	Other Contracted Services	$ 3,000		2,782		$ 218			92.74%
72520	435	Office Supplies	$ 2,000		54		$ 1,946			2.70%
72520	499	Other Supplies	$ -		-		$ -			#DIV/0!
72520	524	Staff Development	$ 4,200		531		$ 3,669			12.64%
72520	701	Administrative Equipment	$ 1,000		-		$ 1,000			0.00%
		Total Human Resources	**$ 365,319**		**$ 86,644**		**$ 278,675**			**23.72%**
		OPERATION OF PLANT								
72610	160	Guards	$ 198,900		27,463		$ 171,437			13.81%
72610	166	Custodial Personnel	$ 2,137,682		396,536		$ 1,741,146			18.55%
72610	166	Summer Worker (510)	$ 16,320		4,512		$ 11,808			27.65%
72610	166	Custodian Overtime	$ 7,140		6,963		$ 177			97.52%
72610	201	Social Security	$ 143,963		24,835		$ 119,128			17.25%
72610	204	Retirement	$ 218,567		46,068		$ 172,499			21.08%
72610	206	Life Insurance	$ 5,664		890		$ 4,774			15.72%
72610	207	Medical Insurance	$ 360,579		68,047		$ 292,532			18.87%
72610	208	Dental Insurance	$ 9,100		1,979		$ 7,121			21.74%
72610	211	Local Retirement	$ 9,435		2,371		$ 7,064			25.13%
72610	212	Medicare	$ 34,221		5,900		$ 28,321			17.24%
72610	217	Retirement - Hybrid Stabilization	$ 17,451		3,468		$ 13,984			19.87%
72610	359	Disposal Fees	$ 170,000		20,958		$ 149,042			12.33%
72610	399	Other Contracted Services	$ -		52,074		$ (52,074)			#DIV/0!
72610	410	Custodial Supplies	$ 175,000		47,704		$ 127,296			27.26%
72610	415	Electricity	$ 2,050,000		458,853		$ 1,591,147			22.38%
72610	434	Natural Gas	$ 300,000		19,094		$ 280,906			6.36%
72610	454	Water & Sewer	$ 330,000		37,215		$ 292,785			11.28%
72610	471	Trane Cloud System	$ 25,000		-		$ 25,000			0.00%
72610	499	Other Supplies & Materials	$ 5,000		13,256		$ (8,256)			265.11%
72610	599	Other Charges	$ -		-		$ -			#DIV/0!
72610	720	Plant Operating Equipment	$ 5,000		-		$ 5,000			0.00%
		Total Operation of Plant	**$ 6,219,022**		**$ 1,238,186**		**$ 4,980,836**			**19.91%**
		MAINTENANCE OF PLANT								
72620	105	Administration	$ 100,754		25,183		$ 75,571			24.99%
72620	161	Secretary	$ 48,654		9,545		$ 39,109			19.62%
72620	167	Maintenance Personnel	$ 1,230,883		275,088		$ 955,795			22.35%
72620	201	Social Security	$ 84,198		17,527		$ 66,671			20.82%
72620	204	Retirement	$ 201,852		46,085		$ 155,767			22.83%
72620	206	Life Insurance	$ 3,313		652		$ 2,661			19.67%
72620	207	Medical Insurance	$ 235,053		55,965		$ 179,088			23.81%
72620	208	Dental Insurance	$ 5,500		1,288		$ 4,212			23.42%
72620	211	Local Retirement	$ 2,703		828		$ 1,875			30.61%
72620	212	Medicare	$ 20,014		4,099		$ 15,915			20.48%
72620	217	Retirement - Hybrid Stabilization	$ 7,145		1,538		$ 5,607			21.52%
72620	307	Communications	$ 12,000		999		$ 11,001			8.33%
72620	336	Maint & Repair Service - Equipment	$ 8,500		10,287		$ (1,787)			121.02%
72620	399	Other Contracted Services	$ 132,000		48,664		$ 83,336			36.87%
72620	399	Other Contracted Services - Special Budget Request	$ 15,000		4,750		$ 10,250			31.66%
72620	499	Other Supplies & Materials	$ 255,000		64,268		$ 190,732			25.20%
72620	599	Other Charges	$ 3,000		-		$ 3,000			0.00%

		JOHNSON CITY SCHOOLS				
		Statement of Revenues, Expenditures, and Changes in Fund Balance				
		For the Period Ended September 30, 2026				
						25.00%
			Amended	**Actual**	**Budget Amount**	**Percentage**
			Budget	**Amounts**	**Remaining**	**of Budget to Date**
72620	717	Plant Maintenance Equipment	$ -	1,354	$ (1,354)	#DIV/0!
		Total Maintenance of Plant	**$ 2,365,569**	**$ 568,118**	**$ 1,797,451**	**24.02%**
		TRANSPORTATION				
72710	164	Attendants	$ -	325	$ (325)	#DIV/0!
72710	189	Other Salaries & Wages - Bus Assistants	$ 33,600	1,012	$ 32,588	3.01%
72710	201	Social Security	$ 2,083	76	$ 2,007	3.63%
72710	204	Retirement	$ 3,000	117	$ 2,883	3.90%
72710	211	Local Retirement	$ 300	-	$ 300	0.00%
72710	212	Medicare	$ 487	18	$ 469	3.63%
72710	217	Retirement - Hybrid Stabilization	$ -	14	$ (14)	#DIV/0!
72710	312	Special Education Transportation	$ 3,000	503	$ 2,497	16.77%
72710	314	Contracts w/Public Carrier	$ 3,291,324	-	$ 3,291,324	0.00%
72710	338	Maint & Repair Service	$ 15,000	1,620	$ 13,380	10.80%
72710	425	Gasoline	$ 55,000	3,090	$ 51,910	5.62%
72710	450	Tires & Tubes	$ 5,000	-	$ 5,000	0.00%
72710	453	Vehicle Parts	$ 9,000	1,624	$ 7,376	18.05%
72710	499	Other Supplies & Materials	$ -	-	$ -	#DIV/0!
72710	729	Transportation Equipment	$ -	-	$ -	#DIV/0!
		Total Transportation	**$ 3,417,794**	**$ 8,398**	**$ 3,409,396**	**0.25%**
		PUBLIC RELATIONS				
72810	189	Other Salaries and Wages	$ 121,543	17,090	$ 104,453	14.06%
72810	201	Social Security	$ 7,414	944	$ 6,470	12.74%
72810	204	Retirement	$ 9,298	1,307	$ 7,991	14.06%
72810	206	Life Insurance	$ 292	53	$ 239	18.14%
72810	207	Medical Insurance	$ 24,661	4,326	$ 20,335	17.54%
72810	208	Dental Insurance	$ 550	97	$ 453	17.63%
72810	212	Medicare	$ 1,762	221	$ 1,541	12.54%
72810	217	Retirement - Hybrid Stabilization	$ 1,641	283	$ 1,358	17.24%
72810	355	Travel Public Relations	$ 1,000	-	$ 1,000	0.00%
72810	399	Contracted Services Public Relations	$ 16,000	-	$ 16,000	0.00%
72810	435	Office Supplies Public Relations	$ 1,500	-	$ 1,500	0.00%
72810	499	Other Supplies & Materials-Public Relations	$ 4,200	-	$ 4,200	0.00%
72810	524	In-service Staff Development - Public Relations	$ 4,200	386	$ 3,814	9.19%
72810	599	Other Charges Public Relations	$ 2,000	7	$ 1,993	0.33%
72810	709	Data Processing Equipment Public Relations	$ 3,000	-	$ 3,000	0.00%
		Total Public Relations	**$ 199,061**	**$ 24,714**	**$ 174,347**	**12.42%**
		COMMUNITY SERVICE				
73300	105	Supervisor/Director	$ 356,500	61,389	$ 295,111	17.22%
73300	189	Other Salaries and Wages	$ 905,000	166,811	$ 738,189	18.43%
73300	201	Social Security	$ 79,003	13,597	$ 65,406	17.21%
73300	204	Retirement	$ 22,239	5,954	$ 16,285	26.77%
73300	206	Life Insurance	$ 625	150	$ 475	24.02%
73300	207	Medical Insurance	$ 39,312	8,820	$ 30,492	22.44%
73300	208	Dental Insurance	$ 1,331	273	$ 1,058	20.47%
73300	211	Local Retirement	$ 2,770	13	$ 2,757	0.47%
73300	212	Medicare	$ 18,857	3,260	$ 15,597	17.29%
73300	217	Hybrid Stabilization	$ 2,450	1,247	$ 1,203	50.89%
73300	307	Communications	$ 2,650	146	$ 2,504	5.52%
73300	355	Travel	$ 2,000	18	$ 1,982	0.88%
73300	399	Other Contracted Services	$ 10,100	1,644	$ 8,456	16.27%
73300	422	Food Supplies	$ 34,600	2,458	$ 32,142	7.10%

			JOHNSON CITY SCHOOLS							
			Statement of Revenues, Expenditures, and Changes in Fund Balance							
			For the Period Ended September 30, 2026							
										25.00%
			Amended		**Actual**		**Budget Amount**			**Percentage**
			Budget		**Amounts**		**Remaining**			**of Budget to Date**
73300	499	Other Supplies	$ 31,500		3,240		$ 28,261			10.28%
73300	509	Refunds	$ 1,750		2,403		$ (653)			137.29%
73300	524	Staff Development	$ 3,600		-		$ 3,600			0.00%
73300	599	Other Charges	$ 18,500		2,656		$ 15,844			14.36%
73300	790	Other Equipment	$ 5,500		1,194		$ 4,306			21.72%
		Total Community Services	**$ 1,538,287**		**$ 275,272**		**$ 1,263,015**			**17.89%**
		EARLY CHILDHOOD EDUCATION								
73400	105	Supervisor/Director	$ 27,000		11,154		$ 15,846			41.31%
73400	116	Teachers	$ 94,628		13,034		$ 81,594			13.77%
73400	163	Educational Assistants	$ 14,492		4,476		$ 10,016			30.89%
73400	189	Other Salaries & Wages	$ 145,000		31,702		$ 113,298			21.86%
73400	201	Social Security	$ 14,572		3,709		$ 10,863			25.45%
73400	204	Retirement	$ 7,712		1,070		$ 6,642			13.88%
73400	206	Life Insurance	$ 227		27		$ 200			11.94%
73400	207	Medical Insurance	$ 8,533		1,659		$ 6,874			19.44%
73400	208	Dental Insurance	$ 252		84		$ 168			33.45%
73400	212	Medicare	$ 3,582		867		$ 2,715			24.21%
73400	217	Retirement - Hybrid Stablization	$ 804		154		$ 650			19.10%
73400	307	Communications	$ 50		8		$ 42			16.00%
73400	399	Other Contracted Services	$ 900		-		$ 900			0.00%
73400	422	Food Supplies	$ -		600		$ (600)			#DIV/0!
73400	499	Other Supplies & Materials	$ 18,000		1,283		$ 16,717			7.13%
73400	509	Refunds	$ -		208		$ (208)			#DIV/0!
73400	524	Staff Development	$ 2,000		-		$ 2,000			0.00%
73400	599	Other Charges	$ 13,250		-		$ 13,250			0.00%
		Total Early Childhood Education	**$ 351,002**		**$ 70,036**		**$ 280,966**			**19.95%**
		CAPITAL OUTLAY								
76100	707	Building Improvements	$ 205,560		-		$ 205,560			0.00%
76100	707	Building Improvements - Special Budget Requests	$ 693,000		-		$ 693,000			0.00%
76100	711	Furniture & Fixtures - Special Budget Requests	$ 97,214		-		$ 97,214			0.00%
76100	724	Site Development - Special Budget Requests	$ 15,000		-		$ 15,000			0.00%
76100	799	Other Capital Outlay - Playgrounds	$ 50,000		-		$ 50,000			0.00%
76100	799	Other Capital Outlay - Special Budget Requests	$ 889,840		-		$ 889,840			0.00%
		Total Capital Outlay	**$ 1,950,614**		**$ -**		**$ 1,950,614**			**0.00%**
		DEBT SERVICE								
82130	601	Sales Tax Trust Fund	$ 2,062,155		565,866		$ 1,496,289			27.44%
82130	601	ESG Bond Principal Payments 2017 Issue	$ 450,000		-		$ 450,000			0.00%
82230	603	ESG Bond Interest Payments - 2017 Issue	$ 97,400		-		$ 97,400			0.00%
82230	699	ESG Bond Other Services/Fees Payments	$ -		-		$ -			#DIV/0!
		Total Debt Service	**$ 2,609,555**		**$ 565,866**		**$ 2,043,689**			**21.68%**
		TRANSFERS								
99100	590	Operating Transfers Grants	$ 70,000		-		$ 70,000			0.00%
99100	590	Operating Transfer - SRO Overtime	$ 15,000		-		$ 15,000			0.00%
		Total Transfers	**$ 85,000**		**$ -**		**$ 85,000**			**0.00%**
		TOTAL EXPENDITURES	**$ 107,423,811**		**$ 20,845,336**		**$ 86,152,497**			**19.40%**

JOHNSON CITY SCHOOLS

Statement of Revenues, Expenditures, and Changes in Fund Balance

For the Period Ended September 30, 2026

25.00%

	Amended Budget	Actual Amounts	Budget Amount Remaining	Percentage of Budget to Date
NET CHANGE IN FUND BALANCE	$ (1,958,001)	$ (498,378)	$ (1,033,645)	
NET CHANGE IN FUND BALANCE BREAKDOWN				
UNDESIGNATED				
Capital	$ 255,560	$ -	$ 255,560	
Special Budget Requests	$ 1,713,554	$ -	$ 1,713,554	
Local Extended Contracts	$ -	$ -	$ -	
Local Donations	$ -	$ -	$ -	
Chromebooks	$ -	$ -	$ -	
Total Undesignated Fund Balance	$ 1,969,114	$ -	$ 1,969,114	
EDUCARE	$ (11,113)	$ (93,758)	$ 82,645	
Total Net Change in Fund Balance	$ 1,958,001	$ (93,758)	$ 2,051,759	

Acct	Acct	AMOUNT
A	Asset	
11130	CASH IN BANK	14,356,222.02
11131	FOOD SERVICE CASH	0.00
11133	RETAINAGE ESCROW ACCOUNT	0.00
11134	STATE OF TN LGIP	7,742.64
11170	CASH EQUIVALENTS	236.38
11200	INVENTORIES	21,839.58
11300	INVESTMENTS	2,107,571.93
11410	ACCOUNTS RECEIVABLE	10,775.94
11420	DUE FROM WASHINGTON CO GASB 33	20,072,876.00
11430	DUE FROM OTHER GOVERNMENTS	6,422,686.78
11440	DUE FROM OTHER FUNDS	214.76
11460	DUE FROM CITY GENERAL FUND	0.00
11600	PREPAID EXPENSES	0.00
48610	DONATIONS	0.00
71100	REGULAR INSTRUCTION PROGRAM	0.00
72410	OFFICE OF THE PRINCIPAL	0.00
-----	Asset	43,000,166.03
L	Liability	
21100	ACCOUNTS PAYABLE	658.64
21200	ACCRUED PAYROLL	-860,117.06
21310	INCOME TAX WITHHELD AND UNPAID	0.00
21311	STATE INCOME TAX	0.00
21320	SOCIAL SECURITY TAX	-61,676.18
21325	EMPLOYEE MEDICARE DEDUCTION	-12,485.94
21330	RETIREMENT CONTRIBUTIONS	-645,537.32
21331	THE TRUST COMPANY	-498.16
21332	GREAT WEST DC PLAN	413.08
21340	FAMILY HEALTH INSURANCE	0.00
21341	MEDICAL INSURANCE	27,787.39
21342	SECTION 125	-93,531.84
21344	PAYROLL DEDUCTIONS	-31,714.76
21345	JCEA	0.00
21346	NTA	0.00
21347	NAS INC	0.00
21348	DENTAL INSURANCE	1,804.24
21350	TAX SHELTER ANNUITIES	-50.47
21351	HEALTH SAVINGS ACCOUNT	0.00
21360	GARNISHMENTS AND LEVIES	-1,371.55
21370	EXTENSION SERVICE PAYROLL DEDU	0.00
21390	OTHER PAYROLL DEDUCTIONS	0.00
21410	CONSTRUCTION RETAINAGE PAYABLE	0.00
21500	DUE TO OTHER FUNDS	-7,090.54
21518	DEFERRED REVENUE	-20,076,526.00
21520	DUE TO FOOD SERVICE	-398,239.80
21521	REVTRAK CLEARING ACCOUNT	227.41
21540	DUE TO DEBT SERVICE FUND 1/4 C	-565,866.02
21555	DUE TO OTHER GOVERNMENTS	18,093.00
-----	Liability	-22,705,721.88

Acct Q	Acct	AMOUNT
	Equity	
34110	RESERVED FOR ENCUMBRANCES - CU	-230,919.46
34130	RESERVED FOR CHROMEBOOKS	-92,655.16
34141	RESERVED FOR SITE-BASED	0.00
34142	RESERVED FOR THE ARTS	0.00
34143	RESERVED FOR ADULT EDUCATION	0.00
34144	LOCAL EXTENDED CONTRACT	0.00
34145	RESERVED FOR BOILER - MAINTENA	0.00
34147	RESERVED FOR MAINTENANCE EQUIP	0.00
34150	RESERVED FOR INVENTORY	-49,599.37
34170	RESERVED FOR PROJECT SMILE	0.00
34179	LOCAL EXTENDED CONTRACTS	-97,111.00
34180	RESERVED FOR SUMMER SCHOOL	0.00
34181	RESERVED FOR LOCAL DONATIONS	-8,854.82
34379	RESERVED FOR EXTENDED CONTRACT	0.00
34380	RESERVED FOR CAREER LADDER PRO	527.40
34381	RESERVED FOR BEP CLASSROOM	0.00
34383	RESERVED FOR TECHNOLOGY	0.00
34384	RESERVED FOR TEXTBOOKS	-660,244.47
34385	RESERVED FOR STAFF DEVELOPMENT	0.00
34390	OTHER STATE EDUCATION RESERVES	0.00
34391	RESERVED FOR SUMMER YOUTH	0.00
34392	RESERVED FOR TECH CENTER AUCTI	0.00
34393	RESERVED FOR CAPITAL OUTLAY	-110,000.00
34394	RESERVE FOR HVAC	0.00
34395	RESERVE FOR SPECIAL BUDGET REQ	-436,000.00
34400	RESERVED FOR COMPENSATED ABSEN	-4,208,177.34
34450	RESERVED FOR GOLLONG	0.00
35110	DESIGNATED FOR 0.03 FUND BALAN	-3,027,009.03
35120	DESIGNATED FOR STIMULUS RECOVE	0.00
39000	UNDESIGNATED FUND BALANCE	-11,374,400.90
-----	Equity	-20,294,444.15
-----		0.00

Grand Asset Totals	43,000,166.03
Grand Liability Totals	-22,705,721.88
Grand Equity Totals	-20,294,444.15
Grand Totals	0.00

Number of Accounts: 461

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

Fnd	Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED
40000							
141	40110	CURRENT PROPERTY TAX	13,542,883.00	-70.08	270,437.20	13,272,445.80	2.00%
141	40120	TRUSTEE'S COLLECTIONS - PRIOR	280,555.00	44,873.04	130,442.91	150,112.09	46.49%
141	40130	CIRCUIT CLERK/CLERK & MASTER C	100,000.00	21,958.94	65,246.91	34,753.09	65.25%
141	40140	INTEREST AND PENALTY	135,000.00	10,112.63	37,137.89	97,862.11	27.51%
141	40150	PICK-UP TAXES	5,500.00	0.00	1,889.76	3,610.24	34.36%
141	40162	PAYMENTS IN LIEU OF TAXES - LO	215,000.00	0.00	214,081.66	918.34	99.57%
141	40163	PAYMENTS IN LIEU OF TAXES - OT	18,000.00	0.00	14,139.11	3,860.89	78.55%
141	40210	LOCAL OPTION SALES TAX	22,046,837.00	1,955,634.65	5,863,514.21	16,183,322.79	26.60%
141	40270	BUSINESS TAX	517,000.00	10,478.15	126,841.66	390,158.34	24.53%
141	40275	MIXED DRINK TAX	3,500.00	24.36	53.78	3,446.22	1.54%
141	40320	BANK EXCISE TAX	95,000.00	0.00	0.00	95,000.00	0.00%
141	40350	INTERSTATE TELECOMMUNICATIONS	0.00	0.00	0.00	0.00	0.00%
141	40390	OTHER STATUTORY LOCAL TAXES	0.00	0.00	0.00	0.00	0.00%
141	40---		36,959,275.00	2,043,011.69	6,723,785.09	30,235,489.91	18.19%
41000							
141	41110	MARRIAGE LICENSE	1,700.00	130.48	479.51	1,220.49	28.21%
141	41---		1,700.00	130.48	479.51	1,220.49	28.21%
43000							
141	43511	TUITION - REGULAR DAY STUDENTS	375,000.00	30,160.32	155,703.50	219,296.50	41.52%
141	43512	TUITION - ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00%
141	43513	TUITION - SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00%
141	43517	TUITION - ONLINE LEARNING	30,000.00	0.00	0.00	30,000.00	0.00%
141	43542	CNTRCT FOR INSTR SVCS W/LEA'S	0.00	0.00	0.00	0.00	0.00%
141	43581	COMMUNITY SERVICE FEES-CHILDRE	1,761,400.00	203,773.27	416,554.07	1,344,845.93	23.65%
141	43990	OTHER CHARGES FOR SERVICES	60,000.00	2,723.77	6,926.77	53,073.23	11.54%
141	43---		2,226,400.00	236,657.36	579,184.34	1,647,215.66	26.01%
44000							
141	44110	INTEREST EARNED	0.00	23.92	7,742.64	-7,742.64	0.00%
141	44120	LEASE / RENTALS	0.00	0.00	0.00	0.00	0.00%
141	44146	E-RATE FUNDING	0.00	0.00	0.00	0.00	0.00%
141	44160	RETIREES' INSURANCE PAYMENTS	24,000.00	2,852.32	8,340.30	15,659.70	34.75%
141	44170	MISCELLANEOUS REFUNDS	0.00	1,164.25	2,720.25	-2,720.25	0.00%
141	44530	SALE OF EQUIPMENT	0.00	0.00	0.00	0.00	0.00%
141	44570	CONTRIBUTIONS	91,860.00	6,366.67	38,348.88	53,511.12	41.75%
141	44990	OTHER LOCAL REVENUES	0.00	34.20	96.42	-96.42	0.00%
141	44---		115,860.00	10,441.36	57,248.49	58,611.51	49.41%

