



Bylaws

Mission:

- Honor and recognize those individuals that have made significant contributions to Kingsport City Schools and its students
- Celebrate the excellence of Kingsport City Schools and its employees
- Preserve the history of Kingsport City Schools
- Promote the positive values of Kingsport City Schools, its employees, and its students

Selection Criteria & Process

Selection Committee

- 15 individuals responsible for electing individuals to the KCS Educator Hall of Fame
 - Chaired by KCS Superintendent
 - Additional membership
 - 1 member from KCS Administration
 - 2 members from currently employed KCS Certified Staff
 - 2 members from currently employed KCS Classified Staff
 - 2 members from Dobyons-Bennett Alumni Association membership (appointed by President of D-B Alumni Association)
 - 1 BOE Member (or designee)
 - 2 members of KCS Retired Teachers Association (appointed by President of KCS Retired Teachers Association)
 - 2 community members (appointed by President of Kingsport Chamber of Commerce)
 - 2 members from KCS Educator Hall of Fame (beginning with 2016 induction)
- Terms to be 3 years, with staggered appointments
 - Term length of initial members to be 3, 4, and 5 years, equally distributed
- KCS related committee members to be appointed by the KCS Superintendent's Administrative Cabinet

Categories

- Yearly, up to *two members may be elected from each of the following categories:
 - **Legacy** – Retired 50 years or more from potential induction
 - **Tradition** – Retired 25 to 49 years from potential induction
 - **Modern Era** – Retired less than 25 years from potential induction
 - For the purpose of eligibility, August 1 will be utilized as the date of category determination for nominated candidates.
- "Retired" is defined as "no longer working in a continual paid capacity for Kingsport City Schools."
- An individual's "retirement year" is based on the initial year regular continual employment with KCS ended. In the case of dispute regarding the determination of an applicant's "retirement year," a determination will be made through a majority vote of the Selection Committee.
- *Exception – The restriction of two members enshrined per category will be expanded to "up to four (4) members per category" for the Inaugural Hall of Fame Class of 2015.

Eligibility

- To be eligible for nomination, an individual must meet the following criteria:
 - Been regularly employed with KCS for a minimum of five (5) years
 - Been retired from KCS for a minimum of five (5) years at the time of consideration (after leaving regular continual employment with KCS)
 - Waiver of the five-year retirement requirement may be petitioned to the Selection Committee. The requirement for consideration may be waived by an 80.0% vote of the Selection Committee prior to conclusion of the nomination period.
- Once nominated, an individual will remain under consideration for enshrinement for a period of five (5) years. If not elected to the HOF during the five-year consideration, an individual may not be nominated for a period of two (2) years before again being eligible for nomination.

Selection Process

- Any individual may submit a candidate for nomination from January 1 through May 1 of each year using the KCS Educator Hall of Fame Nomination Form (Nomination Form).
- All Nomination Forms received by the application deadline for nominees who meet the applicable criteria will be processed and forwarded to the Selection Committee.
- Prior to June 15 of each calendar year, the Selection Committee will review and make a preliminary vote of all eligible candidates. Any candidate receiving an 80.0% affirmative vote of the full Selection Committee will move to Full Consideration (Considered Candidate).
- Prior to July 1 of each calendar year, the Selection Committee will meet (at date, time, and location to be determined by the Selection Committee Chair) to review the list of Considered Candidates in each category.
 - Following a detailed biographical presentation and discussion/consideration by the Selection Committee, Considered Candidate names will be presented for elimination voting using the following criteria:
 - All Selection Committee members present will vote for two (2) individuals from the list of Considered Candidates.
 - The top two (2) vote-getters will move forward for Final Consideration (Final Candidates).
 - In the case of a tie for the second highest vote total, all Considered Candidates will be reviewed by the Selection Committee and subject to an additional vote, where Selection Committee members will select one candidate for advancement. The top vote-getter will then be identified as a Final Candidate.
 - Should a tie occur after this vote, this process will be repeated until a majority winner is declared.
 - Final Candidates in each category will be reviewed by the Selection Committee before a final vote is taken.
 - Final Candidates are then voted on individually (yes or no).
 - Any Final Candidate receiving a minimum of 80.0% "yes" votes will be inducted to the KCS Educator Hall of Fame.
- KCS Educator Hall of Fame Inductees (HOF Inductees) will be notified individually by the Chair of the Selection Committee prior to July 8 of each calendar year.

Recognition

- HOF Inductees will be formally recognized at the KCS Faculty/Staff Convocation prior to the start of each school year, typically held during the week prior to the first student day of school.