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**REGULAR BOARD MEETING**  
**Monday, June 1, 2020 7:00 PM**  
**Room 203 Central Office**

- I. Call To Order
- II. Approval of May 4, 2020 Regular Board Meeting Minutes
- III. Approval of Agenda
- IV. Communications to the Board
  - A. Director's Report
    - 1. Financial Report
    - 2. Family Resource Centers Year End Report
- V. Items Requiring Board Action
  - A. Budget Amendments
  - B. Request For Athletic Practice During School Day 2020-2021
  - C. Resolution To Grant Authority To Designate Reserves
  - D. Authorize Director To Submit Reports, Applications, and Grants
  - E. 2020-2021 Professional Personnel Decisions
  - F. 2020-2021 Notice Of Placement Of Licensed Personnel
  - G. 2020-2021 Re-Employment And Placement Of Support Staff
  - H. Grant Executive Committee Authority To Close Out Year
  - I. Annual Agenda
  - J. 2020-2021 Board Meeting Dates
  - K. 2020-2021 Differentiated Pan Plan
  - L. 2020-2021 Salary Schedules
  - M. 2020-2021 142 Federal Budget
  - N. Teacher Tenure Recommendations
  - O. School Van Purchase
  - P. Bleacher Services Contract
  - Q. Maintenance Building Request
  - R. Multi-Year Floor Services
  - S. Declaration of Surplus Property
  - T. CIS Paving
  - U. Land Behind HCMS Offer
  - V. Board Policy Review - 4.700--4.804
- VI. Announcements
  - A. TSBA Fall District Meeting--Franklin County--September 4, 2020
  - B. TSBA Leadership Conference and Convention--November 12-15, 2020
- VII. Adjourn

Monday, May 4, 2020  
REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, May 4, 2020, at 7:00 p.m. in room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Steve Gianakos, Ron Gammons, Jane Herron, Vance Willis, and Jim Hudgins. Tim Hobbs was absent from the meeting.

Ron Gammons made a motion to approve the minutes from the board meeting held on Monday, March 20, 2020. Jane Herron seconded the motion. On a voice vote, the motion was approved 6-0.

Steve Gianakos made a motion to approve the agenda for the May 4, 2020, board meeting. Vance Willis seconded the motion. On a voice vote, the motion was approved 6-0.

Michelle Gilbert announced a correction for the Director's Report under Leave of Absence Professional to May 20, 2021 as the end date for the approved leave. Ron Gammons made a motion to accept the corrected Director's Report. Jim Hudgins seconded the motion.

Memorandum

To: Board Members  
From: Michelle Gilbert  
Date: April 24, 2020  
RE: May Director's Report

**Leave of Absence**

Professional

Mindy James

July 29, 2020-May 20, 2021

Support Staff

**Hiring**

Professional

Support Staff

**Resignation**

Professional

Keri Hanes

EHES Intervention

Michael Harrison

HCHS Math

Support Staff

**Retirement**

Professional

Support Staff

**Transfers**

Professional

Support Staff

**Appointment**

Professional

Support Staff

**Open Positions**

1 Music Position

1 School Counselor Position

- 2 Secondary Math Position
- 2 Special Education Positions
- 1 Bookkeeper Position
- 1 Special Education Assistant
- 1 Student Support Project AWARE

On a voice vote, the motion was approved 6-0.

Ron Gammons made a motion to accept the financial report. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 6-0.

Ron Gammons made a motion to accept the TSBA OPEB report. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 6-0.

Michelle Gilbert provided an update to the Board regarding the offer on the land behind HCMS. No response has been received from the seller regarding the offer that was made.

Vance Willis made a motion to approve Budget Amendments 12-14 as presented. Ron Gammons seconded the motion.

| <u>Aye</u>     | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|----------------|------------|-------------|---------------|
| Amy Bryant     |            |             |               |
| Ron Gammons    |            |             |               |
| Steve Gianakos |            |             |               |
| Jane Herron    |            |             |               |
|                |            |             | Tim Hobbs     |
| Jim Hudgins    |            |             |               |
| Vance Willis   |            |             |               |

On a roll call vote, the motion was approved 6-0.

Amy Bryant made a motion to approve the textbook adoption as presented. Vance Willis seconded the motion.