Fnd	Acct	Acct	AMENDED BUDGET	MONTH-TO-DATE COLLECTIONS	YEAR-TO-DATE COLLECTIONS	UNCOLLECTED REVENUES	PERCENT COLLECTED
46000							
141	46510	TISA	50,907,658.00	5,037,980.93	10,075,961.87	40,831,696.13	19.79%
141	46511	BASIC EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00%
141	46512	BEP ARRA	0.00	0.00	0.00	0.00	0.00%
141	46513	TISA ON-BEHALF PAYMENTS	206,817.00	0.00	0.00	206,817.00	0.00%
141	46530	ENGERY EFFICIENT SCHOOLS	0.00	0.00	0.00	0.00	0.00%
141	46550	DRIVER EDUCATION	14,000.00	0.00	0.00	14,000.00	0.00%
141	46590	OTHER STATE EDUCATION FUNDS	0.00	0.00	0.00	0.00	0.00%
141	46592	INTERNET CONNECTIVITY	0.00	0.00	0.00	0.00	0.00%
141	46596	PAID PARENTAL LEAVE	0.00	0.00	0.00	0.00	0.00%
141	46610	CAREER LADDER PROGRAM	41,040.00	0.00	0.00	41,040.00	0.00%
141	46612	EXTENDED CONTRACT	0.00	0.00	0.00	0.00	0.00%
141	46615	EXTENDED CONTRACT ARRA	0.00	0.00	0.00	0.00	0.00%
141	46690	TEST FEE	0.00	0.00	0.00	0.00	0.00%
141	46850	MIXED DRINK TAX	0.00	0.00	0.00	0.00	0.00%
141	46980	OTHER STATE GRANTS	0.00	0.00	0.00	0.00	0.00%
141	46990	OTHER STATE REVENUES	0.00	0.00	0.00	0.00	0.00%
141	46---		51,169,515.00	5,037,980.93	10,075,961.87	41,093,553.13	19.69%
47000							
141	47143	EDUCATION OF THE HANDICAPPED A	0.00	0.00	0.00	0.00	0.00%
141	47304	REMOTE TECHNOLOGY GRANT	0.00	0.00	0.00	0.00	0.00%
141	47590	OTHER FEDERAL THROUGH STATE	0.00	0.00	0.00	0.00	0.00%
141	47640	ROTC REIMBURSEMENT	75,000.00	3,613.85	3,613.85	71,386.15	4.82%
141	47---		75,000.00	3,613.85	3,613.85	71,386.15	4.82%
48000							
141	48610	DONATIONS	0.00	0.00	1.22	-1.22	0.00%
141	48---		0.00	0.00	1.22	-1.22	0.00%
49000							
141	49315	SBITA ISSUED	0.00	0.00	0.00	0.00	0.00%
141	49316	SBITA ISSUED	0.00	0.00	0.00	0.00	0.00%
141	49800	OPERATING TRANSFERS	0.00	0.00	0.00	0.00	0.00%
141	49810	CITY GENERAL FUND TRANSFER	14,918,060.00	968,894.67	2,906,684.01	12,011,375.99	19.48%
141	49---		14,918,060.00	968,894.67	2,906,684.01	12,011,375.99	19.48%
		Grand Revenue Totals	105,465,810.00	8,300,730.34	20,346,958.38	85,118,851.62	19.29%

Number of Accounts: 192

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

Fnd	Acct	Acct	AMENDED BUDGET AMOUNT	MONTH-TO-DATE EXPENDITURES	YEAR-TO-DATE EXPENDITURES	OUTSTANDING ENCUMBRANCES	2026-27 FYTD Unencumbered Bal	Percent of Budget Remaining
141	70106	CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00
141	71100	REGULAR INSTRUCTION PROGRAM	51,885,401.00	4,706,906.02	10,520,394.89	211,913.99	41,153,092.12	79.32
141	71150	ALTERNATIVE INSTRUCTION PROGRA	1,513,538.00	129,077.15	292,799.27	252.16	1,220,486.57	80.64
141	71200	SPECIAL EDUCATION PROGRAM	6,337,599.00	539,379.31	1,127,779.67	761.17	5,209,058.16	82.19
141	71300	VOCATION EDUCATION PROGRAM	2,952,189.00	266,751.56	598,053.96	3,200.00	2,350,935.04	79.63
141	71600	ADULT EDUCATION PROGRAM	0.00	0.00	0.00	0.00	0.00	0.00
141	72110	ATTENDANCE	413,757.00	40,353.82	94,380.98	0.00	319,376.02	77.19
141	72120	HEALTH SERVICES	1,292,410.00	112,791.68	259,050.72	21,004.20	1,012,355.08	78.33
141	72130	OTHER STUDENT SUPPORT	3,922,063.00	304,289.35	680,116.43	10,146.31	3,231,800.26	82.40
141	72210	REGULAR INSTRUCTION PROGRAM	6,057,796.00	516,782.04	1,378,557.83	224,889.33	4,454,348.84	73.53
141	72215	ALTERNATIVE INSTRUCTION PROGRA	71,803.00	9,317.75	19,773.73	0.00	52,029.27	72.46
141	72220	SPECIAL EDUCATION PROGRAM	1,693,087.00	140,944.52	303,799.09	2,157.17	1,387,130.74	81.93
141	72230	VOCATION EDUCATION PROGRAM	237,408.00	19,733.73	54,706.80	1,410.50	181,290.70	76.36
141	72250	TECHNOLOGY	2,489,178.00	231,813.38	577,602.70	47,342.34	1,864,232.96	74.89
141	72260	ADULT PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00
141	72310	BOARD OF EDUCATION	1,337,642.00	35,787.42	130,295.44	52,850.00	1,154,496.56	86.31
141	72320	OFFICE OF THE SUPERINTENDENT	470,479.00	37,153.18	106,344.43	7,153.68	356,980.89	75.88
141	72410	OFFICE OF THE PRINCIPAL	6,964,698.00	631,178.59	1,660,851.05	604.50	5,303,242.45	76.14
141	72510	FISCAL SERVICES	683,540.00	107,667.56	203,594.27	1,817.27	478,128.46	69.95
141	72520	HUMAN RESOURCES	365,319.00	-2,744.88	86,643.99	0.00	278,675.01	76.28
141	72610	OPERATION OF PLANT	6,219,022.00	547,996.01	1,238,185.63	0.00	4,980,836.37	80.09
141	72620	MAINTENANCE OF PLANT	2,365,569.00	213,886.53	568,118.44	28,563.28	1,768,887.28	74.78
141	72710	TRANSPORTATION	3,417,794.00	8,934.73	8,398.47	0.00	3,409,395.53	99.75
141	72810	CENTRAL AND OTHER	199,061.00	10,108.82	24,714.18	2,950.00	171,396.82	86.10
141	73300	COMMUNITY SERVICES	1,538,287.00	125,988.56	275,271.53	8,320.28	1,254,695.19	81.56
141	73400	EARLY CHILDHOOD EDUCATION	351,002.00	34,677.76	70,036.41	928.57	280,037.02	79.78
141	76100	REGULAR CAPITAL OUTLAY	1,950,614.00	0.00	0.00	608,452.54	1,342,161.46	68.81
141	82130	PRINCIPAL	2,512,155.00	189,273.30	565,866.01	0.00	1,946,288.99	77.47
141	82230	INTEREST	97,400.00	0.00	0.00	0.00	97,400.00	100.00
141	99100	TRANSFERS TO OTHER FUNDS	85,000.00	0.00	0.00	0.00	85,000.00	100.00
		Grand Expense Totals	107,423,811.00	8,958,047.89	20,845,335.92	1,234,717.29	85,343,757.79	79.45

Number of Accounts: 7102

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

SCHOOL BOARD AGENDA ITEM
NOVEMBER 2, 2026 MEETING

TOPIC: PEP – SALES TAX "Educational Facilities Trust Fund"

BACKGROUND INFORMATION:

PEP – Sales Tax Acct:

As of September 30 2026, the Educational Facilities bank account had a balance of $5,462,029.

The sales tax deposit for the Schools into the account was $189,273 (June sales). Deposits for the City consisted of $311,124 (June sales) and $308,214 (July sales). Sales tax deposits for the City have seen an increase of 3.1% from the previous year. Sales tax deposits for the Schools has increased 5.3% from last year. Part of that is due to the ADA % increase for Johnson City Schools. Removing the increase in the ADA percentage, it would be an increase of 4.6%.

Interest earned for the month of September totaled $4,140.

Year-end correcting entries were made for interest paid on the 2020 GO Bond and fiscal agent fees.

Also included for your review is a summary of the capital projects that are using PEP funds through September 30, 2026.

Please feel free to call me if you have questions (434-5212).

RESPECTFULLY SUBMITTED: *Leia Valley*

PEP Sales Tax Account (Educational Facilities Trust)

September 30, 2026

	FY27 Budget	September, 2026	August, 2026	July, 2026	Current Year to Date	% of Budget	Previous Year to Date
Beginning Bank Balance		**$ 4,962,000**	**$ 4,464,935**	**$ 4,163,282**	**$ 4,163,282**		**$ 8,946,140**
Revenues							
City Sales Tax	$ 3,495,000	$ 308,214	$ 311,124	$ 303,179	$ 922,517	26%	$ 894,955
School Sales Tax	$ 1,900,000	$ 189,273	$ 182,516	$ 182,808	$ 554,596	29%	$ 527,033
ADA Adjustment	$ -			$ 11,270	$ 11,270	#DIV/0!	$ -
Washington County Payment	$ 500,000		$ -	$ -	$ -		$ -
					$ -		$ -
Interest	$ 38,000	$ 4,140	$ 3,443	$ 3,547	$ 11,131	29%	$ 23,481
Total Revenues	$ 5,933,000	$ 501,628	$ 497,082	$ 500,804	$ 1,499,514	25%	$ 1,445,469
Expenditures							
2010 Series VII-I-1 Principal	$ 1,985,000				$ -	0%	$ -
2010 Series VII-I-1 Interest	$ 538,200				$ -	0%	$ 150,201
2010 Series VII-I-1 Fiscal Agent	$ 60,000				$ -	0%	$ -
2020 GO - Elem Additions Principal	$ 880,000				$ -	0%	$ -
2020 GO - Elem Additions Interest	$ 323,800	$ 2,005		$ 161,900	$ 163,905	51%	$ 180,895
2022 GO Bond - Principal	$ 70,000				$ -	0%	$ -
2022 GO Bond - Interest	$ 74,500			$ 37,250	$ 37,250	50%	$ 39,000
Columbus Powell HVAC	$ -				$ -	#DIV/0!	$ -
Mountain View Gutters	$ 100,000				$ -	0%	$ -
Henry Johnson/Topper Academy Roof	$ 350,000				$ -	0%	$ -
ITMS Fence - Track	$ -				$ -		$ 23,807
Fiscal Agent Fees	$ 151	$ (406)			$ (406)	-269%	$ -
					$ -		
Bank Services Charges	$ 11,999		$ 17		$ 17	0%	$ 17
Total Expenditures	$ 4,393,650	$ 1,599	$ 17	$ 199,150	$ 200,766	5%	$ 393,920
Total Net	**$ 1,539,350**	**$ 500,028**	**$ 497,065**	**$ 301,654**	**$ 1,298,747**		**$ 1,051,548**
Ending Balance		**$ 5,462,029**	**$ 4,962,000**	**$ 4,464,935**	**$ 5,462,029**		**$ 9,997,689**
Statement Balance		**$ 5,462,029**	**$ 4,650,877**	$ 4,476,205			
Difference		**$ -**	**$ (311,124)**	$ (11,270)			

Estimated Balance by Funding Source

City Local Option Sales Tax	$ 1,759,345
Schools Local Option Sales Tax	$ 667,370
FY25 & Prior Balance	$ 7,724,900
County MOU	$ (4,689,587)

School Capital Projects as of September 30, 2026

Project	Indian Trail Lobby Repairs	JC Schools Secure Vestibules	Towne Acres Elementary
Funding			
PEP	$ -	$ 2,360,209.00	$ 859,996.00
Insurance Reimbursement	$ 62,470.20		
JC Schools		$ 12,000.00	
City General Fund		$ 20,800.00	
Bond Issue			$ 26,043,911.40
Total Revenues	$ 62,470.20	$ 2,393,009.00	$ 26,903,907.40
Expenditures			
ESG Contract	$ -		
Bond Issue Expense			$ 493,911.40
Preliminary Design		$ 12,000.00	
State Permits			$ 18,005.49
Architect/Design		$ 192,509.00	$ 2,322,299.13
Construction Contract	112470.2	$ 1,939,104.38	$ 10,868,734.39
Total Expenditures	$ 112,470.20	$ 2,143,613.38	$ 13,702,950.41
Balance	**$ (50,000.00)**	**$ 249,395.62**	**$ 13,200,956.99**

Department of Education

2026 Local Education Agency Compliance Report

Local education agencies (LEAs) are required to comply with all federal and state education laws and State Board of Education (SBE) rules. This annual compliance report is one mechanism the department uses to ensure education laws and rules are faithfully executed. The commissioner of education is charged with taking corrective action when an LEA is noncompliant with those laws and rules or is not following a department-approved compliance plan.

Each LEA must submit this report and, if applicable, the corresponding corrective action plan, to the department by November 30, 2026. During report completion, an LEA should carefully check the status of its compliance with all federal and state education laws and SBE rules. The department monitors and verifies LEA compliance via multiple data sources (e.g., internal program managers) and will consider those sources in making a final determination of an LEA's compliance. Please be advised that annual compliance report data may inform an LEA's approval classification.

- (●) I certify that the LEA is in compliance with all federal and state education laws and SBE rules.
- ( ) I certify that, with the exception of areas indicated in the **attached corrective action plan**, the LEA is in compliance with all federal and state education laws and SBE rules.

LEA Name (Print or Type): Johnson City Schools

Director of Schools/Superintendent Name (Print or Type): Erin Slater

Director of Schools/Superintendent Signature: Dr. Erin M. Slater

School Board Chair Name (Print or Type): Rick Smith

School Board Chair Signature:

Date of School Board Approval (Select, Print, or Type):

UPLOAD COMPLETED REPORT TO ePlan BY NOVEMBER 30, 2026 (including the corresponding corrective action plan if applicable).
Upload instructions are available 2026 LEA Compliance Report ePlan Submission Instructions

To: JCS Board of Education
From: Dr. Erin Slater
Date: 10/28/26
Re: Memorandum of Understanding

The Memorandum of Understanding went through a partial review for the 2025-2026 school year. Another partial review will occur during the 2026-2027. A full review of the Memorandum of Understanding will occur during the 2027-2028 school year.

Partial reviews include updating the salary and benefits sections only. The remaining sections have remained unchanged.

THE JOHNSON CITY BOARD OF EDUCATION

AND

PROFESSIONAL EMPLOYEES OF JOHNSON CITY SCHOOLS

MEMORANDUM OF UNDERSTANDING

November 14, 2025 – November 13, 2028

GRIEVANCE PROCEDURE 1
A. DEFINITIONS 1
1. GRIEVANCE 1
2. CLASS GRIEVANCE 1
3. PROFESSIONAL EMPLOYEE 1
4. GRIEVANT 1
5. TIME LIMITS 1
B. PROCEDURES 1
1. INFORMAL PROCEDURE 1
2. FORMAL PROCEDURE 1
C. ADVANCED STEP FILING 2
D. REPRESENTATION 2
E. SEPARATE GRIEVANCE FILE 2
F. NO REPRISALS 2
G. RELEASED TIME 2
H. GENERAL 2
WORKING CONDITIONS 3
A. TEACHER WORK SCHEDULE 3
B. SUPERVISORY DUTIES 3
C. ADDITIONAL ASSIGNMENTS/DUTIES 3
D. PREPARATION TIME 3
E. SAFETY 3
GENERAL 3
1. SCHOOL LEVEL ACTIVITIES 4
2. PROTECTION OF PROFESSIONAL EMPLOYEES 4
3. WORKERS COMPENSATION 4
a. *REPORTING* *4*
b. *SUPPORT* *5*
c. *LEAVE OF ABSENCE/SALARY COMPENSATION/MEDICAL BENEFITS* *5*
4. REIMBURSEMENT FOR PERSONAL PROPERTY DAMAGE 5
5. REPRESENTATION OF PROFESSIONAL EMPLOYEE 5
6. COMPLAINTS AGAINST PROFESSIONAL EMPLOYEES 5
F. PERSONNEL FILES 6
1. APPLICATION FILE 6
2. GRIEVANCE FILES 6
3. MAINTENANCE OF AND ACCESS TO PERSONNEL FILES 6
4. COMPLAINTS 6
5. USE OF FILES 6
6. ACCESS TO PERSONNEL FILES 7
G. STUDENT DISCIPLINE PROCEDURES 7

1. Board Support and Assistance 7
2. Loss of Pay 7
3. Code Of Conduct Annual Review 7
LEAVES OF ABSENCE 8
1. Sick Leave 8
2. Personal Leave 8
3. Bereavement Leave 8
4. Jury and Legal 8
5. Vacation Leave 9
6. U.S. Military Training and Active Duty 9
7. Released Time and Funding for Academic Meetings 9
8. Professional Organization Leave 10
9. Other 10
A. Extended Leaves of Absence 10
B. Family Medical Leave 10
1. Notification 10
2. Return Rights 10
3. Pay 10
4. Extensions 10
C. Military 11
D. Educational Improvement 11
E. Recuperation of Health 1
F. Good Cause 11
G. Return From Leave 11
FRINGE BENEFITS 12
A. Unused Personal Leave 12
B. National Board Certificate 12
INSURANCE 13
A. Health and Major Medical 13
1. The Policy 13
2. Retiree Health Insurance 13
a. The Policy 13
b. Premiums 13
c. Dependent Coverage 14
d. Coverage Age Limit 14
e. Surviving Spouse and Dependents 14
B. Life Insurance 14
C. Dental Insurance 15
D. Coverage Period 15
E. Continuation 15

1. EMPLOYEES ON PAID LEAVE 15
2. UNPAID LEAVE 15
SALARIES AND WAGES 16
A. SALARY SCHEDULE 16
B. SUPPLEMENTAL PAY SCHEDULE 16
C. PLACEMENT ON THE SALARY SCHEDULE 16
1. ADJUSTMENT TO SALARY SCHEDULE 16
2. CREDIT FOR EXPERIENCE 16
3. DELIVERY 16
DURATION 16
A. MODIFICATION OF AGREEMENT 16
B. SEVERABILITY 17
APPENDIX A 18
COLLABORATIVE CONFERENCING GROUND RULES 19
APPENDIX B 21
200 DAY ACCOUNTABILITY REPORT 22
APPENDIX C 23
WORKERS COMPENSATION 24
APPENDIX D 29
SICK LEAVE BANK 30
APPENDIX E 33
CERTIFIED SALARY SCHEDULES 34
EXHIBIT 1 40
DIFFERENTIATED PAY PLAN 41
APPENDIX F 43
INSURANCE RATES 44

Grievance Procedure

A. Definitions

1. A "grievance" shall mean any claim by a professional employee, person, or representative as defined by TCA 49-5-602, that there has been a violation, misapplication or misinterpretation of the terms of this agreement; a violation of the right of the professional employee to due process in the implementation of this agreement or a violation, misapplication or misinterpretation of any established written policy or rule or regulation of the Board, or there exists a condition that jeopardizes the professional employee's health and safety.

2. The term "class grievance" means a grievance that, when resolved, would affect more than one professional employee in the same manner. Anytime a series of individual grievances concerning the same matter are submitted, it may be considered a "class grievance" by the grievants.

3. Whenever the phrase "professional employee" is used in this Memorandum of Understanding, it includes any person employed by the Board of Education in a position, which requires a license issued by the State Department of Education for service in public elementary and secondary schools of Tennessee. Management employees are not included in the phrase "professional employee."

4. The word "grievant" shall refer to any professional employee, person, or representative as defined by TCA 49-5-602 having a grievance.

5. All "time limits" shall consist of approved workdays excluding any days designated as holidays for any employees of Johnson City Schools or those days otherwise specified.

B. Procedures

1. Informal Procedure

If the employee feels that they have a grievance, they as the grievant will first discuss the matter with the immediately involved supervisor/principal, accompanied, if desired, by a chosen representative, in an effort to resolve the problem informally. If the informal process fails to satisfy the professional employee, a grievance may be processed as shown under formal procedure.

2. Formal Procedure

Step 1: The grievant shall within thirty (30) calendar days, from the date of the reason giving rise to the grievance, present the grievance formally in writing to the immediate supervisor/principal. A written grievance shall contain the following information:

a. Name and position of the grievant.
b. A statement of the grievance and the facts involved including relevant dates.
c. A reference to the applicable provisions of the violated policy or MOU, or law, if any.
d. The corrective actions requested.
e. The signature of the grievant.
f. The date of filing.

The immediate supervisor or principal shall arrange a conference with the grievant and their chosen representative if desired. Such conference shall be arranged no later than ten (10) days after receipt of the written grievance. Within five (5) days of the meeting, the grievant and the representative, if

requested by the grievant, shall be provided with the immediate supervisor's/principal's written response including reasons for the decision.

Step 2: If the grievance is not resolved at step 1, then the grievant may refer the grievance to the Superintendent or their designee within ten (10) days after receipt of the step 1 answer. The Superintendent shall arrange with the grievant and the requested representative for a meeting to take place within ten (10) days of the Superintendent receipt of appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) days after the meeting, the grievant and the representative, if requested by the grievant, shall be provided with the reasons for the decision.