The English Language Arts textbook committee was composed of representatives from each school. During the English Language Arts textbook adoption, each school researched, analyzed, and utilized the adoption resources in the classrooms. Each of the choices for English Language Arts adoption have been posted online since March 16 for review by the public. The textbook committees have recommended the following for English Language Arts adoption:

Grades K-3: McGraw Hill Wonders, Grades 4-5: Wit and Wisdom, Grades 6-12: Pearson  
 Each of these recommendations is currently on the state approved list for adoption.

On a voice vote, the motion was approved 6-0.

Vance Willis made a motion to approve Resolution 20-01, with the selection of Option B to not administer testing. Ron Gammons seconded the motion.

**Resolution – Emergency Suspension of Board Policies**

**BOARD RESOLUTION No. \_\_\_\_\_ 20-01 \_\_\_\_\_**

**WHEREAS**, TCA 49-2-203 authorizes local boards of education to govern their respective districts, including adopting, revising, and suspending local board policies;

**WHEREAS**, on April 2, 2020, Governor Bill Lee signed Public Chapter 652 which removed the requirement for TCAP testing and allowed the State Board of Education to promulgate necessary rules to address issues created by COVID-19 in the 2019-2020 school year;

**WHEREAS**, on April 9, 2020, the State Board of Education revised several rules and policies in response to COVID-19 effective only for the 2019-2020 school year;

**WHEREAS**, changes made by the State Board of Education conflict with certain current local board policies;

**NOW, THEREFORE BE IT RESOLVED**, that the \_\_\_\_\_ Board of Education hereby suspends the following policies or provisions of its policies for the remainder of the 2019-2020 school year, including but not limited to those identified below, to the extent that they conflict with Public Chapter 652 or State Board of Education policies or rules and regulations for the 2019-2020 school year:

- 1) Policy 4.600 – Grading System
  - a) Students taking courses for high school credit shall receive no grade lower than the grade they earned in the course as of March 20, 2020. Additionally, Students taking post-secondary courses are not required to participate in the associated exam in order to receive GPA weighting for Spring 2020.
- 2) Policy 4.605 – Graduation Requirements
  - a) For the class of 2020, graduation requirements are modified as follows:
  - b) Only 20 credits are required to graduate per State Board Education Rule 0520-01-03-.11;
  - c) The requirements for the following are waived:
    - i) ACT/SAT

- ii) Civics exam
  - iii) EOC exams
- d) Students scheduled to receive an occupational diploma in the 2019-2020 or 2020-2021 school year shall only be required to demonstrate one year of work experience.
- 3) Policy 4.700 – Testing Program
  - i) Students shall not be required to take TCAP exams for the spring 2020 semester.
- 4) Policy 5.109 – Evaluation
  - a) Level of overall effectiveness scores shall not be generated for educators in the 2019-2020 school year.
  - b) Pre-kindergarten and kindergarten teachers shall not be evaluated using the growth portfolio model for the 2019-2020 school year.
  - c) Any observations required by State Board of Education Policy 5.201 that were not completed during the 2019-2020 school year as a result of COVID-19 are not required.
  - d) No student data from this year shall be allowed to negatively impact a teacher.
- 5) Policy 5.802 – Qualifications and Duties of the Director of Schools
  - a) The Director of Schools may request an extension from the State Board of Education to report information that would impact educator licensure (e.g. alleged employee misconduct, discipline of employees for actions that violate the teacher code of ethics, etc.).
- 6) Policy 6.200 – Attendance
  - a) Students may not be penalized for non-attendance of online courses.
  - b) Non-attendance of online courses shall not count as unexcused absences and shall not be recorded. Further, students shall not be counted truant for failure to attend online courses.

**BE IT FURTHER RESOLVED** that the Director of Schools shall consult with the Board as feasible and appropriate and shall timely report to the Board regarding implementation of board

policies in alignment with Public Chapter 652 and updated State Board Policies and Rules and Regulations.

**BE IT FURTHER RESOLVED** that the Director of Schools will consult with the Board if he/she determines that additional policies or provisions of policies not contained in this resolution are found to conflict with current State Board rules or policies.

**BE IT FURTHER RESOLVED** that the Director of Schools may apply for any waiver or extension that ensures consistency with this resolution, board policies, and Public Chapter 652 or the State Board of Education policies or rules and regulations implemented to effectuate Public Chapter 652.

**BE IT FURTHER RESOLVED** that the Director of Schools shall inform the Board of any waiver or extension request made pursuant to this resolution.