C. Advanced Step Filing

If the grievant and the immediate supervisor/principal agree, the conferencing aspect of Step 1 of the grievance procedure may be by-passed and the grievance brought directly to step 2.

D. Representation

The Board acknowledges the right of any professional employee filing a grievance to be aided or assisted in the grievance process by associations, organizations, or representatives of their choosing, per TCA 49-5-603, at any level if the grievant desires.

E. Separate Grievance File

All documents, communication, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants and shall not be forwarded to any prospective employer of the grievant, nor shall such documents be revealed or the grievance(s) be mentioned specifically in any communication between the administration and the prospective employer.

F. No Reprisals

No reprisals shall be taken by either party to a grievance against the other party because of participation in the resolution of a grievance.

G. Released Time

Should the investigation or processing of any grievance require that the grievant and/or the representative of the grievant be absent from their regular assignment, and has the approval of the Superintendent, they shall suffer no loss of pay or benefits.

H. General

1. A grievance may be withdrawn at any level without establishing precedent.

2. Failure at any step of the procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step.

3. The Board, the Administration, the grievant, and any representative(s), shall cooperate and in no way obstruct the investigation of any grievance.

WORKING CONDITIONS

A. Teacher Work Schedule

1. The normal length of the in-school day shall be seven hours and thirty minutes for professional employees, except where extra duties are assigned by the principal or administration. Such extra duties shall be assigned on an equitable basis.

   Each professional employee shall be required to report for duty as assigned by their immediate supervisor. Any professional employee unable to report for duty at their assigned time shall inform their immediate supervisor of the absence or tardiness as soon as possible. Departure time at other than normal time must be approved by the immediate supervisor.

2. The 200 Day Accountability Report is in Appendix B.

B. Supervisory Duties

All professional employees shall have a duty-free lunch period equal in length to that of their students as long as required by law and funded by the state. Duties outside the student day shall be assigned before or after school, but not both on the same day. Such supervisory duties shall be assigned on an equitable basis.

C. Additional Assignments/Duties

Due to the increasing demands in education we recognize that it may become necessary for a faculty (in whole or in part) to meet outside the instructional day. However, every attempt should be made to respect the personal time of teachers in limiting meetings and assigned duties outside the instructional day. Every attempt should be made to limit the number of faculty meetings to one per month and the length of one hour each.

D. Preparation Time

Preparation time is defined as time spent by a professional employee preparing and planning for classroom instruction. Any changes to planning/preparation time will be subject to discussion by the collaborative conferencing team. Subject to budget sustainability, classroom professional employees shall have preparation time during which they shall not be assigned to any other duties as follows:

1. High School – Minimum of one (1) class period per day.
2. Middle Schools – Minimum of one (1) hour per day.
3. Elementary Schools – Minimum of one (1) hour per day.

E. Safety

General

The Board is committed to protecting the health and safety of its employees, and will continue to make reasonable provisions for the safety and health of employees during the workday and at school events outside of the normal workday. "T.C.A. 50-3-101 assures the safe and healthful working conditions for working men and women throughout the state." The responsibility for carrying out the various aspects of this program will be at the building level. The principal will be the first level of responsibility coordinating with maintenance or facilities supervision as deemed necessary.

1. **School Level Activities**

   There will be a safety committee at each school per the SAVE Act.

2. **Protection of Professional Employees**

   a. The Board will provide for the safety of the professional employees and will seek advice of appropriate experts if there is a question of welfare of any student or employee of the system. T.C.A. 50-3-101

   b. A professional employee may, within the scope of their employment, use and apply such amount of force as is reasonable and necessary to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the student; or to ensure personal safety. The Board recognizes the right of the employee to defend themselves or obtain assistance in cases of assault and/or battery.

   c. Whenever any legal action is brought against a professional employee resulting from their actions in the scope and course of assigned duties, the Board shall provide the professional employee with legal defense and indemnification through liability insurance. Said liability insurance policy shall provide each professional employee with coverage of no less than the maximum allowed under the Tennessee Government Tort Liability Act or $300,000 for non-tort actions. Coverage would include payment of all legal fees in defense of the professional employee.

3. **Workers Compensation**

   When an employee is injured on the job, and that injury is compensable under workers' compensation coverage, they may receive workers' compensation benefits for medical costs and disability compensation as provided by law. In addition, the employee may have the option of receiving supplemental pay which, when added to the workers' compensation benefits, shall equal full net pay. This supplemental pay shall be charged to the employee's sick leave until sick leave is exhausted. (If employee has no sick leave accumulated, this time may be charged to vacation leave or compensatory leave.) This workers' compensation supplemental pay will commence at the end of seven days of disability to coincide with the commencement of workers' compensation disability payments (i.e., temporary total disability benefits). The use of sick leave, earned vacation or compensatory time for the first seven days of disability will be at the option of the employee. If the workers' compensation disability exceeds fourteen days, a portion of the personal leave time used during the first seven days of disability may be reinstated to the employee's account. New employees will receive a copy of "How to Report Work-Related Injuries."

   a. Reporting

   When an injury or health related issue has occurred within the scope and course of employment, the employee shall report the issue immediately to their supervisor and the employee and supervisor shall complete an "Employer's First Report of Work Injury or Illness" form (Form C20). The employee shall deliver this form to the City's Risk Management office immediately (fax number 423-232-7145). If the nature of the issue prevents the employee from delivering the report, the employee's supervisor or designee shall make arrangements for delivery of the report to Risk Management. Form C20 must be filed with the insurance carrier by the City's Risk

Management office within 24 hours of the occurrence; thus, it is imperative that issue reports be filed immediately by employees or their supervisor to avoid penalties. See Appendix C.

b. Support

Although the Board will provide support to the employees when the professional employee has acted within the scope of Board policy, in cases of assault and/or battery the determination as to whether civil prosecution is warranted will be made by the professional employee. If criminal prosecution is deemed by local law enforcement to be warranted, the professional employee shall be supported as necessary and required.

c. Leave of Absence/Salary Compensation/Medical Benefits

Salary compensation and medical benefits shall be in accordance with TCA 50-6-204 through TCA 50-6-210.

4. Reimbursement for Personal Property Damage

Upon submission of adequate proof to the Superintendent of the existence of damage to personal property of the professional employee, which has occurred during an assault, or battery while the professional employee was acting within the scope and course of their duties, the Board of Education shall reimburse said professional employee for such damage or destruction not to exceed five hundred dollars ($500). The Board will be reimbursed any damages received for personal property through litigation. If the professional employee intends to make a claim to the Board under the provisions of this MOU, written notice of damage or destruction of property incurred as a result of assault shall be filed with the Superintendent within ten (10) working days after the alleged incident.

5. Representation of Professional Employee

In the event civil or criminal proceedings are brought against a professional employee alleging that they committed an assault and/or battery while acting within the scope and course of their duties, such professional employee may request through the Superintendent's legal advice or special counsel to which the professional employee may be entitled under the law. In the event of such proceeding, the Board will supply to the professional employee any information in its possession relating to the incident. A copy of any request for legal aid may be forwarded to the President of the Professional Organization by the professional employee.

6. Complaints Against Professional Employees

A complaint charging physical assault and/or battery placed against a professional employee by a parent or student shall be reported to the professional employee in writing and investigated by the administrator handling the complaint. A written copy of the completed investigation by the administrator shall be given to the professional employee. If the investigation proves the complaint to be valid, a copy of the complaint along with the investigative report shall be placed in the employee's personnel file. The professional employee shall have an opportunity to respond in writing to the complaint and the investigative report and said professional employee's written response shall be attached to the copy of the complaint and investigative report. Any complaint, which is found to be invalid after investigation, shall not be placed in the professional employee's personnel file.

F. Personnel Files

1. Application File

The application, personal references, and other reference documents received prior to the employment of a professional employee shall be maintained in a separate application file.

2. Grievance Files

Grievances, grievance answers, and materials directly related to grievances shall be maintained in Central Office administrative files separate from personnel files.

3. Maintenance of And Access to Personnel Files

The school system shall maintain one professional employee's personnel file on each employee in the Central Office of the school system. No anonymous negative or derogatory material shall be maintained in the professional employee's personnel file.

A professional employee shall be provided copies of any negative or derogatory material before it is placed in their personnel file. They shall also be given an opportunity to initial and date the material and to prepare a written response to such material. The written response shall be permanently attached to the material. The person or persons who place negative or derogatory material in a professional employee's personnel file shall sign the material and signify the date on which such material is forwarded for placement or is placed in the file. The Board shall not establish any other separate personnel file which is not available for the professional employee's inspection.

4. Complaints

Any valid complaint against a professional employee likely to lead to a written reprimand shall be reported to the professional employee and investigated by the administrator handling the complaint. A written copy of a status report or the completed investigation will be given to the professional employee within thirty (30) working days. If the investigation proves the complaint to be valid, a copy of the complaint along with the investigative report shall be placed in the employee's personnel file. The professional employee shall have an opportunity to respond in writing to the complaint and the investigative report. Said professional employee's written response shall be stapled to the copy of the complaint and investigative report. Any complaint, which is found to be invalid after the investigation, shall not be placed in the professional employee's personnel file. A professional employee may request to the respective supervisor the personnel file be purged of negative material after a duration of three (3) years.

5. Use of Files

Central office shall keep a log with each file indicating the persons who examine a personnel file as well as the date and the reason such requests were made.

No negative or derogatory documents shall be placed in the personnel file of a professional employee after the termination of employment except when an employee resigns to avoid termination, in which case a written copy of the completed investigation of a complaint found to be valid may be placed in the

file at the discretion of the Board. This shall not preclude placement in the file of numerical/statistical data relative to the termination/retirement of a professional employee.

6. Access to Personnel Files

Access to personnel files shall be subject to the provisions of the Open Records Law.

A professional employee shall have the right, upon reasonable prior request, to review the contents of their personnel file in the Central Office under supervision and to receive copies of any documents contained therein at the employee's expense. A professional employee shall be entitled to have a representative accompany them during such review. Upon written authorization by the professional employee, the representative, in the presence of the employee, shall have the right to examine and/or obtain copies of materials in the professional employee's personnel file. The first copy will be at no cost to the employee while each copy thereafter will be at the current rate per page as established by the Board.

G. Student Discipline Procedures

1. Board Support and Assistance

The Board recognizes its responsibility to give all reasonable support and assistance to professional employees with respect to the maintenance of control and discipline in the classroom.

2. Loss of Pay

Refer to Tennessee Code Annotated Section 49-5-714.

3. Code of Conduct Annual Review

Each teacher shall be annually notified that the *Johnson City Schools Student Code of Conduct* is available in a digital format on the district website. Each school administrator is responsible for reviewing the Code of Conduct with all staff members.

Leaves of Absence

Each professional employee shall be entitled to the following temporary leaves of absence each school year.

1. **Sick Leave**
   The Board shall grant the accumulation and transfer of sick leave as provided in TCA 49-5-710. Sick leave shall be interpreted to mean leave of absence because of illness of a professional employee from natural causes or accident, quarantine, or illness or death of a member of the immediate family of a professional employee, including but not limited to the professional employee's wife or husband, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, daughters-in-law, sons-in-law, brothers-in-law, sisters-in-law, and partner. The transfer of sick leave shall mean the accumulated sick leave earned from previous employment in a Tennessee school system, or other agency, department, or institution of Tennessee or any state college or university, provided employment with the system begins within two (2) years of previous employment.

The Association shall have the right to maintain a Sick Leave Bank in accordance with TCA 49-5-801 through TCA 49-5-810. The Sick Leave Bank shall not be used for maternity leave unless complications arise which are verified by a physician's written statement. See Appendix D or the website (https://www.jcschools.org/departments/finance-retirement/employee-forms) for Sick Leave Bank Information.

2. **Personal Leave**

   At the beginning of each year, each professional employee shall be credited with three (3) days to be used for the professional employee's personal business without loss of pay (JCS Board Policy 5.303). Up to three (3) days of unused personal leave will be converted to sick leave. These personal leave days shall be used for any purpose at the discretion of the professional employee. A professional employee planning to use a personal leave day shall notify the immediate supervisor at least one (1) day in advance except in cases of emergency. Requests for personal leave must comply with JCS Board Policy

3. **Bereavement Leave**

   Johnson City Schools does not have separate bereavement leave available. Sick leave or personal leave is to be used for bereavement leave.

4. **Jury and Legal Leave**

   Any professional employee called for jury duty during school hours, required to appear in any school related judicial or administrative proceeding, or who shall be asked to testify in any school related arbitration matters shall be provided such time with no loss in pay or benefits. Any fees or remuneration the professional employee receives during such leave shall be remitted to the Johnson City School System. The building principal must be notified prior to the service by completing a request for leave.

5. Vacation Leave

a. All professional employees shall have ten (10) days paid vacation per year in accordance with TCA 49-6-3004 and the local school calendar as established by the Board of Education.

b. All professional employees who are paid on the eleven or twelve month teacher salary scale will earn a day of vacation leave for each month (20 days) of work over the normal 10 month contract. Maximum vacation days that can be earned by an employee working a twelve-month teacher contract is two (2) days. Maximum vacation days that can be earned by an employee working on an eleven month teacher contract is one (1) day. These days will be converted to sick leave if they are not used by December 31 of the following year in which they were earned.

c. All professional employees who work the 11 or 12 month administrative calendar will earn vacation as follows:

YEARS OF SERVICE	*11 MONTH EMPLOYEE VACATION DAYS*	*12 MONTH EMPLOYEE VACATION DAYS*
0-10	14	15
11–Retirement	18	20

Years of service will be determined in the same manner as utilized in calculating where the individual fits on their salary schedule.

Up to five (5) vacation days not utilized by certified employees who work eleven or twelve administrative calendar months before December 31 of the following year will be converted to sick leave.

6. U. S. Military Training and Active Duty Leave

Any professional employee who is a member of the U. S. Military and is participating in training and active duty shall be granted temporary leave with pay for the purpose of attending training or active duty for training annually for a period not to exceed twenty (20) work days per calendar year.

7. Released Time and Funding for Academic Meetings

Released time with or without pay and funding for academic meetings will be considered on an individual basis by the Superintendent upon receipt of a principal-approved written request.

8. Professional Organization Leave

A total of thirty (30) days with pay shall be made available to members of a Professional Organization to be used to attend state or national organizational meetings. No single teacher shall use more than two (2) days of the thirty (30) days unless the person is serving in a state or national capacity.

The leave must be requested at least two weeks in advance of the anticipated absence when possible. The leave must be approved by the principal and the Superintendent or their designee. The Organization must reimburse the school system for all costs associated with hiring a substitute teacher for the day's absence (base pay, FICA, and Medicare).

9. Other

Other temporary leaves of absence, which are requested in writing, may be granted with or without pay by the Superintendent.

A. Extended Leaves of Absence

Extended leaves of absence shall be granted in accordance with TCA 49-5-702 and shall follow the requirements of TCA 49-5-703 through TCA 49-5-708, TCA 49-5-712, and TCA 49-5-713 and the Family Medical Leave Act.

B. Family and Medical Leave

Anyone who has been employed for at least twelve (12) months by the school district and anyone who has at least 1,250 hours of service (hours used for leave, even FMLA leave, shall not be credited for service for purposes of FMLA eligibility) during the previous twelve (12) month period shall be eligible to use FMLA Leave. For further clarification and guidance, refer to Board Policy 5.305, "Family and Medical Leave." Leave shall be granted in accordance with TCA 49-5-702 and shall follow the requirements of TCA 49-5-703 through TCA 49-5-708, TCA 49-5-712, and TCA 49-5-713 and the Family Medical Leave Act.

1. Notification

For foreseeable leave, the employee shall provide the Superintendent at least thirty (30) days' notice.

2. Return Rights

The professional employee who has been on leave for up to one year (12 months) shall have the right to return to previously assigned duties. Upon returning to employment, the professional employee shall assume all previous rights and privileges in accordance with TCA 49-5-705.

3. Pay

A professional employee returning from leave shall be paid based upon degree and experience according to the salary schedule in effect at the time of return.

4. Extensions

Upon written request to the Superintendent by the professional employee, said leave may be extended for a period not to exceed one year (12 months) without guarantee of return to the original position. The assignment will be at the discretion of the Superintendent.

C. Military

Leave of absence shall be granted to a professional employee for any extended period of active military service in the Reserves or National Guard beyond the 20 days stipulated above. The professional employee will be compensated the difference in their regular pay and their military pay while engaged in active military service. Upon completion of such military service, the professional employee shall be entitled to assume a position within the system for which they have a license (the same position if the leave is for only

one year). The employee shall receive fringe benefits and shall be paid according to the professional employee's training and experience by the salary schedule in effect when the professional employee returns from leave. Credit for military experience for salary rating purposes shall be granted up to a maximum of five years in accordance with Rules, Regulations, and Minimum Standards of the Tennessee State Board of Education.

D. Educational Improvement

A leave of absence without pay for up to one (1) year may be granted to any professional employee, upon application, for the purpose of engaging in study at an accredited college or university. Such study shall be reasonably related to current professional responsibilities, anticipated areas of teacher shortage, and/or system needs. Upon return from such leave, a professional employee shall be entitled to a comparable position, shall receive fringe benefits, and shall be paid according to the salary schedule in effect when the professional employee returns from leave.

E. Recuperation of Health

A leave of absence without pay for up to one (1) year shall be granted to any professional employee, upon application with a doctor's statement and approval of the Superintendent of Schools for the purpose of recuperation of health. Upon return from such leave, the professional employee shall be entitled to assume the same position, shall receive fringe benefits, and shall be paid according to the salary schedule in effect at the time of return. An extension may be requested and, with approval, granted in accordance with TCA 49-5-704 and TCA 49-5-705.

F. Good Cause

Other extended leaves of absence without pay may be requested in writing and may be granted by the Superintendent for good reason.

G. Return from Leave

Any certified employee on extended leave shall, at least thirty (30) days prior to the date of return, notify the Superintendent in writing if there is no intent to return to the position from which leave was taken.

Fringe Benefits

A. Unused Personal Leave

At the beginning of each year, each professional employee shall be credited with three (3) days to be used for the professional employee's personal business without loss of pay. Up to three (3) days of unused personal leave will be converted to sick leave. These personal leave days shall be used for any purpose at the discretion of the professional employee.

B. National Board Certification

Teachers who are initiating or renewing their National Board Certification will be provided up to four (4) professional days to help complete the application process. *See differentiated pay plan (Exhibit 1).*

Insurance

The parties agree that the following article, Insurance, will be reopened in March of each subsequent year for the term of this Agreement (MOU). All changes and/or modifications shall be attached annually to this Agreement (MOU). Insurance rates can be found beginning in Appendix F (Insurance Rates) or online at https://www.jcschools.org/departments/human-resources/benefits

A. Health and Major Medical

1. The Policy

The school system shall continue to participate in the state group insurance program.

2. Retiree Health Insurance

a. The Policy

Retirees meeting the eligibility requirements set by the state group insurance program and will be able to continue coverage until the retiree becomes eligible for Medicare due to age.

b. Premiums

Premiums are as follows:

1) Individual retiree premiums will be paid by the Board of Education if the following conditions are met:

   a) has worked at least TEN (10) years in the Johnson City School System

   AND

   b) has been covered under the school system health insurance program the last FIVE CONSECUTIVE YEARS prior to retirement.

AND

c) can retire under the State Consolidated Retirement System WITH FULL RETIREMENT BENEFITS (meeting age and/or service requirements for full benefits or a full medical disability retirement).

2) Retirees NOT meeting the above criteria and who retire AFTER July 1, 1996 with at least 20 years' service with the Johnson City School System and were covered by the school system's health insurance for at least five consecutive years immediately prior to retirement are eligible for retiree's insurance at forty percent of the premium charged by the State of TN. Johnson City School System will pay sixty percent of the premium charged by the State of TN.

3) Retirees, other than medical disability, with less than 20 years' service who do NOT meet the requirements of a) through c) above but are eligible for health insurance coverage under the guidelines set by the state group insurance program will be responsible for100% of the premium.

c. Dependent Coverage

Retiree + Child, Retiree + Spouse, and Family coverage shall be at a premium equal to the amount of the premium that active employees pay for family coverage less the single premium if the employee qualifies for free single coverage.

d. Coverage Age Limit

The retiree choosing to maintain health insurance coverage may do so until age 65. If the retiree has dependent coverage (spouse or child) and reaches age 65 before his/her dependent (s), the retiree may continue coverage on the dependent only at the same rate as defined above until the spouse reaches age 65 or adult dependent (s) reach age 26. A physically or mentally disabled child that has supplied the necessary documentation to the state group insurance program and has been approved shall be covered.

e. Surviving Spouse and Dependents

Through the state group insurance program, surviving dependents will receive up to six months of extended health insurance without charge. Dependents must be covered at the time of the retiree's death and continue to meet eligibility rules. The surviving dependent must apply to continue coverage within 60 days of the expiration of the six months of extended coverage or within a 60-day notice of the termination of coverage, whichever is later.

B. Life Insurance

The Johnson City School System shall provide life insurance to certified employees, free of charge to the individual in the following amounts, based on years of service in the Johnson City School System.

SERVICE	AMOUNT OF SERVICE
Less than two (2) years	1 x annual regular salary
Over two (2) years	2 x annual regular salary

C. Dental Insurance

A dental insurance plan shall be provided by the Johnson City School System. Dental insurance for adult children dependents will end at age 26.

D. Coverage Period

Coverage begins the first day of the month following the date of becoming eligible (start date).

E. Continuation

Coverage through extended Periods of Leave will follow the guidelines set in "ParTNers for Health Eligibility and Enrollment Guide for Local Education Employees".

1. Employees on Paid Leave

If the period of leave falls under the Family and Medical Leave Act, for the 12-week period under FMLA the employee premium rate will be deducted from the employee's regular paycheck. If the period of leave does not fall under FMLA, the employee is responsible for the full premium charged by the state group insurance program.

2. Unpaid Leave

Certified employees on approved unpaid leave that falls under the Family and Medical Leave Act, for the 12-week period under FMLA, will owe employee monthly rates in advance during the leave period. If the leave does not fall under the FMLA 12-week period, the full premium charge by the state group insurance program is charged. After the first month of unpaid leave not within FMLA, the employee may choose to suspend coverage. Upon return to work the employee may reinstate coverage by submitting an application to the agency benefits coordinator within 30 days.

Salaries and Wages

The parties agree that the following article, Salary and Wages, will be reopened in Marchof each subsequent year for the term of this Agreement (MOU). All changes and /or modifications shall be attached annually to this Agreement (MOU). Salary schedules can be found in Appendix E (Certified Salary Schedules) or online at www.jcschools.org/departments/human-resources

A. Salary Schedule

Salary schedules shall be conferenced and attached annually to the MOU. Career Ladder supplements earned by teachers for Career Level I, II or III shall be paid in two payments, one payment on or before the first working day in December and the other payment on or before the last teacher work day of the school year. Any teacher who does not fulfill the first 100 days or the last 100 days would be obligated to refund Career Ladder pay for the days not worked.

B. Supplemental Pay Schedule

All certified professional employees who have paid supplemental duties assigned other than supplemental duties subject to the Comprehensive Education Reform Act shall be paid according to the supplemental pay schedule.

C. Placement on the Salary Schedule

1. Adjustment to Salary Schedule

Each professional employee shall be placed on the proper step and salary schedule on the effective date of this MOU in accordance with paragraph two (2) below.

2. Credit for Experience

It is the responsibility of each professional employee to document teaching experience and academic training and provide to the Payroll Department in a timely manner. Each professional employee shall be awarded full credit for allowable teaching experience and academic training as established under the State Board of Education Rules, Regulations, and Minimum Standards 0520-1-209. (check)

3. Delivery

If employees receive a paper check, it will be delivered in windowed envelopes at their building.

Duration

The provisions of this agreement will be binding on the Parties for a period of three years from the date of its approval by the board of education as an item on the agenda of a regular or special called board meeting.

A. Modification of Agreement

Upon agreement of both parties, other Articles or issues may be conferenced in conjunction with Salary and Insurance.

B. Severability

If any article or part of this Memorandum of Understanding is held to be invalid by operation of law or by any court of competent jurisdiction, or if compliance with or enforcement of any article or part should be restrained by such court, the remainder of the Memorandum shall not be affected, and all parties shall immediately re-enter collaborative conferencing for the purpose of reaching a mutually satisfactory replacement for such article or part.

APPENDIX A

COLLABORATIVE CONFERENCING GROUND RULES

November 14, 2025 – November 13, 2028

APPENDIX A
Ground Rules for Collaborative Conferencing

1. Commitment to consensus collaborative process will be maintained,
2. If a section is not reached by consensus it will not be included in MOU,
3. A quorum of five (5) members of each team will be required in person or virtually for consensus decisions,
4. Agreements will be made by consensus,
5. As each MOU section is reviewed/completed that section will be closed. Each section will be reviewed in writing, if a section needs to be reviewed once closed a Quorum is required to re-open the section,
6. Open Salary, Wages, and Insurance during the month of March,
7. By consensus, all ground rules can be modified and/or adapted as needed,
8. Complete and timely sharing of information which may include the inclusion of others to secure necessary information,
9. Requests for information will be made through the chief collaborators,
10. Press releases will be joint endeavors,
11. All written communication will be mutually constructed and a summary shared with constituencies.
12. Discussion of issues will be confined to the group,
13. Stay on task,
14. Honor time lines, meeting dates, stay committed,
15. Be responsive to facilitator,
16. Freedom of movement will be honored,
17. Atmosphere will be casual,
18. The process will be internally monitored,
19. All are equal participants,

20. Respectful listening; one person talking at a time,
21. Caucus by mutual agreement,
22. Set date, time, and agenda items for next meeting prior to close of each session,
23. Summary provided and reviewed at next session,
24. Include a final date for last review of MOU;
25. Share responsibilities/costs of collaborations, i.e.: costs of materials, printing, etc. and
26. All meetings can be conducted through in person gatherings or a virtual platform mutually agreed to by both chief collaborators.

APPENDIX B

200 DAY ACCOUNTABILITY REPORT

November 14, 2025 – November 13, 2028

APPENDIX B
200 Day Accountability Report

Each public school system shall maintain a term of not less than two hundred (200) days, divided as follows:

1. One hundred eighty (180) days for classroom instruction;
2. Ten (10) days for vacation with pay;
3. Five (5) days for in-service education;
4. One (1) day for teacher-parent conferences; and
5. Four (4) other days as designated by the local board of education upon the recommendation of the Superintendent of Schools. *

*** One (1) Teacher Work Day (minimum) where teachers have uninterrupted time to prepare their classroom. Prior to the first student day teachers shall be granted 7 (seven) hours of time dedicated solely for preparation of classrooms. This may be one uninterrupted day or two 3.5 hour blocks.**

Three (3) Administrative Days for activities determined by the principal will be scheduled.

APPENDIX C

WORKERS COMPENSATION

APPENDIX C

Workers Compensation

Johnson City Schools maintains workers' compensation protection for employees that sustain work-related injury or illness while acting in the scope and course of their employment. This protection pays for approved medical expenses within the legal requirements of the workers' compensation act.

When an employee is injured on the job, and that injury is compensable under workers' compensation coverage, they may receive workers' compensation benefits for medical costs and disability compensation as provided by law (if the employee is out of work more than 7 working days for said injury). The employee must choose from a medical panel of three general practitioners (as established by the Board of Education in Policy 3.602) when receiving care from an on-the-job injury. For medical expenses to be paid by workers' compensation, the employee must see a doctor on this panel, and may not go to their own doctor. Any specialized treatment of injuries must be administered by practitioners or specialists upon referral by the medical panel. The use of sick leave, for the first seven days of disability will be reinstated to the employee's account upon exceeding the 7th day of disability.

When employees are being compensated under workers' compensation benefits, service credit is **not** applied to the employee's retirement account with Tennessee Consolidated Retirement System or to the employee's service credit for teaching experience with the State Department of Education Office of Local Disbursements. For the employee to maintain group medical/dental insurance the employee must make insurance premium payments directly to the finance department. Salaried employees who are off from work on workers compensation will have their regular pay adjusted for actual days worked.

The Board of Education reserves the right to request a doctor's certificate from any employee who is returning to work following a work-related accident or illness. Employees who are returning to work must have written clearance from their treating physician to perform the essential functions of their current job.

The doctor's certificate must allow:

1. to determine if the individual meets the ADA definition of "individual with a disability," if an accommodation has been requested;
2. to determine if the person can perform the essential functions of the job currently held, (or held before the injury or illness), with or without reasonable accommodation, and without posing a "direct threat" to health or safety that cannot be reduced or eliminated by reasonable accommodation;
3. and, to identify an effective accommodation that would enable the person to perform the essential job functions in the current (previous) job, or in a vacant job for which the person is qualified (with or without accommodation).

TENNESSEE WORKERS' COMPENSATION INSURANCE

POSTING NOTICE

How to Report Work-Related Injuries

What should be done 1/ injured at work?

Employee

1. Immediately **report the injury** to the employer representative named below.
2. **Select a treating physician** from a panel provided by your employer.
3. If you have questions or problems, contact the employer representative or the Bureau of Workers' Compensation.

Employer

1. Complete your company's internal "Workplace Injury form" and **notify your workers' compensation insurance company** immediately, even if you have concerns about the validity of the claim.
2. **Offer a panel of physicians** to the employee via Form C-42 available on the Bureau's website. In *cases of emergency, call on ambulance and provide this form as soon as the in;ured employee has sto/Jilized*

Printed name and title of the employer representative to be notified in the event of a work-related injury:

Employer representative: City of Johnson City- Dept. of Risk Management

Amy Sanders, Claims Manager - Ph. 423-434-6006; Fax 423-232-7145

Whitney Isaacs, Risk Mgmt. Coordinator - Ph. 423-434-6006; Fax 423-232-7145

Risk Management Dept. - Ph. 423-434-6006; Fax 423-232-7145

Address of employer representative to notify in event of a work-related injury:

City of Johnson City, Dept. of Risk Mgmt., 601 E. Main St., Johnson City, TN 37601

The Tennessee Bureau of Workers' Compensation is available to help both employees and employers.

IP.\'C
Bureau otWORKERS' COMPENSATION

220 French Landing Dr. 1-B
Nashville, TN 37243-2667
800-332-2667
615-532-4812 *TTD: 800-332-2257*
tn.govlworkerscomp

Workers' Compensation law requires this notice to be posted in a conspicuous place at the work site at all times.

(REV. 4/18) •@Authorization No. 337545 RDA 10183

You Have a Right to a Safe and Healthful Workplace.

IT'S THE LAW!

- You have the right to notify your employer or TOSHA about workplace hazards. You may ask TOSHA to keep your name confidential.
- You have the right to request a TOSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in the inspection.
- You can file a complaint with TOSHA within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the TOSHA Act or the Tennessee Hazardous Chemical Right-to-Know Act.
- You have a right to see TOSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have rights under the Tennessee Right to Know Law concerning hazardous chemicals in your work area. Your employer must provide training about health effects, protective measures, safe handling procedures, as well as information on interpreting labels and safety data sheets (SDS). You must be provided access to the safety data sheets and the workplace chemical list.
- You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.



The **Tennessee Occupational Safety and Health Act of 1972**, T.C.A. §§ 50-3-101 et seq., assures safe and healthful working conditions for working men and women throughout the state. The Department of Labor and Workforce Development, Division of Occupational Safety and Health (TOSHA) has the primary responsibility for administering the TOSHA Act. The rights listed here may vary depending on the particular circumstances. To file a complaint, report an emergency or seek TOSHA advice, assistance or information, call 800-249-8510 or your nearest TOSHA office. • Chattanooga (423) 634-6424 • Jackson (731) 423-5640 • Kingsport (423) 224-2042 • Knoxville (865) 594-6180 • Memphis (901) 543-7259 • Nashville (615) 741-2793. To file a complaint online or obtain information on Federal OSHA and other state programs, visit OSHA's website at www.osha.gov. For additional information on TOSHA visit www. http://tn.gov/workforce/section/tosha.

(REV. 3/16)

Authorization No. 337330

JOHNSON CITY
TENNESSEE

RISK MANAGEMENT
City of Johnson City, TN
601 E. Main Street
P.O. BOX 2150, Johnson City, TN 37601
423.434.6006 o. | 423.232.7145 f.

EMPLOYEE'S GUIDE TO REPORTING WORK-RELATED INJURIES (WORKERS' COMPENSATION)

Reporting Procedures:

1. Injured employee shall contact supervisor immediately upon occurrence.
2. Complete the **TDOL Employer's First Report of Work Injury or Illness** (available online at jcschools.org/departments/finance-retirement/employee-forms; select "Worker's Compensation".)
3. **Employee** should ***personally deliver*** the completed injury report form to the Risk Management Department. The employee will be counseled regarding their workers' compensation benefits and approved medical providers, and will complete workers compensation forms. This process requires approx. 15 minutes.

   **If employee opts to receive medical treatment, treatment with an authorized treating physician will be arranged; same-day treatment is typically available.*

EMERGENCY: Employee should immediately seek treatment at the nearest medical facility. Reporting procedures should then be followed as soon as reasonably possible following treatment. Supervisor should immediately notify the Risk Management Department of the event.

Evening/weekend/holiday injuries: Should be reported to Risk Management on the next business day (Monday–Friday, 8:00 a.m.–5:00 p.m.).

JCS employees should contact Johnson City Risk Management at 423-434-6006 for approved medical treatment providers, unless there is an emergency. *If a non-approved facility or physician is used, the employee may be responsible for payment*

* If referral to a medical specialist is required, Risk Management will provide a panel of approved physicians in a particular area of expertise.

FOR ADDITIONAL INFORMATION REGARDING THE CITY'S WORKERS' COMPENSATION PROGRAM, CONTACT RISK MANAGEMENT
PHONE: 423-434-6006 / FAX: 423-232-7145

RISK MANAGEMENT CONTACT INFO.

Risk Mgmt. Main Line: 423-434-6006

Whitney Isaacs, Risk Management Coordinator	(423) 434-6006	wisaacs@johnsoncitytn.org
Amy Sanders, Claims Manager	(423) 434-6006	asanders@johnsoncitytn.org
Kim Shepard, Organizational Risk Manager	(423) 434-6013 Cell (423) 930-6792	kshepard@johnsoncitytn.org
Risk Management - Fax	(423) 232-7145	RiskManagement@johnsoncitytn.org

APPENDIX D

SICK LEAVE BANK

November 14, 2025– November 13, 2028

SICK LEAVE BANK HIGHLIGHTS

According to state law, a sick bank may be established by any local school system.

Only one bank is allowed per system.

Only certified personnel are eligible under the provisions of the law.

Twenty (20) certified employees must petition to form a sick leave bank.

The Board of Education must approve the establishment of a sick leave bank.

The Board of Education and the employee organization select the trustees.

The trustees will notify all teachers that they are eligible to participate.

Teachers may sign up during the months of August, September, and October.

An initial donation of three (3) days is required.

A member's personal and sick leave must be exhausted before they will be granted days.

Members may withdraw, resulting in the loss of all days contributed.

Johnson City Schools
P.O. Box 1517
Johnson City, TN 37605

JOHNSON CITY SCHOOLS
JOHNSON CITY, TENNESSEE



SICK LEAVE BANK APPLICATION

Johnson City Schools
P.O. Box 1517
Johnson City, TN 37605

Johnson City Schools
Sick Leave Bank

A Sick Leave Bank is an entity which provides for the sharing of sick leave days among the certified participants according to regulations established by the Board of Trustees of the Sick Leave Bank.

All certified employees participating in the Johnson City Schools Sick Leave Bank will be subject to the provisions and guidelines established by the Board of Trustees of the Johnson City Schools Sick Leave Bank as well as to the regulations listed in the Tennessee Code Annotated (TCA), Items 49-5-801 through 49-5-810.

Eligibility requirements are identified in TCA 49-5-710.

The Board of Trustees of the Johnson City Schools Sick Leave Bank has established the following guidelines to govern the functions of the Sick Leave Bank:

1. A minimum of twenty (20) participants are required to establish the bank.
2. to be eligible to request days from the bank, a participant must have
   - exhausted personal sick leave days, and
   - exhausted all personal days.
3. Participants may request days from the bank in units up to twenty (20) days. However, participants requesting days from the bank for an illness/injury which existed at the time of sign-up may request days in units up to ten (10) days.
4. Participants requesting days from the bank are required to submit a medical doctor's statement to verify their condition. The Board of Trustees may require a second opinion.
5. Participants requesting days from the bank must provide a minimum of ten (10) days advance notice, although exceptions may be made in emergency situations.
6. No "retroactive" days may be requested from the bank.
7. Days not used will be returned to the bank.
8. Trustee meetings will be called by the chair of the Board of trustees of the Johnson City Schools Sick Leave Bank.



Johnson City Schools
Application for Participating in the Johnson City Schools Sick Leave Bank



I hereby request membership in the Johnson City Schools Sick Leave Bank based upon the following conditions:

1. I agree that an initial contribution from my accumulated sick leave of three (3) sick leave days be deposited in the Johnson City Schools Sick Leave Bank.

2. I agree that the trustees of the Johnson City Schools Sick Leave Bank may assess additional sick leave days from my personal sick leave accumulations

   - *When the balance in the bank drops below twenty (20) days.*
   - *When the balance in the bank drops below one (1) day per member.*
   - *When the trustees deem it advisable to make additional assessments.*

   Failure to honor such assessments will result in termination of membership.

3. I agree that after my personal sick leave and personal leave are exhausted, I will have an opportunity to request sick days from the Sick Leave Bank subject to

   - *the rules and regulations established for operating the bank, and*
   - *Tennessee state law, Tennessee Code Annotated (TCA) 49-5-801 through TCA 49-5-810.*

4. I understand that I have the right to withdraw any membership with forfeiture of all sick leave days contributed if I request by June 30 of any year that my withdrawal be effective for the ensuing year.

5. I understand that my membership in the Johnson City Schools Sick Leave Bank will

   - *cease upon my retirement,*
   - *cease upon termination of my employment from the Johnson City Schools, or*
   - *cease during periods of my approved leave – with exception of personal illness and disability leave.*

Signature of Applicant:_____

Last Four of SSN:_____Date:_____

SICK LEAVE BANK

APPLICATION FOR USE OF SICK LEAVE

Applicant Section

Name_____ Date of Application_____

Last four of SSN_____ School_____

*Number of days requested_____ (Any not used will be returned to sick leave bank)

Sick Leave to be used beginning _____ through _____

(Date) (Date)

Yes ☐ No ☐ Did present illness/injury exist prior to membership in the Sick Leave Bank?

Justification for request: (Please attach required doctor's statement to this form.)

_____

_____

_____

Signature of Applicant

"Limitation of 10 days for illness/injury existing before membership in sick leave bank and 20 days for all other illnesses or injuries. No retroactive days will be granted.

For Central Office Use Only

Date of Receipt by Finance/Payroll Office _____

Yes	No	
☐	☐	Applicant has used all available sick leave/ If no. how many days remaining? _____
☐	☐	Applicant has used all available personal leave/If no. how many days remaining? _____
☐	☐	Second medical opinion requested
☐	☐	Second medical opinion received

Date applicant was hired _____Date applicant joined sick leave bank _____

Number of days left in sick leave bank _____

Number of employees belonging to sick leave bank _____

_____ _____

Signature of Payroll Technician Date

Sick Leave Bank Trustees' Action

Date of Board of Trustees Action_____

Request Granted ☐ Number of Sick Days Approved _____

Request Denied ☐ Reason for denial _____

_____

Chairman of Board of Trustees Signature _____

NAME: (Last) (First) (M.I.)

Last four of SSN _____

Form Revised 5/14/2025

APPENDIX E

CERTIFIED SALARY SCHEDULES

July 1, 2026-June 30, 2027

JOHNSON CITY SCHOOLS
2026-2027
10 MONTH TEACHER

YEARS	BA	MA	MA+30	EDS	EDD
0	$53,841	$58,679	$60,719	$63,779	$66,839
1	$54,883	$59,814	$61,854	$64,914	$67,974
2	$55,944	$60,971	$63,011	$66,071	$69,131
3	$57,027	$62,151	$64,191	$67,251	$70,311
4	$58,130	$63,354	$65,394	$68,454	$71,514
5	$59,255	$64,580	$66,620	$69,680	$72,740
6	$60,402	$65,829	$67,869	$70,929	$73,989
7	$61,571	$67,103	$69,143	$72,203	$75,263
8	$62,762	$68,402	$70,442	$73,502	$76,562
9	$63,977	$69,725	$71,765	$74,825	$77,885
10	$65,214	$71,074	$73,114	$76,174	$79,234
11	$66,476	$72,450	$74,490	$77,550	$80,610
12	$67,763	$73,852	$75,892	$78,952	$82,012
13	$69,074	$75,281	$77,321	$80,381	$83,441
14	$70,410	$76,737	$78,777	$81,837	$84,897
15	$71,819	$78,272	$80,312	$83,372	$86,432
16	$73,255	$79,837	$81,877	$84,937	$87,997
17	$74,720	$81,434	$83,474	$86,534	$89,594
18	$74,720	$81,434	$83,474	$86,534	$89,594
19	$74,720	$81,434	$83,474	$86,534	$89,594
20	$75,542	$82,330	$84,370	$87,430	$90,490
21	$75,542	$82,330	$84,370	$87,430	$90,490
22	$75,542	$82,330	$84,370	$87,430	$90,490
23	$76,298	$83,153	$85,193	$88,253	$91,313
24	$76,298	$83,153	$85,193	$88,253	$91,313
25	$77,060	$83,985	$86,025	$89,085	$92,145
26	$77,060	$83,985	$86,025	$89,085	$92,145
27	$77,060	$83,985	$86,025	$89,085	$92,145
28	$77,060	$83,985	$86,025	$89,085	$92,145
29	$77,060	$83,985	$86,025	$89,085	$92,145
30	$77,060	$83,985	$86,025	$89,085	$92,145

JOHNSON CITY SCHOOLS
2026-2027 *Hired Prior to 7-1-25
10 MONTH TEACHER

YEARS	BA	MA	MA+30	EDS	EDD
0	$52,560	$57,285	$59,069	$60,968	$64,608
1	$53,664	$58,488	$60,368	$62,310	$66,031
2	$54,791	$59,716	$61,696	$63,679	$67,482
3	$55,941	$60,970	$63,054	$65,078	$68,966
4	$57,116	$62,250	$64,441	$66,510	$70,485
5	$58,316	$63,557	$65,860	$67,974	$72,034
6	$59,540	$64,892	$67,308	$69,470	$73,619
7	$60,791	$66,255	$68,790	$71,000	$75,237
8	$62,067	$67,646	$70,303	$72,560	$76,894
9	$63,371	$69,067	$71,849	$74,156	$78,585
10	$64,701	$70,517	$73,431	$75,788	$80,314
11	$66,060	$71,998	$75,045	$77,457	$82,081
12	$67,447	$73,510	$76,697	$79,160	$83,884
13	$68,864	$75,054	$78,384	$80,901	$85,732
14	$70,310	$76,630	$80,107	$82,681	$87,619
15	$71,786	$78,239	$81,871	$84,500	$89,546
16	$73,222	$79,804	$83,671	$86,359	$91,515
17	$74,687	$81,400	$85,512	$88,258	$93,529
18	$74,687	$81,400	$85,512	$88,258	$93,529
19	$74,687	$81,400	$85,512	$88,258	$93,529
20	$75,508	$82,295	$86,453	$89,229	$94,558
21	$75,508	$82,295	$86,453	$89,229	$94,558
22	$75,508	$82,295	$86,453	$89,229	$94,558
23	$76,263	$83,118	$87,318	$90,121	$95,503
24	$76,263	$83,118	$87,318	$90,121	$95,503
25	$77,026	$83,949	$88,191	$91,022	$96,458
26	$77,026	$83,949	$88,191	$91,022	$96,458
27	$77,026	$83,949	$88,191	$91,022	$96,458
28	$77,026	$83,949	$88,191	$91,022	$96,458
29	$77,026	$83,949	$88,191	$91,022	$96,458
30	$77,026	$83,949	$88,191	$91,022	$96,458