**BE IT FURTHER RESOLVED** that execution of this Resolution is conclusive evidence of the Board's approval of this action and of the authority granted herein.

Adopted and approved this \_\_\_\_\_ day of \_\_\_\_\_.

By: \_\_\_\_\_

Board Chair

Attest: \_\_\_\_\_

Director of Schools

The motion was approved 6-0 on a voice vote.

Vance Willis made a motion to approve Resolution 20-02, recognizing the efforts of the Hickman County Schools employees in response to COVID-19. Steve Gianakos seconded the motion.

**Resolution 20-02 to Recognize Hickman County School System Employees during  
COVID-19 Pandemic**

Whereas the COVID-19 pandemic greatly impacted the education system and life in Hickman County;

Whereas Governor Lee recommended on March 16 that schools be closed until April 24 and later recommended that schools be closed for the remainder of the school year;

Whereas Tennessee was placed under a safer-at-home order by Governor Lee;

Whereas Hickman County declared a local state of emergency during April 2020;

Whereas the Hickman County School System complied with Governor Lee's recommendations and closed schools;

Whereas administrators and teachers in the Hickman County School System continued to provide educational packets and opportunities to students in all grade levels;

Whereas the Hickman County School System's School Nutrition employees implemented a plan to provide two meals a day to children under the age of 18 in Hickman County;

Whereas employees of the Hickman County School System created and provided thousands of meals to children of Hickman County during the last half of March and April;

Whereas the Hickman County School System provided meal pick-up locations throughout the county to make the meals more readily available to families;

Whereas employees of the Hickman County School System continued to fulfill the mission of the school system during a national, state, and local emergency;

Whereas employees of the Hickman County School System provided exceptional physical, mental, educational, and emotional support to Hickman County;

Now, therefore be it resolved that the Hickman County Board of Education does hereby recognize all employees of the Hickman County School System for their service, spirit, and dedication during the COVID-19 emergency.

Date:

Vote to adopt:

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Chair of Hickman County Board of Education

On a voice vote, the motion was approved 6-0.

Steve Gianakos made a motion to approve resolution 20-03 to recognize Brian Buttrey's volunteer efforts during the school closure due to COVID-19. Jim Hudgins seconded the motion.

**Resolution 20-03 to Recognize Brian Buttrey's Volunteerism and Support of Hickman County's Children and Families during COVID-19 Pandemic**

Whereas the COVID-19 pandemic greatly impacted the education system and life in Hickman County;

Whereas Governor Lee recommended on March 16 that schools be closed until April 24 and later recommended that schools be closed for the remainder of the school year;

Whereas Tennessee was placed under a safer-at-home order by Governor Lee;

Whereas Hickman County declared a local state of emergency during April 2020;

Whereas the Hickman County School System complied with Governor Lee's recommendations and closed schools;

Whereas the Hickman County School System implemented a plan to provide two meals a day to children under the age of 18 in Hickman County;

Whereas employees of the Hickman County School System created and provided thousands of meals to children of Hickman County during the last half of March and April;

Whereas the Hickman County School System provided meal pick-up locations throughout the county to make the meals more readily available to families;

Whereas Brian Buttrey, a member of the community, volunteered to deliver meals to families in Hickman County;

Whereas Brian Buttrey continued to volunteer and increased the number of deliveries daily during the first weeks of meal delivery;

Whereas Brian Buttrey volunteered to deliver 60 meals, the maximum amount that would fit in his vehicle, every day that meals were provided by Hickman County School System;

Now, therefore be it resolved that the Hickman County Board of Education does hereby recognize Brian Buttrey for his service, spirit, and dedication during the COVID-19 emergency and does hereby nominate Brian Buttrey for the Tennessee School Board Association's Volunteer Award.

Date:

Vote to adopt:

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Chair of Hickman County Board of Education

The motion was approved 6-0.

Ron Gammons made a motion to approve the purchase of 40 chromebooks through the ATSI Grant for East Hickman Middle School under the previously approved bid. Jim Hudgins seconded the motion.

Aye

Nay

Pass

Absent



Jane Herron

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 6-0.

The Board took no action on the concrete bid.

Jim Hudgins made a motion to purchase security cameras from BGC up to \$55,000.00. Vance Willis seconded the motion.

| <u>Aye</u>     | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|----------------|------------|-------------|---------------|
| Amy Bryant     |            |             |               |
| Ron Gammons    |            |             |               |
| Steve Gianakos |            |             |               |
| Jane Herron    |            |             |               |

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 6-0.