JOHNSON CITY SCHOOLS
2026-2027
11 MONTH TEACHER

YEARS	BA	MA	MA+30	EDS	EDD
0	$59,225	$64,546	$66,586	$69,646	$72,706
1	$60,371	$65,795	$67,835	$70,895	$73,955
2	$61,539	$67,069	$69,109	$72,169	$75,229
3	$62,730	$68,366	$70,406	$73,466	$76,526
4	$63,944	$69,689	$71,729	$74,789	$77,849
5	$65,181	$71,038	$73,078	$76,138	$79,198
6	$66,442	$72,412	$74,452	$77,512	$80,572
7	$67,728	$73,813	$75,853	$78,913	$81,973
8	$69,038	$75,242	$77,282	$80,342	$83,402
9	$70,374	$76,698	$78,738	$81,798	$84,858
10	$71,736	$78,182	$80,222	$83,282	$86,342
11	$73,124	$79,695	$81,735	$84,795	$87,855
12	$74,539	$81,237	$83,277	$86,337	$89,397
13	$75,981	$82,809	$84,849	$87,909	$90,969
14	$77,452	$84,411	$86,451	$89,511	$92,571
15	$79,001	$86,099	$88,139	$91,199	$94,259
16	$80,581	$87,821	$89,861	$92,921	$95,981
17	$82,192	$89,578	$91,618	$94,678	$97,738
18	$82,192	$89,578	$91,618	$94,678	$97,738
19	$82,192	$89,578	$91,618	$94,678	$97,738
20	$83,096	$90,563	$92,603	$95,663	$98,723
21	$83,096	$90,563	$92,603	$95,663	$98,723
22	$83,096	$90,563	$92,603	$95,663	$98,723
23	$83,927	$91,469	$93,509	$96,569	$99,629
24	$83,927	$91,469	$93,509	$96,569	$99,629
25	$84,767	$92,383	$94,423	$97,483	$100,543
26	$84,767	$92,383	$94,423	$97,483	$100,543
27	$84,767	$92,383	$94,423	$97,483	$100,543
28	$84,767	$92,383	$94,423	$97,483	$100,543
29	$84,767	$92,383	$94,423	$97,483	$100,543
30	$84,767	$92,383	$94,423	$97,483	$100,543

JOHNSON CITY SCHOOLS
2026-2027 *Hired Prior to 7-1-25
11 MONTH TEACHER

YEARS	BA	MA	MA+30	EDS	EDD
0	$57,816	$63,013	$64,974	$67,062	$71,067
1	$59,030	$64,336	$66,403	$68,538	$72,629
2	$60,270	$65,687	$67,867	$70,045	$74,227
3	$61,535	$67,067	$69,359	$71,586	$75,860
4	$62,828	$68,475	$70,884	$73,160	$77,529
5	$64,147	$69,913	$72,444	$74,771	$79,235
6	$65,494	$71,381	$74,035	$76,416	$80,978
7	$66,870	$72,880	$75,666	$78,097	$82,760
8	$68,274	$74,411	$77,331	$79,813	$84,580
9	$69,708	$75,973	$79,032	$81,570	$86,440
10	$71,171	$77,569	$80,771	$83,364	$88,344
11	$72,666	$79,198	$82,548	$85,199	$90,287
12	$74,192	$80,861	$84,365	$87,073	$92,272
13	$75,750	$82,559	$86,220	$88,989	$94,303
14	$77,341	$84,293	$88,115	$90,947	$96,378
15	$78,965	$86,063	$90,055	$92,948	$98,498
16	$80,544	$87,784	$92,035	$94,993	$100,666
17	$82,155	$89,540	$94,061	$97,083	$102,879
18	$82,155	$89,540	$94,061	$97,083	$102,879
19	$82,155	$89,540	$94,061	$97,083	$102,879
20	$83,059	$90,525	$95,096	$98,151	$104,011
21	$83,059	$90,525	$95,096	$98,151	$104,011
22	$83,059	$90,525	$95,096	$98,151	$104,011
23	$83,889	$91,430	$96,047	$99,133	$105,051
24	$83,889	$91,430	$96,047	$99,133	$105,051
25	$84,728	$92,344	$97,007	$100,124	$106,101
26	$84,728	$92,344	$97,007	$100,124	$106,101
27	$84,728	$92,344	$97,007	$100,124	$106,101
28	$84,728	$92,344	$97,007	$100,124	$106,101
29	$84,728	$92,344	$97,007	$100,124	$106,101
30	$84,728	$92,344	$97,007	$100,124	$106,101

JOHNSON CITY SCHOOLS
2026-2027
12 MONTH TEACHER

YEARS	BA	MA	MA+30	EDS	EDD
0	$64,609	$70,414	$72,454	$75,514	$78,574
1	$65,859	$71,777	$73,817	$76,877	$79,937
2	$67,133	$73,166	$75,206	$78,266	$81,326
3	$68,432	$74,581	$76,621	$79,681	$82,741
4	$69,757	$76,025	$78,065	$81,125	$84,185
5	$71,106	$77,496	$79,536	$82,596	$85,656
6	$72,482	$78,995	$81,035	$84,095	$87,155
7	$73,885	$80,524	$82,564	$85,624	$88,684
8	$75,314	$82,082	$84,122	$87,182	$90,242
9	$76,772	$83,670	$85,710	$88,770	$91,830
10	$78,257	$85,289	$87,329	$90,389	$93,449
11	$79,772	$86,940	$88,980	$92,040	$95,100
12	$81,315	$88,622	$90,662	$93,722	$96,782
13	$82,889	$90,337	$92,377	$95,437	$98,497
14	$84,493	$92,085	$94,125	$97,185	$100,245
15	$86,182	$93,926	$95,966	$99,026	$102,086
16	$87,906	$95,805	$97,845	$100,905	$103,965
17	$89,664	$97,721	$99,761	$102,821	$105,881
18	$89,664	$97,721	$99,761	$102,821	$105,881
19	$89,664	$97,721	$99,761	$102,821	$105,881
20	$90,650	$98,796	$100,836	$103,896	$106,956
21	$90,650	$98,796	$100,836	$103,896	$106,956
22	$90,650	$98,796	$100,836	$103,896	$106,956
23	$91,557	$99,784	$101,824	$104,884	$107,944
24	$91,557	$99,784	$101,824	$104,884	$107,944
25	$92,473	$100,782	$102,822	$105,882	$108,942
26	$92,473	$100,782	$102,822	$105,882	$108,942
27	$92,473	$100,782	$102,822	$105,882	$108,942
28	$92,473	$100,782	$102,822	$105,882	$108,942
29	$92,473	$100,782	$102,822	$105,882	$108,942
30	$92,473	$100,782	$102,822	$105,882	$108,942

JOHNSON CITY SCHOOLS
2026-2027 *Hired Prior to 7-1-25
12 MONTH TEACHER

YEARS	BA	MA	MA+30	EDS	EDD
0	$63,072	$68,741	$70,882	$73,158	$77,527
1	$64,397	$70,185	$72,441	$74,769	$79,231
2	$65,749	$71,659	$74,033	$76,413	$80,975
3	$67,130	$73,164	$75,664	$78,094	$82,756
4	$68,539	$74,700	$77,329	$79,810	$84,577
5	$69,979	$76,269	$79,030	$81,567	$86,438
6	$71,448	$77,871	$80,769	$83,362	$88,340
7	$72,949	$79,506	$82,544	$85,197	$90,282
8	$74,481	$81,175	$84,361	$87,071	$92,269
9	$76,045	$82,880	$86,217	$88,987	$94,300
10	$77,642	$84,621	$88,113	$90,944	$96,374
11	$79,272	$86,398	$90,052	$92,944	$98,494
12	$80,937	$88,212	$92,032	$94,989	$100,662
13	$82,636	$90,064	$94,057	$97,079	$102,876
14	$84,372	$91,956	$96,128	$99,214	$105,138
15	$86,144	$93,887	$98,242	$101,397	$107,452
16	$87,866	$95,765	$100,404	$103,627	$109,816
17	$89,624	$97,680	$102,612	$105,908	$112,233
18	$89,624	$97,680	$102,612	$105,908	$112,233
19	$89,624	$97,680	$102,612	$105,908	$112,233
20	$90,610	$98,754	$103,741	$107,073	$113,467
21	$90,610	$98,754	$103,741	$107,073	$113,467
22	$90,610	$98,754	$103,741	$107,073	$113,467
23	$91,516	$99,742	$104,778	$108,144	$114,602
24	$91,516	$99,742	$104,778	$108,144	$114,602
25	$92,431	$100,739	$105,826	$109,225	$115,748
26	$92,431	$100,739	$105,826	$109,225	$115,748
27	$92,431	$100,739	$105,826	$109,225	$115,748
28	$92,431	$100,739	$105,826	$109,225	$115,748
29	$92,431	$100,739	$105,826	$109,225	$115,748
30	$92,431	$100,739	$105,826	$109,225	$115,748

EXHIBIT 1

Differentiated Pay Plan

TN Department of Education

Johnson City
2025-26 Differentiated Pay Plan

Hard-to-Staff	☒
Instructional Roles	☒
Performance	☐
Alternative Salary Schedule	☐

Hard to Staff (School, Subject, or Placement)	
Description	If no qualified teacher responds to a second posting or newspaper advertisement the position will be reposted and advertised in local and regional newspapers, at colleges and universities and on statewide websites, a $3,000 signing bonus will be offered, to be paid in 2 lump sum amounts during the sign-on year. **Priority Areas: K-4 (**Special Education**), 5-8 (**Special Education**), 9-12 (**Math, Special Education**)**
Eligibility Criteria	Certified in content/grade area Current teachers New hires
Compensation Type and Size	**Compensation Type:** Bonus **Bonus Type:** Signing/Recruitment **Compensation Amount:** $3,000
Reach	1
Estimated Cost	$3,500
Instructional Roles or Responsibilities	
Description	1. The System will provide a stipend for teachers who mentor new teachers in the Johnson City School System. 2. Johnson City Technology Leaders are selected through a rigorous interview process. They receive intensive professional development and serve as trainers, resource providers and co-teachers for all teachers at their respective schools. They help fulfill the Board of Education's vision for our digital learning initiatives. 3. Curriculum Council members are selected by principals to attend monthly meetings during which they receive timely and pertinent information relevant to curriculum and instruction. They then return to the school level and share this information with fellow teachers. **Number of Unique Roles:** 3
Eligibility Criteria	Individual TVAAS Certified in content/grade area Years of experience 1. Only teachers with experience in the Johnson City system will be paid as mentors. 2. Teachers have to fill out a written application for the Technology Teacher Leader Role and go through an interview process. 3. Curriculum Council members are selected at the school level.
Compensation Type and Size	1. An annual payment of up to $750 stipend for the first teacher mentored (25 hours of mentoring), with an additional $100 for additional teachers mentored.

	2. $750 per teacher leader service after the first year. Teachers on the Steering Committee to plan out training for the year receive an additional $750. The Lead Teacher Leader at each school site receives an additional $500 stipend. 3. $30 per hour for attending monthly meetings.
Reach	125
Estimated Cost	$131,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are paid on a scale which is based on their degree. Advanced degrees included Master's, Mater's +30, EDS, and EDD.

Other

Each teacher will receive a $500 bonus upon receipt of National Board Certification if certification is achieved while hte teacher is employed by Johnson City Schools. Each teacher with National Board Certification will receive an annual stipend of $2,000.

APPENDIX F

Insurance Rates

2026 Employee Rates - State of TN Health Insurance

	Employee Per Check 24 Checks per Year		Employee Per Check 20 Checks per Year	
	BCBST Network S and CIGNA LocalPlus	BCBST Network P and CIGNA Open Access	BCBST Network S and CIGNA LocalPlus	BCBST Network P and CIGNA Open Access
Premier PPO				
Employee Only	118.95	132.45	142.74	158.94
Employee + Children	196.05	211.05	235.26	253.26
Employee + Spouse	267.45	294.45	320.94	353.34
Family	309.00	336.00	370.80	403.20
Family w/Both working for JCS	253.00	276.00	303.80	331.20
Standard PPO				
Employee Only	110.40	123.90	132.48	148.68
Employee + Children	182.10	197.10	218.52	236.52
Employee + Spouse	248.40	275.40	298.08	330.48
Family	287.10	314.10	344.52	376.92
Family w/Both working for JCS	232.10	258.10	282.52	309.92
Limited PPO				
Employee Only	104.25	117.75	125.10	141.30
Employee + Children	171.90	186.90	206.28	224.28
Employee + Spouse	234.75	261.75	281.70	314.10
Family	271.05	298.05	325.26	357.66
Family w/Both working for JCS	222.05	245.05	274.26	293.66
Local CDHP/HAS				
Employee Only	91.05	104.55	109.26	125.46
Employee + Children	150.15	165.15	180.18	198.18
Employee + Spouse	204.75	231.75	245.70	278.10
Family	236.70	263.70	284.04	316.44
Family w/Both working for JCS	193.70	216.70	233.04	260.44

Johnson City Board of Education Special Meeting

October 12, 2026

The Johnson City Board of Education met in regular session on October 12, 2026, at 5:00 PM in the Board Room at the Central Office.

Attendance Taken at 5:00 PM.

Dr. Ginger Carter:	Present
Mr. Tom Hager:	Present
Mrs. Kathy Hall:	Present
Mr. Jonathan Kinnick:	Present
Mrs. Celia Martin:	Present
Mr. Rick Smith:	Present
Mrs. Paula Treece:	Present

Present: 7.

1. **CALL TO ORDER AND PURPOSE OF MEETING**
   A. The Board will meet with and seek advice from counsel.
- Pursuant to and in compliance with Tennessee common law, the Board met in closed session.

2. **ADJOURNMENT**
- 5:47 PM

_____ _____

Chairman Board Secretary

Johnson City Board of Education Regular Meeting

October 12, 2026

The Johnson City Board of Education met in regular session on October 12, 2026, at 6:00 PM in the Board Room at the Central Office.

Attendance Taken at 6:09 PM.

Dr. Ginger Carter:	Present
Mr. Tom Hager:	Present
Mrs. Kathy Hall:	Present
Mr. Jonathan Kinnick:	Present
Mrs. Celia Martin:	Present
Mr. Rick Smith:	Present
Mrs. Paula Treece:	Present

Present: 7.

- Student Board Representatives, Ms. Hannah Ellington and Ms. Beatrice Pugh attended.

1. **CALL TO ORDER AND OPENING**
   - A. Call to Order and Welcome
   - B. Moment of Silence
   - C. Pledge of allegiance to the flag
   - D. Opening
   - E. Art work on display
   - F. Update on Mountain View
     - Students under the direction of Ms. Christy Holley performed a “Hawaiian Roller Coaster Ride” from Lilo and Stitch.
     - Dr. Chelsea Lee noted their commitment to the three A's: academics, attendance, and attitude. In addition, the Fab Five core values were also introduced this year; Building community, demonstrating kindness, remaining respectful, and staying safe.
     - Dr. Lee also highlighted Grace Fellowship, a partner with Mountain View for over two decades. Through combined funding from the Board of Education and a generous donation from Grace Fellowship. Four new playground units will be purchased for students.

2. **RECOGNITIONS**

- New Junior Student Board Member:
    - Beatrice Pugh
- Science Hill School Record Rushing Yards in a Game:
    - Kiantai Harris
- National Merit Commended Students:
    - Henry Bolton
    - Woon Liew
    - Elena Pieski
- National Merit Semifinalists:
    - Sean Bushell
    - Sunny Li
    - Allie O'Neal
    - Arnav Patel
    - Ashini Patel

3. **ADOPTION OF AGENDA**

- Motion to adopt the agenda. With a motion by Mrs. Kathy Hall and a second by Mr. Jonathan Kinnick, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	YES
Mr. Rick Smith:	YES
Mrs. Paula Treece:	YES

YES: 7, NO: 0

4. **PUBLIC COMMENTS**

A. Zachery Winegar, Book Review

- Zachery Winegar submitted a request to speak to the Board, but did not attend the Board Meeting.

B. The Reverend Justin Hoss,10 commandments

5. **REPORTS FROM SUPERINTENDENT AND STAFF**

A. Building Projects Update

- Building Projects Update as submitted by Mr. Brian Ross, City of Johnson City.
- Towne Acres Elementary - New school building and site improvements; Demolish existing school building.
    - In Progress: Masonry walls; Concrete floors; Door frames; Rough HVAC, Plumbing, Electrical; Partition wall framing
    - Upcoming: All of the above; Roof framing
    - Scheduled Completion: Phase 1 (New school) Jun 2027; Phase 2 (Demolition & Site improvements): Dec 2027
- Central Office - Secure vestibule renovation
    - Design review conducted 9/16/26
    - Design will proceed pending Owner decisions

- Mountain View & Indian Trail - Upgrade HVAC equipment, plus controls upgrades at various other locations
    - Kickoff meeting with contractor conducted 9/11
    - Controls upgrades (various locations) will begin mid-Oct
    - Equipment replacement (MVES & ITMS) will begin late Nov or early Dec
    - All work expected to be complete by Jul 2027
- Mountain View Elementary - Replace gutters
    - Preparing bid specifications, with input from roofing contractor consultant
- Market Street School - Replace roofing
    - Preparing bid specifications, with input from roofing contractor consultant

B. Financial Report - August 2026

- Motion to approve Financial Report - August 2026 as submitted by Ms. Leia Valley. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	YES
Mr. Rick Smith:	YES
Mrs. Paula Treece:	YES

YES: 7, NO: 0

C. Update on Sales Tax - PEP

D. TISA Accountability Report

- Motion to approve the TISA Accountability Report as submitted by Ms. Leia Valley. With a motion by Mrs. Paula Treece and a second by Mr. Jonathan Kinnick, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	YES
Mr. Rick Smith:	YES
Mrs. Paula Treece:	YES

YES: 7, NO: 0

E. JCS Update

- Dr. Erin Slater thanked the Maintenance Department, Members of the Food Service Department and Staff for the completion of the first phase of the Board Room renovations.
- Dr. Slater congratulated Mountain View on both academic achievement and chronic absenteeism.
- Dr. Slater congratulated Beatrice Pugh, selected as Junior Student Board Member.
- Dr. Slater noted that (TOSS) Tennessee Organization for School Superintendents presented the Annual "Friends of TOSS" award to Representative, Rebecca

Alexander.

6. **UNFINISHED BUSINESS**
7. **CONSENT AGENDA**

- Motion to approve the Consent Agenda. With a motion by Mr. Jonathan Kinnick and a second by Mrs. Paula Treece, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	YES
Mr. Rick Smith:	YES
Mrs. Paula Treece:	YES

YES: 7, NO: 0

A. Approval of Minutes
B. Request to write checks over $5,000
C. Overnight Field Trip Requests
D. Overnight Field Trip Requests Spreadsheet
E. Proposed Fundraiser Activities
F. Amended and Restated State of Tennessee Deferred Compensation Plan II 401(k) Resolution and Participating Employer Agreement

8. **RECOMMENDATIONS FROM THE SUPERINTENDENT FOR ACTION**

A. Consider approval of Book Review and Reconsideration Recommendation

- Motion to approve Book Review and Reconsideration Recommendation. With a motion by Mr. Jonathan Kinnick and a second by Dr. Ginger Carter, the motion passed.

Dr. Ginger Carter:	YES
Mr. Tom Hager:	YES
Mrs. Kathy Hall:	YES
Mr. Jonathan Kinnick:	YES
Mrs. Celia Martin:	NO
Mr. Rick Smith:	YES
Mrs. Paula Treece:	YES

YES: 6, NO: 1

9. **NEW BUSINESS**

A. Legislative Update

- Mrs. Paula Treece noted the upcoming election dates:
  - Early voting for the Washington County Elections for November 3 is scheduled from October 14 - October 29
  - The General Election is scheduled for November 3rd.

B. Communications Update

- Recognitions
- Board Room Updates
- Towne Acres
- SHHS - Trunk or Treat Event

10. **INFORMATION ITEMS**
    A. BOE Calendar of Events
    B. Personnel Items
    C. Donations
11. **COMMITTEE REPORTS**
12. **BOARD UPDATES AND DISCUSSION**
13. **ADJOURNMENT**
    6:42 pm

_____ _____

Chairman Board Secretary

Board Approval to issueChecks over $5,000						
School:	From / Bookkeeper:	Date:	Check Amount:	Vendor:	Reason/Purpose:	BOE Meeting Approval Date:
Liberty Bell Middle School	Dr. Kelsey Walker/Heather Lonon	9/8/2026	$5,370.00	Shoot-A-Way	To purchase a basketball shooting machine	10/12/2026
South Side Elementary	Kelley K. Jones/Sydney Elliott	9/10/2026	$12,372.90	Johnson City Schools	August 2026 Educare Sweep	10/12/2026
Woodland Elementary	Dr. Christy Henegar/Brenda Tipton	9/21/2026	$15,034.00	Johnson City Schools	July 2026 Educare Sweep	10/12/2026
Woodland Elementary	Dr. Christy Henegar/Brenda Tipton	9/21/2026	$8,220.00	Johnson City Schools	August 2026 Educare Sweep	10/12/2026
Woodland Elementary	Dr. Christy Henegar/Brenda Tipton	9/21/2026	$5,586.00	Johnson City Schools	August 2026 Little Eagles Infants/Toddlers Sweep	10/12/2026
Woodland Elementary	Dr. Christy Henegar/Brenda Tipton	9/21/2026	$21,324.50	Johnson City Schools	August 2026 Little Eagles Pre-K Sweep	10/12/2026
Mountain View Elementary	Dr. Chelsea Lee/ Stacey Clemmer	09/21/2026	$13,627.70	Johnson City Schools	July and Sugust 2026 Educare Sweep	10/12/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	08/24/26	$6,000.00	Jeff Aldridge	So Jeff can go to the bank and get cash for the football game	10/12/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	08/27/26	$10,910.00	Johnson City Schools	August 2026 Educare Sweep	10/12/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	08/31/26	$6,000.00	Jeff Aldridge	So Jeff can go to the bank and get cash for the football game	10/12/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	09/10/26	$6,000.00	Jeff Aldridge	So Jeff can go to the bank and get cash for the football game	10/12/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	09/11/26	$15,430.75	Varsity Spirit Fashions	Cheer gear/sweat/warm ups/skorts/polos/bows etc	10/12/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	09/11/26	$6,422.40	Cart Nation LLC	W3 Golf cart for Athletics	10/12/2026
Cherokee Elementary	Dr. Cigarroa/ Danielle Bowling	9/23/2023	$5261.00+	Johnson City Schools	Educare Sweep	10/12/2026
Lake Ridge Elementary	Donna Lambert	9/2/2026	$9,400.00	Renaissance Learning	Accelerated Reading subscription	10/12/2026
Lake Ridge Elementary	Donna Lambert	9/23/2026	$53,370.80	Johnson City Schools	Educare/ECLC sweep	10/12/2026
Items above pulled for the October BOE Agenda						
Woodland Elementary	Dr. Christy Henegar/Brenda Titpon	9/25/2026	$6,576.00	Johnson City Schools	September 2026 Little Eagles Infants/Toddlers Sweep	11/2/2026
Woodland Elementary	Dr. Christy Henegar/Brenda Titpon	9/25/2026	$22,517.50	Johnson City Schools	September 2026 Little Eagles Pre-K Sweep	11/2/2026
Woodland Elementary	Dr. Christy Henegar/Brenda Titpon	9/25/2026	$11,096.00	Johnson City Schools	September 2026 Educare Sweep	11/2/2026
Towne Acres Elementary	Mr. Hutson/Hunter Tester	09/25/26	$14,780.27	Johnson City Schools	September 2026 Educare Sweep	11/2/2026
South Side Elementary	Kelley K. Jones/Sydney Elliott	09/28/26	$11,782.30	Johnson City Schools	September 2026 Educare Sweep	11/2/2026
Fairmont Elementary	Dr. Jodee Dotson/Beth Baldwin	09/29/26	$14,839.20	Johnson City Schools	September 2026 Educare Sweep	11/2/2026
Northside Elementary	Mr. Moore/Jenny Herron	10/14/26	$8,019.00	Johnson City Schools	September 2026 Educare Sweep	11/2/2026
Liberty Bell Middle School	Kelsey Walker/Heather Lonon	10/19/26	$12,500.00	Rocky Top Tours	8th grade trip to Dollywood on 5/26/27	11/2/2026
Liberty Bell Middle School	Kelsey Walker/Heather Lonon	10/19/26	$17,500.00	Dollywood	8th grade trip to Dollywood on 5/26/27	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	09/22/26	$6,000.00	Jeff Aldridge	So Jeff can go to the bank and get cash for the football game	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	09/30/26	$13,348.00	Johnson City Schools	September Educare Sweep	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	10/01/26	$6,000.00	Jeff Aldridge	So Jeff can go to the bank and get cash for the football game	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	10/05/26	$5,059.50	First Horizon	CTE Industry Credentials	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	10/05/26	$6,132.50	ACT	Industry Credentials for Students	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	10/15/26	$6,000.00	Jeff Aldridge	So Jeff can go to the bank and get cash for the football game	11/2/2026
Science Hill High School	Dr. Carmen Bryant/Dorothy Holmer	10/15/26	$5,372.20	Proquest LLC	Research database subscription Library	11/2/2026
Items above pulled for the November BOE Agenda						

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide.

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

GENERAL INFORMATION:

School: Indian Trail Teacher: Lee Whitson

Grade/Class/Club Participating Auditioned 7th/8th grade students

Destination First Baptist Church Chattanooga, TN

Purpose of Trip TN ACDA Honor Choir

Names of Chaperones Parents

Predicted chaperones / student ratio: 1/1

TRANSPORTATION INFORMATION

Number of students attending 7-14 Date of Trip April 1-3, 2027 Day(s) of Week rehearse + perform Fri-Sat.

Cost per child $75.00 Means of Transportation parent Transit confirmation —

Expected Time of Departure Friday 8am Expected time of return Saturday afternoon/ parent discretion

CURRICULUM

1. To what subject area of the curriculum does this trip relate? Fine Arts Choral Performance
2. What are pupils expected to gain from the trip? (Be specific) attached
3. What follow up activities will be used to evaluate and supplement the field trip? attached

APPROVAL

Teacher [signature] Date 10-12-26 Principal [signature] Date 10-13-26

Superintendent (If required) Dr. Erin Slater Date 10/23/2026

Nurse notified [signature] Date 10/13/26 Transit notified _____ Date _____

Cafeteria notified [signature] Date _____ Permission slips sent-Date _____

(RECEIVED ON 10/23/2026 - MB)

BOARD OF EDUCATION
Jonathan Kinnick, Chair Paula Treece, Vice Chair Rick Smith, Secretary
Dr. Ginger Carter Thomas Hager, Jr Kathy Hall Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200 Fax: (423) 218-4968
Dr. Erin Slater, Superintendent of Schools

Addendum
Field Trip Request Form 4.302
(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? 50%
Student pays $75 registration, hotel and food.
ITMS paid audition fee, membership and music cost.
Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? NO

Number of Eligible Students for Field Trip 14

Number of Student Attending the Field Trip 7-14

Number of Students Who Cannot Attend Due to Inability to Pay 0

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

Jonathan Kinnick, Chair Paula Treece, Vice Chair Rick Smith, Secretary
Dr. Ginger Carter Thomas Hager, Jr Kathy Hall Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

Team Member Johnson City Schools

2. What are pupils expected to gain from the trip?

Students will gain experience singing with other talented students from across the state. The repertoire is more rigorous that what we do on a daily basis in class. Students will learn leadership skills that they can apply upon returning to class.

3. What follow up activities will be used to evaluate and supplement the field trip?

Some of the music may be performed with the entire choir in future concerts at ITMS. Students who attend will share rehearsal techniques and best practices from the event with the class.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide.

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

GENERAL INFORMATION:

School: L.B.M.S. Teacher: Melissa Whitehead

Grade/Class/Club Participating 6-7-8 Softball team

Destination Warner Park in Chattanooga, Tn.

Purpose of Trip State tournament - Softball

Names of Chaperones Melissa Whitehead, Jannon Glaspie

Predicted chaperones / student ratio: 1:10

LODGING: HOTEL

TRANSPORTATION INFORMATION

Number of students attending 20 Max Date of Trip 5-18-27 5-19-27 Day(s) of Week Tues.-Wed.

Cost per child 0 Means of Transportation Activity Bus Transit confirmation —

Expected Time of Departure Dependent upon game times. Expected time of return Dependent upon game times.

CURRICULUM

1. To what subject area of the curriculum does this trip relate? Athletics
2. What are pupils expected to gain from the trip? (Be specific) Experience playing in the state tournament
3. What follow up activities will be used to evaluate and supplement the field trip?

APPROVAL

Teacher M. Whitehead Date 9-29-26 Principal [signature] Date 10/01/26

Superintendent (If required) [signature] Date 11/2/202

Nurse notified yes Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

(RECEIVED ON 10/1/2026 - MB)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Addendum
Field Trip Request Form 4.302
(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students?
Fundraising will be used to fund the trip.

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? Money Dolly

Number of Eligible Students for Field Trip
Max of 20

Number of Student Attending the Field Trip
Max of 20

Number of Students Who Cannot Attend Due to Inability to Pay
∅

*Schools will cover hotel cost.
*Softball boosters will cover meals.

(Overnight Field Trip Form updated on 12/5/2025)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

Team Member Schools

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide. Field Trips will **NOT** be approved for the following dates due to asynchronous testing: Oct 21, Dec 8, Apr 7, Apr 22

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

GENERAL INFORMATION:

School: JHHS Teacher: Susan Lambert

Grade/Class/Club Participating Orchestra

Destination Gatlinburg, TN

Event Jr Orchestra Clinic

Purpose of Trip Students auditioned for the honor

Lodging [redacted] - HOTEL Location: Gatlinburg, TN

Names of Chaperones Derek/Christine Shrelle/Mrs Sellers/Mrs Decker/

Predicted chaperones / student ratio: 4 student to 1 adult

TRANSPORTATION INFORMATION

Number of students attending 20 Date of Trip 2/4/27 Day(s) of Week Thursday-Saturday

Cost per child 0 Means of Transportation Charter Transit confirmation N/A

Expected Time of Departure 1 pm 2/4/27 Expected time of return 5pm 2/6/27

CURRICULUM

1. To what subject area of the curriculum does this trip relate? Orchestra
2. What are pupils expected to gain from the trip? (Be specific) Performance experience
3. What follow up activities will be used to evaluate and supplement the field trip? Survey

APPROVAL

Teacher Susan Lambert Date 9-26-26 Principal JHHS Date 10/1/27

Superintendent (If required) Dr. Erin Slater Date 11/2/2026

Nurse notified 9-29-26 Date 9-29-26 Transit notified N/A Date N/A

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

(RECEIVED ON 10/6/2026 - MB)

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Addendum
Field Trip Request Form 4.302
(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? Johnson City Schools Orchestra Guild Pays

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? N/A

Number of Eligible Students for Field Trip 20

Number of Student Attending the Field Trip 10

Number of Students Who Cannot Attend Due to Inability to Pay 0

Tri-Cities TN/VA

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide. Field Trips will **NOT** be approved for the following dates due to asynchronous testing: Oct 21, Dec 8, Apr 7, Apr 22

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

GENERAL INFORMATION:

School: JHHS Teacher: Susan Sanlust / Austin Belt

Grade/Class/Club Participating Orchestra

Destination Nashville / Opryland Convention Center

Event All State Orchestra

Purpose of Trip 9 Students auditioned for the honor

Lodging [redacted] Hotel Location: Nashville, TN

Names of Chaperones Susan Sanlust / Austin Belt / Carson Vermillion / Jen Oaks

Predicted chaperones / student ratio: 4 Student / 1 adult

TRANSPORTATION INFORMATION

Number of students attending 6 Date of Trip 1-13/1-16 Day(s) of Week Wednesday - Saturday

Cost per child $100.00 Means of Transportation Van Transit confirmation VAO

Expected Time of Departure 9am 1/13/27 Expected time of return 6pm 1/16/27

CURRICULUM

1. To what subject area of the curriculum does this trip relate? Orchestra
2. What are pupils expected to gain from the trip? (Be specific) Diploma of Distinction
3. What follow up activities will be used to evaluate and supplement the field trip? All State Performance

APPROVAL

Teacher Susan Sanlust Date 9/26/26 Principal [signature] Date 10/1/26

Superintendent (If required) Dr. Erin Slater Date 11/2/2026

Nurse notified ✓ Date 9-27-26 Transit notified NA Date NA

Cafeteria notified ____ Date ____ Permission slips sent-Date ____

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

(RECEIVED ON 10/6/2026 - MB)

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Addendum
Field Trip Request Form 4.302
(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? 0 Johnson City Orchestra Guild pays for the event

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? NA

Number of Eligible Students for Field Trip 6-8

Number of Student Attending the Field Trip 6-8

Number of Students Who Cannot Attend Due to Inability to Pay 0

Tri-Cities TN/VA

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide. Field Trips will **NOT** be approved for the following dates due to asynchronous testing: Oct 21, Dec 8, Apr 7, Apr 22

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

GENERAL INFORMATION:

School: JHHS Teacher: Susan Sanbust / Christen Ball

Grade/Class/Club Participating Orchestra

Destination Williamsburg VA

Event National Competition

Purpose of Trip National Competition

Lodging [redacted]HOTEL Location: Williamsburg, VA

Names of Chaperones Duch / Christine Linell / Mrs Latham / Mrs Gilleard

Predicted chaperones / student ratio: 8 students - 1 chaperone Ms. Madson Mrs & Mr. Kirkpatrick

TRANSPORTATION INFORMATION

Number of students attending 30 Date of Trip 4/16/27 Day(s) of Week Thurs - Sunday

Cost per child 450.00 Means of Transportation Charter Transit confirmation NA

Expected Time of Departure 6:30 Am 4/15/27 Expected time of return 3pm 4/18/27

CURRICULUM

1. To what subject area of the curriculum does this trip relate? Orchestra
2. What are pupils expected to gain from the trip? (Be specific) competition experience
3. What follow up activities will be used to evaluate and supplement the field trip? listen to judges comments

APPROVAL

Teacher Susan Sanbust Date 9-26-26 Principal [signature] Date 10/1/26

Superintendent (If required) Dr. Erin Slater Date 11/2/2026

Nurse notified 9-29-26 Date ✓ Transit notified NA Date NA

Cafeteria notified _____ Date _____ Permission slips sent-Date 9-15-26

Tri-Cities TN/VA

BOARD OF EDUCATION
(RECEIVED ON 10/6/2026 - MB)
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Addendum
Field Trip Request Form 4.302
(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? 90%
Johnson City Schools Orchestra Guild paid $7000. for bus cost

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? yes / Donut Sales

Number of Eligible Students for Field Trip 117

Number of Student Attending the Field Trip 80

Number of Students Who Cannot Attend Due to Inability to Pay 0
Johnson City Schools Orchestra Guild offer scholarships for students with financial difficulty.

Tri-Cities TN/VA

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Field Trip Request Form 4.302

In compliance with Johnson City School Board Policy, curriculum related field trips shall be regulated in the following manner:

Each class may participate in curriculum related field trips. There must be definite correlation between subject matter and the field trip. The timing of the two must also coincide. Field trips **will not** be approved for Oct. 21, Dec. 3, Apr. 7, or Apr. 22 due to asynchronous testing.

This request form must be approved by the principal. Out-of-state and overnight trips must have prior approval by the director of schools. Trips which are both overnight and out-of-state must also have prior approval by the School Board.

GENERAL INFORMATION:

School: Science Hill High School Teacher: Rich Murray and Rob Tester

Grade/Class/Club Participating 10-12 Construction, MEP, and Electrical (Mechanical Electrical and Plumbing)

Destination Franklin, TN

Event The Works 2027

Purpose of Trip Construction competition against other school construction programs throughout the state

Lodging HOTEL Location: Franklin, TN

Names of Chaperones Rich Murray and Rob Tester

Predicted chaperones / student ratio: 1:6

TRANSPORTATION INFORMATION

Number of students attending 12 Date of Trip 03/08-03/10/27 Day(s) of Week Monday - Wednesday

Cost per child $100 Means of Transportation CTE Vehicles Transit confirmation _____

Expected Time of Departure 3:00 pm on 3/08 Expected time of return 2:00 pm on 3/10

CURRICULUM

1. To what subject area of the curriculum does this trip relate? CTSO requirement and job skill development
2. What are pupils expected to gain from the trip? (Be specific) Job skills, collaboration skills, career exploration
3. What follow up activities will be used to evaluate and supplement the field trip? Analysis of skills and efficiency

APPROVAL

Teacher Rich Murray Date 10/21/2026 Principal [signature] Date 10-21-26

Superintendent (If required) Dr. Erin Slater Date 11/2/2026

Nurse notified yes Date _____ Transit notified _____ Date _____

Cafeteria notified _____ Date _____ Permission slips sent-Date _____

(RECEIVED ON 10/21/2026 - MB)

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

Addendum
Field Trip Request Form 4.302
(Please complete the following on an as needed basis for each request.)

What percentage of the activity is self-funded from students? 50%

Was there a fundraising opportunity to meet the needs of the students' direct financial responsibility and, if so, what was the opportunity? Yes, sale of t-shirts and sale of student-made projects

Number of Eligible Students for Field Trip 12

Number of Student Attending the Field Trip 12

Number of Students Who Cannot Attend Due to Inability to Pay 0

(Overnight Field Trip Form updated on 12.5.2025)

Tri-Cities TN/VA All-America City

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

TEAM MEMBER SCHOOLS

Overnight Field Trip Requests

School	Teacher	Department	Grade/Class/Club Participating	Destination	Event	Purpose of Trip	Location	Names of Chaperones	Predicted Chaperones / Student Ratio	Have the Chaperones Completed Background / Fingerprinting	Number of Students Attending	Date of Trip	Days of Week	Expected Time of Departure	Expected Time of Return	Cost per Student	Means of Transportation	Trip Completed
~~Indian Trail~~	~~Matt Williams~~		~~Track and Field Team~~	~~Knoxville, TN~~	~~UT Track~~	~~State Track Meet~~	~~Knoxville, TN~~	~~TBD~~	~~2:10~~	~~yes~~	~~10~~	~~5/17-18/26~~	~~Sunday-Monday~~	~~5/17~~	~~5/18~~	~~0~~	~~Athletic Bus~~	Turned into a day trip
Science Hill	Gant Patteson	Athletics	9-12 Varsity and JV Girls Soccer	Gatlinburg Soccer Tournament	Soccer Tournament	Soccer Tournament	Gatlinburg, TN	Ron Kind Zac Bickford Gant Patteson Audrey Stanley (F)	1:5	yes - all JCS Employees	40	8/21-23/26	Friday-Sunday	8/21	8/23	0	Athletic Buses	yes
Science Hill	Hunter Graybeal	Main Campus	Showstoppers	National Speech & Debate Assoc. National Finals Tournaments	National Speech & Debate Assoc. National Finals Tournaments	Academic Competition	Richmond, VA	Hunter Graybeal Sen Li (parent of Amy Li)	1:3	Sen Li- Yes	6	6/14-19/26	Sunday-Friday	6/14 8:00 AM	6/19 6:00 PM	$600	Rental Minivan	yes
Science Hill	Beau Hauldren	Athletics	Girls Basketball	Middle TN State University	TEAM Basketball Camp	Basketball Camp	Murfreesboro, TN	Beau Hauldren Jeremy May Leah Smith	1:4	yes - all JCS Employees	12	6/9-11/26	Tuesday-Thursday	6/9 8:00 AM	6/11 5:00 PM	$55	Rental Van	yes
Science Hill	Laura Rees	Athletics	Varsity & JV Cheerleading	Wake Forest University	Cheer Camp	Cheer Camp	Winston Salem, NC	Laura Rees Kaia Reis Kaylee Reese	1:10	yes - all JCS Employees	30	7/10-12/26	Friday-Sunday	7/10 8:00 AM	7/11 3:00 PM	$423	Athletic Bus	yes
Science Hill	LTC(R) Mestan ISG(R) Byington	Main Campus	JROTC	Camp Davy Crockett, Whitesburg, TN	Annual Summer Camp	JROTC Cadet Leadership Challenge	Whitesburg, TN	LTC(R) Mestan ISG(R) Byington	2:15	yes - all JCS Employees	15	5/23-27/26	Saturday - Wednesday	5/23 8:00 AM	5/27 5:00 PM	0	Parent	yes
Science Hill	Gant Patteson	Athletics	9-12 JV Girls Soccer	Cleveland, TN	Soccer Tournament	Soccer Tournament	Cleveland, TN	Gant Patteson Zac Bickford Ron Kind Glenda Conner (parent/JCS teacher)	1:5	yes - all JCS Employees	20	10/2-3/26	Friday-Saturday	10/2	10/3	0	Athletic Bus	yes
Science Hill	Gant Patteson	Athletics	9-12 Varsity and JV Girls Soccer	Knoxville, TN	Bearden Soccer Tournament	Soccer Tournament	Knoxville, TN	Ron Kind Gant Patteson Zac Bickford Glenda Conner (parent/JCS teacher)	1:5	yes - all JCS Employees	40	9/3-6/26	Thursday-Sunday	9/3	9/6	0	Athletic Bus	yes
Science Hill	Hunter Graybeal Russell Minatel	Main Campus	Showstoppers / Debate	Soddy Daisy High School	Soddy Daisy Invitational Tournament	Academic Speech & Debate Tournament	Chattanooga, TN	Hunter Graybeal Russell Minatel Arielle Adams April Street Lori Church	1:4	Arielle Adams - yes April Street - yes Lori Church - yes	35-40	9/25-26/2026	Friday-Saturday	9/25	9/26	$45-$64	Parent	yes
Science Hill	Jon Higgins	Athletics	Boys Basketball	Maryville College	FCA Basketball Camp	Basketball Camp	Maryville, TN	Jon Higgins Ermias Neja Jordon Shipley	1:5	yes - all JCS Employees	15	6/8-10/2026	Monday-Wednesday	6/8	6/10	N/A	Athletic Bus	yes
Science Hill	Kevin Vannoy	Athletics	Boys Golf	Nashville	Ensworth International	18 hole Tournament	Nashville	Kevin Vannoy Ian Herrin Jeremy Beachner	1:8	yes - all JCS Employees	24	7/29-30/2026	Wednesday-Thursday	7/29	7/30	0	Athletic Van	yes
Science Hill	Kevin Vannoy	Athletics	Girls Golf	Nashville	Ensworth International	18 hole Tournament	Nashville	Kevin Vannoy Ian Herrin Jeremy Beachner Emily Mullins (non employee)	1:6	JCS Employees Female Chaperone - Emily Mullins - yes	8	7/29-30/2026	Wednesday-Thursday	7/29	7/30	0	Athletic Van	yes
Science Hill	Kevin Vannoy	Athletics	Boys Golf	Chattanooga, TN	Baylor International	State Tournament	Chattanooga, TN	Kevin Vannoy Ian Herrin Jeremy Beachner Emily Mullins (non employee)	1:4	JCS Employees Female Chaperone - Emily Mullins - yes	4	8/2-4/2026	Sunday-Tuesday	8/2	8/4	0	Athletic Van	yes
Science Hill	Kevin Vannoy	Athletics	Boys Golf	Hendersonville, TN	Bluegrass Invitational	Team Competition	Hendersonville	Kevin Vannoy Ian Herrin Jeremy Beachner	1:8	yes - all JCS Employees	8	8/8-10/2026	Saturday-Monday	8/8	8/10	Booster Club	Athletic Van	yes
Science Hill	Kevin Vannoy	Athletics	Girls Golf	Hendersonville, TN	Bluegrass Invitational	Team Competition	Hendersonville	Kevin Vannoy Ian Herrin Jeremy Beachner Female Parent	1:4	Parent - pending	4	8/8-10/2026	Saturday-Monday	8/8	8/10	Booster Club	Athletic Van	yes
Science Hill	Laura Cook	Athletics	Volleyball	Knoxville, TN	Team Camp	Competition	Knoxville, TN	Laura Cook Brittany Hensley Lindsay Richards	1:4	yes - all JCS Employees	12	7/16-17/2026	Thursday-Friday	7/16	7/17	0	Athletic Bus	yes
Science Hill	Laura Cook	Athletics	Volleyball	Knoxville, TN	Showdown at the Sunsphere Tournament	Competition	Knoxville, TN	Laura Cook Brittany Hensley Lindsay Richards	1:4	yes - all JCS Employees	12	8/21-22/2026	Friday-Saturday	8/21	8/22	0	Athletic Bus	yes
Science Hill	Laura Cook	Athletics	Volleyball	Orlando, FL	KSA Volleyball	Competition	Orlando, FL	Laura Cook Brittany Hensley Heather Conner	1:4	yes - all JCS Employees	12	9/2-6/2026	Wednesday-Sunday	9/2	9/6	0	Athletic Bus	yes
Science Hill	Laura Cook	Athletics	Volleyball	Atlanta, GA (Lake Point Emerson, GA)	Rally High Tournament	Competition	Lake Point Emerson, GA	Laura Cook Brittany Hensley Lindsay Richards	1:4	yes - all JCS Employees	12	9/11-12/2026	Friday-Saturday	9/11	9/12	0	Bus or Activity or Charter	yes
Pulled for the BOE June Agenda 2026																		
Science Hill	Carson Vermillion	Band	Band	Marietta, GA	PASIC Southeast Percussion Festival	Competition	Maritta, GA	Carson Vermillion, Morgan Tao, Diana Loomer and Booster Chaperones	1:5		30	4/23-4/24 2027	Friday-Saturday	4/23	4/24	$50	Charter	
Pulled for the BOE August Agenda 2026																		
Liberty Bell	Michael Smelser	Athletics	Tennis	Murfreesboro, TN	State Tournament	Competition	Adams Tennis Complex/Double Tree	Michael Smelser, Heather Atlee	1:14	yes	14	9/25-27/26	Friday-Sunday	9/25	9/27	Meals Only	Athletic Bus	yes
Liberty Bell	Ryan Edwards	Athletics	Cross Country	Clarksville, TN	State Tournament	Competition	Clarksville, TN	Ryan Edwards, Sarah Edwards (if girls qualify)	2:16	yes- all JC school employees	16	10/2/16-10/3/16	Friday-saturday	10/2	10/3	Meals only	Activity Bus	yes
Indian Trail	Andrea Blackburn	Athletics	Cross Country	Clarksville, TN	State Tournament	Competition	Clarksville, TN	Andrea Blackburn and Jordan Collins	2:8	yes - all JC school employees	16	10/2- 10/3/26	Friday-saturday	10/2	10/3	0	Activity Bus	yes
Indian Trail	Brianna Mech	Athletics	Volleyball	TBD	State Tournament	Competition	TBD	Brianna Mech	1:11	yes - all JC school employees	11	10/8-10/9-26	Thursday-Friday	10/8	10/9	0	Activity Bus	yes
Indian Trail	Thomas Richardson	Athletics	Tennis	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Thomas Richardson, TBD	1:12	yes - all JC school employees	10-12	9/25-9/27	Friday-Sunday	9/25	9/27	0	Activity Bus	yes
Indian Trail	Jenny Lenarz	Athletics	Girls Soccer	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Jenny Lenarz, Emma Arnold	2:10	yes - all JC school employees	19	10-8-10/10	Thursday-Saturday	10/8	10/9	0	Activity Bus	yes
Science Hill	Kevin Vannoy	Athletics	Boys/Girls Golf	Sevierville, TN	State Tournament	Competition	Sevierville, TN	Kevin Vannoy, Ian Herrin, Audrey Stanley	1:4	yes - all JC school employees	12	10/4 - 10/6	Sunday - Tuesday	10/4 8:00 AM	10/6 8:00 PM	0	Activity Bus	yes
Science Hill	Laura Cook	Athletics	Girls Volleyball	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Laura Cook, Brittany Hensley, Rachel Norris, Lindsay Richards	1:4	yes - all JC school employees	16	10/19 - 10/23	Monday - Friday	10/19 8:00 AM	10/23 8:00 PM	0	Charter Bus	
Science Hill	Gant Patteson	Athletics	Girls Soccer	Chattanooga, TN	State Tournament	Competition	Chattanooga, TN	Gant Patteson, Ron Kind, Audrey Stanley	1:7	yes - all JC school employees	22	10/26 - 10/30	Monday - Friday	10/26 8:00 AM	10/30 11:00 PM	0	Charter Bus	
Science Hill	Wes Jones	Athletics	Boys/Girls Cross Country	Memphis, TN	State Tournament	Competition	Memphis, TN	Wes Jones, Sam Haney, Audrey Stanley	1:5	yes - all JC school employees	16	11/4 - 11/6	Wednesday - Friday	11/4 8:00 AM	11/6 11:00 PM	0	Charter Bus	