Vance Willis made a motion to revise the school budget to compensate school employees through a bonus the same as in the previous year and not included in the pay scale in one payment. Ron Gammons seconded the motion.

| <u>Aye</u>  | <u>Nay</u>     | <u>Pass</u> | <u>Absent</u> |
|-------------|----------------|-------------|---------------|
| Amy Bryant  |                |             |               |
| Ron Gammons |                |             |               |
|             | Steve Gianakos |             |               |
|             | Jane Herron    |             |               |

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion failed 3-3.

Amy Bryant made a motion to approve the 141 budget with a bonus payment in two payments. Ron Gammons seconded the motion.

| <u>Aye</u>  | <u>Nay</u>     | <u>Pass</u> | <u>Absent</u> |
|-------------|----------------|-------------|---------------|
| Amy Bryant  |                |             |               |
| Ron Gammons |                |             |               |
|             | Steve Gianakos |             |               |
|             | Jane Herron    |             |               |

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion failed 3-3.

Amy Bryant made a motion to approve the 141 school budget as presented. Ron Gammons seconded the motion.

| <u>Aye</u>     | <u>Nay</u>   | <u>Pass</u> | <u>Absent</u> |
|----------------|--------------|-------------|---------------|
| Amy Bryant     |              |             |               |
|                | Ron Gammons  |             |               |
| Steve Gianakos |              |             |               |
| Jane Herron    |              |             | Tim Hobbs     |
| Jim Hudgins    |              |             |               |
|                | Vance Willis |             |               |

On a roll call vote, the motion was approved 4-2.

Amy Bryant made a motion to approve the 143 school cafeteria budget as presented. Jane Herron seconded the motion.

| <u>Aye</u>     | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|----------------|------------|-------------|---------------|
| Amy Bryant     |            |             |               |
| Ron Gammons    |            |             |               |
| Steve Gianakos |            |             |               |
| Jane Herron    |            |             | Tim Hobbs     |
| Jim Hudgins    |            |             |               |
| Vance Willis   |            |             |               |

On a roll call vote, the motion was approved 6-0.

Ron Gammons made a motion to approve revised board policies 1.8011, 5.1151, and 5.3051 on first reading and to waive the second reading. Vance Willis seconded the motion. On a voice vote, the motion was approved 6-0.

Ron Gammons made a motion to approve the grading procedures for the end of the 2019-2020 school year. Jim Hudgins seconded the motion.

2019-2020 Grading Procedures  
In response to closure from COVID-19

For quarter 4 grades, students will receive one of the following as grades: 1) if grades were quarter 4 were recorded before the closure on March 16, teachers can average those grades for Quarter 4 or 2) teachers will review students' previous grades for Quarters 1-3 and use the highest grade for quarter 4.

Teachers should use their best professional judgment in grades K-2 when determining mastery of grade level skills based on the academic performance, benchmark data, class work, and other information obtained by the teacher.

The option that best benefits the student will be entered as Quarter 4 grade. According to the State Board of Education policy, students will receive a final grade no lower than the grade average of Quarters 1 – 3 on March 20th when the State of Emergency was enforced.

Final grades will be calculated in accordance with the guidelines in Hickman County Board of Education policy 4.600 using the average of the two semesters for a final grade.

Students will continue with dual enrollment, dual credit, online, SAILS, etc. classes until the University (or other host) decides otherwise.

Seniors who are currently in danger of not graduating will be contacted and given specific assignments that they must complete in order to be brought back in good standing. Students who are in good standing are eligible to participate in graduation activities and/or receive their diploma.

Promotion/Retention: The State of Emergency will not be the sole criterion for a student to be retained this year. Decisions of promotion/retention will be based on the individual promotion plan of the student and academic performance and conversations which took place prior to schools' closure.

Students with IEPs will receive end-of-year progress reports. Teachers will use students' past performance, most recent data in regards to IEP goals, and professional judgement to complete end of the year progress reports. Parents will have the option of picking up the report or choosing to have it mailed/e-mailed.

On a voice vote, the motion was approved 6-0.

Jim Hudgins made a motion to approve the supplemental pay at \$50 per day for cafeteria workers for food service work during COVID-19 closure. Steve Gianakos seconded the motion.

Ron Gammons made a motion to amend the motion to add teacher assistants to the supplemental pay motion. Jane Herron seconded the motion. Ron Gammons withdrew his motion.

Amy Bryant made a motion to amend the original motion to request for all employees working to provide meals during closure on-site and off at \$25/day for an expenditure of approximately \$52,000.00. Jim Hudgins seconded the motion.

Aye

Nay

Pass

Absent

Amy Bryant

Ron Gammons

Steve Gianakos

Jane Herron

Tim Hobbs

Jim Hudgins  
Vance Willis

On a roll call vote, the amendment to the motion was approved 6-0.

| <u>Aye</u>     | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|----------------|------------|-------------|---------------|
| Amy Bryant     |            |             |               |
| Ron Gammons    |            |             |               |
| Steve Gianakos |            |             |               |
| Jane Herron    |            |             |               |

Tim Hobbs

Jim Hudgins  
Vance Willis

On a roll call vote, the amended motion for supplemental pay was approved 6-0.

Ron Gammons made a motion to approve the application for an additional school number for a virtual school in Hickman County. Jane Herron seconded the motion.

| <u>Aye</u>     | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|----------------|------------|-------------|---------------|
| Amy Bryant     |            |             |               |
| Ron Gammons    |            |             |               |
| Steve Gianakos |            |             |               |
| Jane Herron    |            |             |               |

Tim Hobbs

Jim Hudgins  
Vance Willis

On a roll call vote, the motion was approved 6-0.

Steve Gianakos made a motion to approve the replacement of the gym floor at EHMS under the capital projects bid. Vance Willis seconded the motion.

| <u>Aye</u>     | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|----------------|------------|-------------|---------------|
| Amy Bryant     |            |             |               |
| Ron Gammons    |            |             |               |
| Steve Gianakos |            |             |               |
| Jane Herron    |            |             |               |

Tim Hobbs

Jim Hudgins  
Vance Willis

On a roll call vote, the motion was approved 6-0.

Steve Gianakos made a motion to approve the recommendation from the Director of Transportation to declare 6 buses and 2 vans as surplus. Amy Bryant seconded the motion.

| <u>Aye</u>  | <u>Nay</u> | <u>Pass</u> | <u>Absent</u> |
|-------------|------------|-------------|---------------|
| Amy Bryant  |            |             |               |
| Ron Gammons |            |             |               |

Steve Gianakos  
Jane Herron

Tim Hobbs

Jim Hudgins  
Vance Willis

On a roll call vote, the motion was approved 6-0.

Vance Willis made a motion to approve revised board policies 4.2013, 3.004, 4.302, and 4.606 on second reading. Ron Gammons seconded the motion. On a voice vote, the motion was approved 6-0.

Amy Bryant made a motion to approve the review of board policies 4.408-4.607. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 6-0.

An announcement was made that a special called meeting could be held on Monday, May 18, at 6:00 p.m. in Room 203 if needed for reconsideration of the school budgets.

The meeting was adjourned at 8:35 p.m.

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Board Chair                      Date

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Director of Schools                      Date

The meeting was adjourned at 7:52 p.m.

**AMY BRYANT**  
9589 S. Lick Creek Rd., Lyles, TN 37098

**RONALD GAMMONS**  
6419 Rice Ln., Lyles, TN 37098

**TIM HOBBS**  
9220 Old Bon Aqua Rd., Bon Aqua, TN 37025

**JIM HUDGINS**  
1297 E. Grinders Switch Rd., Centerville, TN 37033



**Michelle Gilbert**  
Director of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

**JANE HERRON**  
1222 Hwy 100., Centerville, TN 37033

**STEVE GIANAKOS**  
9792 Dogwood Dr., Bon Aqua, TN 37025

**VANCE WILLIS**  
2868 Hwy 48 N., Nunnely, TN 37137

The Hickman County Board of Education will meet in regular session on Monday, June 1, 2020, at 7:00 p.m. in Room 203 of the Central Office building. A work session will be held at 6:00 p.m. in Room 203 of the Central Office building.