Overnight Field Trip Requests

School	Teacher	Department	Grade/Class/Club Participating	Destination	Event	Purpose of Trip	Location	Names of Chaperones	Predicted Chaperones / Student Ratio	Have the Chaperones Completed Background / Fingerprinting	Number of Students Attending	Date of Trip	Days of Week	Expected Time of Departure	Expected Time of Return	Cost per Student	Means of Transportation	Trip Completed
Science Hill	Stacy Carter	Athletics	Football	Chattanooga, TN	State Tournament	Competition	Chattanooga, TN	Stacy Carter, Ralph Nelson, Scott Nelson, Benny Tolley, Andrew Beck, Matt Glover, Jimmy Mathes, Paul Overbay, Logan Rivers, David Roop, Alex Taylor	1:8	yes - all JC school employees	90	12/4 - 12/5	Friday - Saturday	12/4 8:00 AM	12/5 11:00 PM	0	Charter Bus	
Science Hill	Wes Jones	Athletics	Cross Country	Charlotte, NC	Wendy's Invitational	Competition	Charlotte, NC	Wes Jones, Sam Haney, Whitney Roberts	1:6	yes - all JC school employees	17	10/2 - 10/3	Friday - Saturday	10/2 9:00 AM	10/3 5:00 PM	0	Activity Bus	yes
Liberty Bell	Leah Smith	Athletics	Volleyball	Murfreesboro, TN	State meet	Competition	Murfreesboro, TN	Leah Smith, Caroline Laek	1:7	Yes, all JCS employees	14	10/7-10/9	Wednesday-Friday	10/7 8:00 AM	10/9 9:00 PM	0	Activity Bus	yes
Liberty Bell	Tess Mrozek	Athletics	Girls Soccer	Rutherford Co, TN	State Meet	Competition	Rutherford Co, TN	Tess Mrozek, Junior Dansio, Laura Schnelle	3:20	Yes, all JCS employees	20	10/7-10/10	Wednesday-Saturday	10/7 2:00 PM	10/10 11:00 AM	0	Activity Bus	yes
Pulled for the BOE September Agenda 2026																		
Science Hill	Chris Coraggio	Athletics	Swim	Christiansburg, VA	SWVA Invite	Competition	Christiansburg, VA	Chris Coraggio, Emma Tubul, Macy Shell	1:10	Yes	30	12/11 - 12/12	Friday - Saturday	12/11 11:00 AM	12/12 7:00 PM		Activity Bus	
Science Hill	Chris Coraggio	Athletics	Swim	Nashville, TN	State Tournament	Competition	Nashville, TN	Chris Coraggio, Will McDavitt, Macy Shell, Emma Tubul	1:6	Yes	25	2/5 - 2/6	Friday - Saturday	2/5 8:00 AM	2/6 11:00 PM	0	Activity Bus or Charter	
Science Hill	Gant Patteson	Athletics	Boys Soccer	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Gant Patteson, Ron Kind, David Strickland, Audrey Stanley	1:6	Yes - All JC Employees	22	5/25 - 5/29	Tues - Sat	5/25 8:00 AM	5/29 11:00 PM	0	Charter	
Science Hill	Ryan Edwards	Athletics	Baseball	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Ryan Edwards, Mike Austin, Nathan Fritz, Corey Moser	1:6	Yes - All JC Employees	25	5/24 - 5/29	Mon - Sat	5/24 8:00 AM	5/29 11:00 PM	0	Charter	
Science Hill	Jimmy Miller	Athletics	Boys/Girls Wrestling	Chattanooga, TN	State Tournament	Competition	Chattanooga, TN	Jimmy Miller, John Renner, Clark Ramey, Audrey Stanley (F)	1:7	Yes - All JC Employees	28	2/19 - 2/21	Fri - Sun	2/19 8:00 AM	2/21 11:00 PM	0	Activity	
Science Hill	Jimmy Miller	Athletics	Boys/Girls Wrestling	Franklin, TN	State Tournament	Competition	Franklin, TN	Jimmy Miller, John Renner, Clark Ramey, Audrey Stanley (F)	1:7	Yes - All JC Employees	28	1/29 - 1/30	Fri - Sat	1/29 8:00 AM	1/30 11:00 PM	0	Activity	
Science Hill	Jon Higgins	Athletics	Boys Basketball	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Jon Higgins, Ermias Nega, Jordan Shipley	1:5	Yes - All JC Employees	15	3/16 - 3/20	Tues - Sat	3/16 8:00 AM	3/20 11:00 PM	0	Activity	
Science Hill	Josh Edens	Athletics	Softball	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Josh Edens, Neelee Griffith, Sejal Neas, Terry Burger	1:5	Yes - All JC Employees	20	5/24 - 5/29	Mon - Sat	5/24 8:00 AM	5/29 11:00 PM	0	Charter	
Science Hill	Wes Jones	Athletics	Boys/Girls Track	Knoxville, TN	State Tournament	Competition	Knoxville, TN	Wes Jones, Daryl Fitts, Sam Haynie, Sarah Jernigan, Ralph Nelson, Scott Nelson, Audrey Stanley	1:4	Yes - All JC Employees	25	5/25 - 5/29	Tues - Sat	5/25 8:00 AM	5/29 11:00 PM	0	Activity	
Science Hill	Kelly Lane	Athletics	Boys/Girls Tennis	Chattanooga, TN	State Tournament	Competition	Chattanooga, TN	Kelly Lane, Erin Williams, Annette Clemons, Ana Gerbasi	1:4	Yes - All JC Employees	15	5/17 - 5/21	Mon - Thurs	5/17 8:00 AM	5/21 11:00 PM	0	Activity or Charter	
Science Hill	Jerry Higgins	Athletics	Boys/Girls Bowling	Smyrna, TN	State Tournament	Competition	Smyrna, TN	Jerry Higgins, Angela Taylor	1:3	Yes - All JC Employees	6	1/18 - 1/21	Mon - Thurs	1/18 8:00 AM	1/21 11:00 PM	0	Activity	
Science Hill	Beau Hauldren	Athletics	Girls Basketball	Cleveland, TN	Thanksgiving Tourney	Competition	Cleveland, TN	Beau Hauldren, Leah Smith (F), Katie Owens, Jeremy May	1:3	Yes - All JC Employees	12	11/27 - 11/28	Friday - Saturday	11/27 12:00 PM	11/28 5:00 PM	0	Rental Vans	
Science Hill	Beau Hauldren	Athletics	Girls Basketball	Charleston, SC	Christmas Tournament	Competition	Charleston, SC	Beau Hauldren, Leah Smith (F), Katie Owens, Jeremy May	1:3	Yes - All JC Employees	12	12/27 - 12/30	Sunday - Wednesday	12/27 8:00 AM	12/30 8:00 PM	0	Rental Vans	
Science Hill	Beau Hauldren	Athletics	Girls Basketball	Murfreesboro, TN	State Tournament	Competition	Murfreesboro, TN	Beau Hauldren, Leah Smith (F), Katie Owens, Jeremy May	1:4	Yes - All JC Employees	15	3/9 - 3/13	Tues - Sat	3/9 8:00 AM	3/13 11:00 PM	0	Activity Bus	
Science Hill	Gant Patteson	Athletics	Boys Soccer	Charleston, SC	Tournament	Competition	Charleston, SC	Gant Patteson, Ron Kind, David Strickland, Lori Campbell, Jenny Reed	1:5	Yes - All JC Employees	22	3/25 - 3/27	Thurs - Sat	3/25 8:00 AM	3/27 11:00 PM	0	Activity Bus	
Science Hill CTE	Sasha Johnson Wes Morris Micah Ridley	CTE	Culinary Class A/V	Orlando, FL	Cook Around the World Culinary Competition	Competition	Orlando, FL	Sasha Johnson, Wes Morris, Micah Ridley, Hallie Mishak	1:6	Yes - All JC Employees	24	4-22-27 to 4-26-27	Thurs-Mon	4-22-27 TBD	4-26-27 TBD	$2,000	Airline Flight	
Indian Trail	Andrea Blackburn		Student Ambassador Club	Chattanooga, TN	8th Grade Leadership Trip Student Ambassadors	To build skills and deepen understanding of community engagement	Chattanooga, TN	Andrea Blackburn, Brianna Mech, Sydney Mitchell, Chris Feathers, Mandy Delph	1-10	Yes - All JC Employees	46	05/19-20/2027	Wednesday-Thursday	5/19, 8:00:00 AM	5/20, 6:00 PM	$250.00	Charter	
Science Hill	Jon Higgins	Athletics	Boys Basketball	Pigeon Forge, TN	Thanksgiving Tourney	Competition	Pigeon Forge, TN	Jon Higgins, Ermias Nega, Jordan Shipley, Jake Smith	1:4	Yes - All JC Employees	15	11/23 - 11/25	Monday - Wednesday	11/23 9:00 AM	11/25 9:00 PM	0	Activity Bus	
Science Hill	Chris Dockery	Athletics	Boys Lacrosse	TBD (has not been set)	State Tournament	Competition	TBD	Chris Dockery, Grant Bone	1:8	Yes - All JC Employees	16	5/15 - 5/16	Saturday - Friday	May 15 8:00 AM	5/21 11:00 PM	0	Activity Bus	
Items above pulled for the October BOE Agenda																		
Liberty Bell	Melissa Whitehead	Athletics	Softball	Warner Park	State Tournament	Competition	Chattanooga, TN	Melissa Whitehead, Jannon Glaspie	1:10	Yes-all JCS employees	20	5/18/27-5/19/27	Tuesday-Wednesday	depends on game times	depends on game times	0	Activity Bus	
Science Hill	Susan Lambert	Main Campus	Orchestra	Gatlinburg, TN	Orchestra Clinic	Clinin	Gatlinburg, TN		1:4		20	2/4/27-2/6/27	Thursday-Saturday	2/4/27, 1:00 PM	2/6/27, 5:00 PM	0	Charter	
Science Hill	Susan Lambert Christin Belt	Main Campus	Orchestra	Nashville Opreyland Convention Center	All State Orchestra	Clinic	Nashville, TN	Susan Lambert, Christin Belt, Carson Vermiillion, June Oaks	1:4	Yes - All JCS Employees	6	1/13/27-1/16/27	Wednesday-Saturday	1/13/27, 9:00 AM	1/16/27, 6:00 PM	$100.00	Van	
Science Hill	Susan Lambert Christin Belt	Main Campus	Orchestra	Williamsburg, VA	National Competition	Competition	Williamsburg, VA		1:8		80	4/15/27-4/18/27	Thursday-Sunday	4/15/27, 6:30 AM	4/18/27, 3:00 PM	$450.00	Charter	
Indian Trail	Lee Whitson	Chorus	Chorus	First Baptist Church, Chattanooga, TN	TN ACDA Honor Choir	To participant in the state choir	Chattanooga, TN	Lee Whitson	1:14	Yes - JCS Employee	7-14	4/1-4/3/2027	Friday-Saturday	4/1/2027, 8:00 AM	4/2/2027	$75.00	Parent	
Science Hill	RICH MURRAY	CTE	10-12 CONSTRUCTION, MEP, ELECTRICAL	FRANKLIN, TN	THE WORKS 2027 COMPETITION	Competition	FRANKLIN, TN	RICH MURRY, ROBBIE TESTER	1:6	Yes - JCS Employee	12	3-8 TO 3-10-2027	MONDAY-WEDNESDAY	3-8-27 3:00 PM	3-10-27 2:00 PM	100	CTE VEHICLES	
Items above pulled for the November BOE Agenda																		

JOHNSON CITY SCHOOLS

Post Office Box 1517 Johnson City TN 37605 www.jcschools.org (423) 434-5200
Dr. Trey Stalcup Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Liberty Bell

Fund/Club/Class/Account Name Liberty Bell CDC

Proposed Fundraising Activity We would like to sell Puppy Dog treats to raise money for special olympics and classroom activities.

Dates for Proposed Activity: 2026-2027 school year

Proposed Uses of Funds Raised We plan to use the funds for field trips, special olympics and our Life skills cooking class.

Expected Student Involvement (school-wide or specific school organization):
Students will be involved in the baking of the Dog treats during our Life Skills cooking class and the selling.

Method By Which School Will Receive Profit cash will be turned in via collection log

Requested By: Matt Coe CDC teacher Date: 09/30/26
(Name & Title)

Approved By: [signature] Date: 10/01/26
Principal

Approved By: [signature] Date: 11/2/2026
Superintendent*

Approved By the Board of Education _____
(Date of Meeting)**

(RECEIVED ON 10/1/2026 - MB)

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: SCIENCE HILL HIGH SCHOOL SHHS CTE CAREER & TECHNICAL EDUCATION

Fund/Club/Class/Account Name: Skills Culinary Arts

Proposed Fundraising Activity: Sponsorship, Tshirts and Banner

Dates for Proposed Activity: November 2026 - February 2027

Proposed Uses of Funds Raised: Pay for Cook Around the World Competition in April 2027.

Expected Student Involvement (school-wide or specific school organization):
Skills Culinary Arts

Method By Which School Will Receive Profit: Checks from Sponsors

Requested By: Sasha Johnson Teacher Date: 10/21/26
(Name & title)

Approved By: [signature] Date: 10-21-26
Principal

Approved By: Dr. Erin Slater Date: 11/2/2026
Superintendent*

Approved By the Board of Education: _____
(Date of Meeting)**

(RECEIVED ON 10/21/2026 - MB)

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

SCIENCE HILL HIGH SCHOOL

Culinary Arts Department | SkillsUSA

April 2027 Walt Disney World Culinary Competition Sponsorship Request

Dear Community Partner,

At Science Hill High School, we believe that some of the most meaningful lessons happen beyond the classroom. They happen when students are challenged to work as a team, think creatively under pressure, develop real-world skills, and discover what they are capable of accomplishing. With the support of our community, we have an exciting opportunity to make those lessons a reality for 20 of our Culinary Arts students.

In April 2027, our SkillsUSA Culinary Arts team will travel to Walt Disney World in Orlando, Florida, to compete in an international culinary competition against talented teams from across the globe. This is more than a trip; it is an opportunity for our students to put their skills to the test, represent Science Hill High School with pride, and experience firsthand what a future in the culinary industry can offer.

Our students will collaborate to plan and prepare an appetizer and an entrée, serve approximately 100 people, and create six tasting dishes to be evaluated by judges. Following the competition, they will have the opportunity to tour one of Disney's resort kitchens, gaining valuable insight into the high standards, teamwork, and creativity required in a professional culinary environment.

Experiences like this can shape a student's future. Our students will develop confidence, strengthen their leadership and communication skills, and gain industry experience that cannot be fully replicated in a classroom. They may also discover new career paths, educational opportunities, and potential culinary scholarships. For some, this experience could be the encouragement they need to pursue a career they never imagined possible.

We are asking our community to help turn this opportunity into a reality.

Traveling to an international competition comes with significant expenses, including competition fees, airfare, ground transportation, and other travel costs. We are seeking sponsorships from local businesses, organizations, families, and individuals who believe in investing in the next generation. Every contribution, regardless of size, helps ease the financial burden and brings our students one step closer to this incredible experience.

As a thank-you to our supporters, we will recognize sponsors on team T-shirts and a competition banner that will travel with us to Walt Disney World. These sponsorship opportunities allow our students to proudly carry the names of the people and businesses that helped make their journey possible.

Sponsorship Opportunities

- **$100–$499 | Team T-Shirt Sponsor:** Your name or business name will be printed on the back of our team T-shirts, worn by our students throughout the trip.
- **$500 or more | Banner Sponsor:** Your name and/or business logo will be featured on our team banner, displayed at the competition. The banner will also be displayed afterwards in the CTE building on campus.

We understand that every business and individual has different abilities to give. Whether you contribute $25, $100, $500, or another amount, your generosity makes a difference. If a financial donation is not possible, we would also welcome a conversation about other ways to support our students and their journey.

When you sponsor our team, you are doing more than helping fund a trip. You are investing in 20 students, supporting career and technical education, and helping young people gain the confidence and experience to pursue their goals. You are also showing these students that their community believes in them and is willing to stand behind their hard work and ambition.

Our goal is to give these students an opportunity to learn, compete, grow, and represent Science Hill High School and our community with excellence. With your help, we can make this experience possible and show our students just how much their community believes in their potential.

Thank you for considering a sponsorship and for supporting the future of our students. We would be honored to recognize you as a partner in this journey and are deeply grateful for any contribution you can make.

Together, we can help our students take their skills beyond the classroom and onto the international stage!

With sincere appreciation,

Sasha Johnson and Wesley Morris
Johnsons1@jcschools.org
Morrisw@jcschools.org
Micah Ridley- AV Instructor
ridleym@jcschools.org
423-232-2200
Culinary Arts Instructors
Science Hill High School
SkillsUSA Sponsors

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Hosa Club

HEALTH OCCUPATIONS STUDENTS OF AMERICA

Proposed Fundraising Activity: Material donations for pediatric audiology/hematology patients (clinic & ER)

Dates for Proposed Activity: 11-5-25 thru 12-4-25

Proposed Uses of Funds Raised: Support the St. Jude outpt and ER clinics.

Expected Student Involvement (school-wide or specific school organization):

School wide or Organizational (HOSA) - approval for either

Method By Which School Will Receive Profit: No school profit - community service via material donation

Requested By: Jennifer Butterfield (Name & Title) Date: 10/13/25

Approved By: Principal Date: 10-14-26

Approved By: Superintendent* Date: 11/2/2026

Approved By the Board of Education: (Date of Meeting)**

(RECEIVED ON 10/14/2026 - MB)

BOARD OF EDUCATION

Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin

The mission of the Johnson City Schools is to enable all students to achieve excellence.

Science Hill High School

PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: Baseball Fundraiser Acct 95000

Proposed Fundraising Activity: Sell advertisement, sponsorships for games using videoboard at TVA with Topper Club, Home Run + Alumni sponsors

Dates for Proposed Activity: 11-23-26 - 5-25-27

Proposed Uses of Funds Raised: To be used for Travel, uniforms, equipment, field supplies, & general baseball operations.

Expected Student Involvement (school-wide or specific school organization):

All SHHS Baseball players

Method By Which School Will Receive Profit: 500-750-1000 for videoboard 50-150-300 for Topper, HR & Game Sponsors

Requested By: Ryan Edwards Date: 10-13-26
Name

Head Baseball Coach
Title

Approved By: Date: 10/19/26
Principal

Approved By: Date: 11/2/2026
Superintendent of Schools *

Approved By the Board of Education:
Date of Meeting **

(RECEIVED ON 10/19/2026 - MB)

*NOTE: The Superintendent of Schools must approve all fundraising activites that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

Science Hill High School

PROPOSED FUNDRAISING ACTIVITY

Fund / Club / Class Account Name: Baseball Fundraiser Acct 95000 for SHHS, LBMS, ITMS

Proposed Fundraising Activity: Sell Restaurant Coupons for Premier athletics

Dates for Proposed Activity: Feb 16 2027 - March 1 2027

Proposed Uses of Funds Raised: Each school will be able to use their money earned seperately for equipment, uniforms, field supplies, team meals, overnight expenses & general baseball operations.

Expected Student Involvement (school-wide or specific school organization): LBMS, ITMS, SHHS Baseball Players

Method By Which School Will Receive Profit: The coupons will sell for 25.00 and other donation options. The school will recieve a certain % based on how many coupons are purchased.

Requested By: Ryan Edwards Date: 10-13-26
Name

Head Baseball Coach
Title

(All Principals (SHHS, LBMS & ITMS) Approved)

Approved By: Date: 10/19/26
Principal

Approved By: Date: 11/2/2026
Superintendent of Schools *

Approved By the Board of Education: _____
Date of Meeting **

(RECEIVED ON 10/19/2026 - MB)

*NOTE: The Superintendent of Schools must approve all fundraising activites that involve the participation of the general student population in the marketing process of the fundraising effort.

**Fundraising must not occur prior to Board of Education approval.

JOHNSON CITY SCHOOLS

Post Office Box 151, Johnson City, TN 37605 www.jcschools.org (423)434-6200
Dr. Eric Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: SHHS

Fund/Club/Class Account Name: cheerleading

Proposed Fundraising Activity: Winter kid's cheer camp & perform at 12/8 ballgame

Dates for Proposed Activity: 12/5/26

Proposed Uses of Funds Raised: cheer expenses

Expected Student Involvement (school-wide or specific school organization):

cheerleaders

Method By Which School Will Receive Profit: cash/online payment through SHHS website

Requested By: Kaylee Rees Head Cheer Coach Date: 9-29-26
(Name & Title)

Approved By: [signature] Date: 10/9/26
Principal

Approved By: Dr. Eric Slater Date: 11/2/2026
Superintendent*

Approved By the Board of Education: _____
(Date of Meeting)**

(RECEIVED ON 10/19/2026 - MB)

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to [illegible]

JOHNSON CITY SCHOOLS

Post Office Box 1517, Johnson City, TN 37605 www.jcschools.org (423) 434-5200
Dr. Erin Slater, Superintendent of Schools

PROPOSED FUNDRAISING ACTIVITY

School: Science Hill High School

Fund/Club/Class/Account Name: Junior / Senior Prom

Proposed Fundraising Activity: Junior / Senior Prom
Held on campus in Grand Topper Hall

Dates for Proposed Activity: Saturday, May 1, 2027

Proposed Uses of Funds Raised: Host future Junior / Senior proms

Expected Student Involvement (school-wide or specific school organization):
Junior and Senior class students

Method By Which School Will Receive Profit: ticket sales
early ticket $25 per person; late ticket $30 pp.

Requested By: Jamie White Date: 9/25/2026
(Name & Title) Teacher / Prom Advisor

Approved By: [signature] Date: 9/25/2026
Principal

Approved By: Dr. Erin Slater Date: 11/02/2026
Superintendent*

Approved By the Board of Education: _____
(Date of Meeting)**

(RECEIVED ON 10/19/2026 - MB)

BOARD OF EDUCATION
Rick Smith, Chair Kathy Hall, Vice Chair Paula Treece, Secretary
Dr. Ginger Carter Thomas Hager, Jr Jonathan Kinnick Celia Martin
The mission of the Johnson City Schools is to enable all students to achieve excellence.

BOARD OF EDUCATION
CALENDAR OF EVENTS

NOVEMBER 2026

November 2, 2026	**Special Session to Review Policy, 5 p.m., Maple Room**
November 2, 2026	**Regular Board Meeting, 6 p.m., Board Room**
November 5-8, 2026	TSBA Leadership Conference & Annual Convention, Nashville
November 25, 2026	Vacation for all schools
November 26, 2026	Holiday for all schools
November 27, 2026	Vacation for all schools
November 25-27, 2026	Holidays for all 12-month employees

DECEMBER 2026

December 7, 2026	**Regular Board Meeting, 6 p.m., Board Room**
December 11, 2026	**Legislative Lunch Meeting, Noon**
December 18, 2026	(1/2 day for students)
December 23-25, 2026	Holidays for all 12-month employees
December 21–Jan.5, 2026	Vacation for students

JANUARY 2027

January 1, 2027	Holidays for all 12-month employees
January 1, 2027	Holiday for all schools
January 4, 2027	Administrative Day
January 4, 2027	**Regular Board Meeting, 6 p.m., Board Room**
January 13, 2027	Professional Learning Communities (PLC) virtual workshop 5:00-6:15 or 7:00-8:15 PM
January 18, 2027	Holiday for All Schools and All 12-month employees

---

FEBRUARY 2027

February 1, 2027	**Special Session to Review Policy, 5 p.m., Maple Room**
February 1, 2027	**Regular Board Meeting, 6 p.m., Board Room**
TBD	TSBA Legislative and Legal Institute
February 12, 2027	Built In Snow Day
February 15, 2027	Built In Snow Day

MARCH 2027

March 1, 2027	**BOE Retreat/Workshop**
March 1, 2027	**Special Session to Review Policy, 5 p.m., Maple Room**
March 1, 2027	**Regular Board Meeting, 6 p.m., Board Room**
March 15-19, 2027	Spring Break
March 29, 2027	SHHS Awards Program (hosted by BOE), 6 p.m., SH Auditorium
March 26, 2027	Vacation for students

April 2027

April 5, 2027	**Regular Board Meeting, 6 p.m., Board Room**

May 2027

May 3, 2027	**Regular Board Meeting, 6 p.m., Board Room**
May 22, 2027	SHHS Graduation, 10 a.m. Freedom Hall
May 27, 2027	Last Day of School for 2024-2025 SY – ½ day for students
May 28, 2027	In-Service Day
May 31, 2027	Holiday for All Schools and All 12-month employees

---

June 2027

June 7, 2027	**Regular Board Meeting, 6 p.m., Board Room**

July 2027

July 5, 2027	Independence Day Holiday for all 12-month employees
July 12, 2027 (TBD)	Regular Board Meeting, 6 p.m., Board Room (Subject to change)

xxxx

March 4, 2027	*City Commission Meeting, 6 p.m., City Hall*
March 14, 2027	*Daylight Savings Time Begins*
March 15-19, 2027	*Johnson City Schools Spring Break*
March 17, 2027	*St. Patrick's Day*
March 18, 2027	*City Commission Meeting, 6 p.m., City Hall*
March 26, 2027	*Good Friday*
March 29, 2027	*Easter Sunday*
April 1, 2027	*City Commission Meeting, 6 p.m., City Hall*
April 15, 2027	*City Commission Meeting, 6 p.m., City Hall*
May 5, 2027	*Cinco de Mayo*
May 6, 2027	*City Commission Meeting, 6 p.m., City Hall*
May 9, 2027	*Mother's Day*
May 20, 2027	*City Commission Meeting, 6 p.m., City Hall*
May 31, 2027	*Memorial Day*
June 4, 2026	*City Commission Meeting, 6 p.m., City Hal*
June 18, 2026	*City Commission Meeting, 6 p.m., City Hall*
June 21, 2026	*Fathers' Day*
July 4, 2027	*Independence Day*
July 2027 (TBD)	*City Commission Meeting, 6 p.m., City Hall*
July 2027 (TBD)	*City Commission Meeting, 6 p.m., City Hall*

*xxxx

Certified	Staff Name	Position	Post?	NR/RT/RS	Candidate Selected
Cherokee					
Fairmont	Cheree Osborne	5th Grade Teacher	Y	RT	Steven Meisenzahl
Lake Ridge					
Mountain View					
North Side					
South Side					
Towne Acres					
Woodland					
Indian Trail					
Liberty Bell					
Science Hill					
Market Street					
CO					

CLASSIFIED	Staff Name	Position	To Post?	NR/RS/RT	Candidate Selected
Cherokee	Donna Gillespie	Interim Head Custodian	Y		Melissa Strickland
Fairmont	Christine Clinebell	FT Gen Ed Asst	Y	RT	Casey Lovelace
Lake Ridge	Brooke Moticak	SPED Assistant	Y	TR	Randa Wilson
	Bailey Danner	EduCare Assistant	Y	RS	Braxton Freeman
	Haleigh Rosario	EduCare Assistant	Y	RS	Teya Merrill
	Emma Owens	Educational Assistant	Y	RS	Mary Grace Tester
Mountain View					
North Side					
South Side	Sarah Adams	Pre-K Teacher	Y	RS	Michele Snapp
	Lisa Kelly	Interim Care Counselor	Y	LOA	Darian Collier
	Shalisha Stokes	Educational Assistant	Y	RS	Krystal Carrier
Towne Acres					
Woodland					

CLASSIFIED	Staff Name	Position	To Post?	NR/RS/RT	Candidate Selected
Indian Trail	Kristen Bowers	Head Softball Coach	Y	RS	Brock Thornburg
	James Nave	Custodian	Y		William Anttila
Liberty Bell					
Science Hill	Scout Walz	Assistant Swim Coach	Y	RS	John Niebauer
	Fernando Bejaran	Custodian	Y	TR	Jonathon Holtsclaw
	Emma Tubal	Asst. Swim/ Dive Coach	Y	RS	Rachel Ferguson
	Ashley Turner	Admin Secretary	Y	RS	Leslie Biggers
	Ruthie Evers	Perm. Sub	Y	RT	Lexi Christiansen
Market Street					
CO					

NR= Non-renewed
RS= Resigned
RT= Retired
TR= Transferred

NS= No Show
AP= Added Position
I= Interim
LOA- Leave of absence

Not filled
Recommendation Recieved
Position Filled

Donation Submittal to BOE Form

School/Program:	From / Bookkeeper:	Date:	Amount:	Donor:	Donation Stipulation / Restriction/Use:	BOE Meeting Approval Date:
Fairmont	Beth Baldwin	9/15/2026	$814.00	PTA	1st Grade feild trip to Fender's Farm	10/12/2026
Liberty Bell	Heather Lonon	9/15/2026	$300.00	LBMS basketball booster club	general athletics	10/12/2026
Liberty Bell	Heather Lonon	9/15/2026	$3,958.04	LBMS basketball booster club	basketball gear	10/12/2026
Liberty Bell	Heather Lonon	9/15/2026	$3,370.00	LBMS basketball booster club	shooting machine	10/12/2026
Cherokee	Danielle Bowling	9/18/2026	$100.00	Loan Oak Christian Church	Church Partnership- school wide use	10/12/2026
North Side	Madison Olson	9/21/2026	$200.00	Charles Muse	North Side Food Pantry	10/12/2026
Woodland	Brenda Tipton	9/21/2026	$1,000.00	Langston Education Arts & Development Center	to be used for teachers at the principal's discretion	10/12/2026
Woodland	Brenda Tipton	9/21/2026	$588.00	K-VA-T Food Stores	Food City School Bucks to be used schoolwide at principal's discretion	10/12/2026
Mountain View	Stacey Clemmer	09/21/2026	Printer	Rachel Miller	Printer donated to school for classroom use	10/12/2026
Mountain View	Stacey Clemmer	09/21/2026	$389.00	K-VA-T Food Stores	Educational Tools and Equipment	10/12/2026
Mountain View	Stacey Clemmer	09/21/2026	$150,000.00	Grace Fellowship	Towards New PLayground	10/12/2026
Mountain View	Stacey Clemmer	09/21/2026	$100.00	Barton and Dorothy Stout	Towards Christmas Gift Fund	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	2 XL bags popcorn	AMC Movies	Free to tailgate guests	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	10 cases of water	Target	Free waters to tailgate guests/leftovers used in student need closet	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	Kona ices	Kona Ice	free ices to all JCS students K-5th grade & Athletics	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	Free Face Tattoos	SHHS PTSA	free tattoos for tailgate	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	Giveaways/pens	TVA Credit Union	Giveaways for tailgate	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	Pizza	Johnny Brusco's	Student gov/ for tailgate	10/12/2026
Science Hill	Dorothy Holmer	09/08/26	$2,000.00	Richard Manahan	to be used for Golf	10/12/2026
Indian Trail	Alice Anne Goodman	8/27/2026	$141.51	ITMS volleyball booster club	volleyball uniforms	10/12/2026
Indian Trail	Alice Anne Goodman	8/27/2026	$564.70	ITMS football booster club	football equipment	10/12/2026
Science Hill	Dorothy Holmer	09/01/26	$10,000.00	Driggers construction	General Baseball operations	10/12/2026
Science Hill	Dorothy Holmer	08/28/26	$657.20	Emmalea Johnston	Money used to purchase new poms & bows	10/12/2026
Science Hill	Dorothy Holmer	08/20/26	$10,000.00	Anonymous	Donor requests all funds given to the football team to use at it's discretion	10/12/2026
Science Hill	Dorothy Holmer	08/20/26	$400.00	Zeke Moisey	Used to support all things wrestling the 26-27 season	10/12/2026
		Total:	$184,582.45			
			The items above pulled for October 12, 2026 BOE Meeting			
North Side	Jenny Herron	10/2/26	$200.00	Charles Muse	North Side food pantry	11/2/2026
Indian Trail	Alice Anne Goodman	9/28/2026	$1,986.65	ITMS boys soccer booster club	To purchase soccer uniforms	11/2/2026
Fairmont	Beth Baldwin	10/02/2026	$101.50	PTA	Bookfair	11/2/2026
South Side	Sydney Elliott	09/25/2026	$500.00	PTA	homecoming	11/2/2026
South Side	Sydney Elliott	10/13/2026	$250.00	Wallace Imports of Johnson City	to use at principal's discretion	11/2/2026
North Side	Jenny Herron	10/14/26	$750.00	Wallace Imports of Johnson City	to use at principal's discretion	11/2/2026
Cherokee	Danielle Bowling	10/14/2026	$40.00	Anonymous Donation	5th Grade Camp Explore Field Trip	11/2/2026
Cherokee	Danielle Bowling	10/14/2026	$250.00	Connie Bell	5th Grade Camp Explore Field Trip	11/2/2026
Science Hill	Stacy Peterson	10-14-26	$1,926.00	Anonymous	To be used for Showstoppers; specifically for trohphy expenses for Tournament on Nov 21st.	11/2/2026
Cherokee	Danielle Bowling	10/14/2026	$100.00	Anoymous Donation	5th Grade Camp Explore Field Trip	11/2/2026
Liberty Bell	Heather Lonon	10/15/2026	$4,486.98	LBMS Basketball Booster Club	Girls basketball gear purchased from BSN	11/2/2026
Cherokee	Danielle Bowling	10/16/2026	$50.00	Gregory Wallace	5th Grade Camp Explore Field Trip	11/2/2026
Cherokee	Danielle Bowling	10/16/2026	$250.00	Amanda Peterson	5th Grade Camp Explore Field Trip	11/2/2026
Cherokee	Danielle Bowling	10/16/2026	$220.00	Anoymous Donation	5th Grade Camp Explore Field Trip	11/2/2026

Cherokee	Danielle Bowling	10/16/2026	$1,400.00	Cherokee School PTA	5th Grade Camp Explore Field Trip	11/2/2026
Topper Academy	Becky Lewisr	10/19/26	2 boxes chips, 3 boxes candy bars, 1 box cookies	Edmentum	Topper Academy Incentive Store	11/2/2026
Liberty Bell	Heather Lonon	10/19/2026	$250.00	Wallace Imports of Johnson City	Principal's discretion	11/2/2026
Science Hill	Dorothy Holmer	10/14/26	$1,926.00	Anonymous	Used for Showstopper trophy exp invational Tourn 11/	11/2/2026
Science Hill	Dorothy Holmer	10/05/26	$75.00	Christy Huret	General club funds	11/2/2026
Science Hill	Dorothy Holmer	10/19/26	$250.00	Wallace Imports of Johnson City	Use funds on whatever is the greatest impact for the s	11/2/2026
Science Hill	Dorothy Holmer	10/19/26	$500.00	Avid X Change	Trunk or Treat sponsor	11/2/2026
Science Hill	Dorothy Holmer	10/19/26	$500.00	First Christian Church	Trunk or Treat sponsor	11/2/2026
Liberty Bell	Heather Lonon	10/20/2026	$368.88	LBMS Basketball Booster Club	boys basketball gear purchased from BSN	11/2/2026
Liberty Bell	Heather Lonon	10/20/2026	$50.00	Kelsey Walker	LBMS crafting club in honor of Dakota Dabney	11/2/2026
Science Hill	Dorothy Holmer	10/21/2026	$20,000.00	Ballad Health	Indoor softball training facility	11/2/2026
		Total:	$36,431.01			
The items above pulled for November 2, 2026 BOE Meeting						

Updated 12/4/2025

2026 Board Committee Reports

- **Athletic Committee** – Rick Smith, Jonathan Kinnick and Paula Treece
- **Communications Committee** – Celia Martin and Paula Treece
- **Collaborative Learning Council (CLC):**
  (Usually, the 4th Tuesday of every month from 3:30-5:30 pm)
  - January 27, 2026 - Kathy Hall – (Location: Towne Acres)
  - February 24, 2026 - Celia Martin – (Location: Fairmont)
  - March 24, 2026 - Dr. Ginger Carter - (Location: SHHS CTE)
  - August 2026 TBD - Tom Hager – (Location: TBD)
  - September 2026 TBD - Rick Smith – (Location: TBD)
  - October 2026 TBD - Jonathan Kinnick – (Location: TBD)
  - November 2026 TBD - Paula Treece – (Location: TBD)
- **Facilities/Capital Improvements/Site Selection Committee** – Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Finance Committee** – Rick Smith, Tom Hager, Kathy Hall, and Jonathan Kinnick
- **Foundation Board** – Celia Martin and Kathy Hall
- **Policy Committee** – Kathy Hall, plus one other Board Member:

Section	Committee Meets	Board Review 5:00 pm	Board Member
One – School Board Operations	August	November	Celia Martin
Three – Support Services	September	November	Tom Hager
Five – Personnel	October	November	Paula Treece
Six – Students	November	February	Dr. Ginger Carter & Student Reps
Four – Instructional Services	December	March	Jonathan Kinnick
Two – Fiscal Management	January	March	Rick Smith

- **School Zone Assignment Advisory Committee** – Celia Martin, Tom Hager and Paula Treece
- **Sick Leave Bank Trustee** – Tom Hager
- **Superintendent's Compensation Committee** – Kathy Hall (Chair) and Rick Smith
- **Legislative Liaison** – Paula Treece
- **Safety Security Committee** - Dr. Ginger Carter, Kathy Hall and Jonathan Kinnick
- **Student Activities Committee** – Rick Smith, Kathy Hall, and Paula Treece
- **JC Council of PTAs Committee** - Paula Treece
- **Hall of Fame Committee –** Paula Treece
- **Student Health Advisory Committee: SHAC -** Dr. Ginger Carter and Paula Treece

COMMITTEE	BOARD REP(S)	CO SUPERVISOR/JCS EMPLOYEE	FREQUENCY / Special Notes
Athletic Committee	Smith, Kinnick, Treece	K. Turner, J. Carter	As needed
Communications Committee	Martin, Treece	C. Brooks	Quarterly
Collaborative Learning Council	Rotates by month	R. Walk	Monthly
Facilities/Capital Improvements/Site Selection Committee	Carter, Hall, Kinnick	J. Barnes, T. Vanthournout, E. Slater	As Needed
Finance Committee	Smith, Hager, Hall, Kinnick	L. Valley	As Needed
Foundation Board	Martin, Hall	C. Brooks	Quarterly
Policy Committee	Hall,+ board rotation	A. Forbes	August - January as scheduled
School Zone Assignment Advisory Committee	Martin, Hager, Treece	T. Vanthournout	As Needed
Sick Leave Bank Trustee	Hager	A. Forbes	As Needed
Superintendent's Compensation Committee	Hall, Smith	L. Valley; A. Forbes	As Needed
Legislative Liaisor)	Treece	None	
Safety Security Committee	Carter, Hall, Kinnick	T. Vanthournout	As Needed
Student Activities Committee	Smith, Hall, Treece	J. Carter	As Needed
JC Council of PTA's Committee	Treece	None	
Hall of Fame Committee	Treece	C. Brooks	As Needed
Student Health Advisory Committee	Carter, Treece	J. Norton	As Needed