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- II. Approval of May 4, 2020 Regular Board Meeting Minutes
- III. Approval of Agenda
- IV. Communications to the Board
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  - B. Financial Report--Business Officer
  - C. Family Resource Centers Year End Report--Center Directors
- V. Items Requiring Board Action
  - A. Budget Amendments--Business Officer
  - B. Request for Athletic Practice During School Day 2020-2021--Deputy Superintendent
  - C. Resolution to Grant Authority to Designate Reserves--Director of Schools
  - D. Authorize Director to Submit Reports, Applications, and Grants--Director of Schools
  - E. 2020-2021 Professional Personnel Decisions--Director of Schools
  - F. 2020-2021 Notice of Placement of Licensed Personnel--Director of Schools
  - G. 2020-2021 Re-Employment and Placement of Support Staff--Director of Schools
  - H. Grant Executive Committee Authority to Close out Year--Director of Schools
  - I. Annual Agenda--Director of Schools
  - J. 2020-2021 Board Meeting Dates--Director of Schools
  - K. 2020-2021 Differentiated Pay Plan--Director of Schools
  - L. 2020-2021 Salary Schedules--Business Officer
  - M. 2020-2021 142 Federal Budget--Business Officer
  - N. Teacher Tenure Recommendations--Director of Accountability
  - O. School Van Purchase--Transportation Director
  - P. Bleacher Services Contract--Maintenance Director
  - Q. Maintenance Building Request--Maintenance Director
  - R. Multi-Year Floor Services--Maintenance Director
  - S. Declaration of Surplus Property--Maintenance Director
  - T. CIS Paving--Maintenance Director
  - U. Land Behind HCMS Offer--Director of Schools
  - V. Board Policy Review 4.700--4.804--Director of Accountability
- VI. Announcements
  - A. TSBA Fall District Meeting--Franklin County--September 24, 2020
  - B. TSBA Leadership Conference and Convention--November 12-15, 2020
- VII. Adjourn



**AMY BRYANT**  
9589 S. Lick Creek Rd., Lyles, TN 37098

**RONALD GAMMONS**  
6419 Rice Ln., Lyles, TN 37098

**TIM HOBBS**  
9220 Old Bon Aqua Rd., Bon Aqua, TN 37025

**JIM HUDGINS**  
1297 E. Grinders Switch Rd., Centerville, TN 37033

**JANE HERRON**  
1222 Hwy 100., Centerville, TN 37033

**STEVE GIANAKOS**  
9792 Dogwood Dr., Bon Aqua, TN 37025

**VANCE WILLIS**  
2868 Hwy 48 N., Nunnally, TN 37137

**Michelle Gilbert**  
Director of Schools  
115 MURPHREE AVENUE  
CENTERVILLE, TN 37033

Memorandum

To: Board Members  
From: Michelle Gilbert  
Date: May 20, 2020  
RE: June Director's Report

**Leave of Absence**

Professional

Ashley Totty

2020-2021 school year

Support Staff

**Hiring**

Professional

Support Staff

**Resignation**

Professional

Tonya Haley  
Rosalind Saline

EHES Special Education  
EHIS Special Education

Support Staff

Victor Wharton

EHHS Boys Basketball

**Retirement**

Professional

Denise Hudgins  
Rebecca Gatewood  
Brendlyn Durham

CIS Interventionist  
CIS Interventionist  
CIS Library Media Specialist

Support Staff

Nan Thomas

Special Education Assistant

**Transfers**

Professional

R.E. McDonald  
Dereck Hale  
Bethany Ring  
Karissa Campbell  
Catherine Shelby

HCMS Teacher to HCHS History  
EHMS Teacher to EHIS Library Media Specialist  
CIS Assistant Principal to EHMS Teacher  
EHMS Special Education to CIS Special Education  
EHHS School Counselor to EHES School Counselor

Support Staff

Jennie Morley

Wanda LeMaster

HCMS Special Education Assistant to HCHS Special  
Education Assistant

EHMS Special Education Assistant to EHIS Special  
Education Assistant

**Appointment**

Professional

Support Staff

**Open Positions**

- 1 Music Position
- 1 Secondary English Position
- 1 Secondary History Position
- 1 K-5 ELA Position
- 1 School Counselor Position
- 2 Secondary Math Position
- 4 Special Education Positions
- 1 Bookkeeper Position
- 2 Intervention Positions
- 2 Special Education Assistant
- 1 Regular Education Assistant
- 1 Student Support Project AWARE

**Family Resource Center  
Annual Performance Report  
Due Date: May 22, 2020**

**In accordance with T.C.A. § 49-2-115 and Family Resource Center (FRC) guidelines,** FRC centers funded through state grant allocations or financed by funds budgeted by local education agencies from the system's allotted Basic Education Program (BEP) must provide an annual performance report which verifies that each FRC is operating as specified in T.C.A. § 49-2-115. Each section of the report **must** be completed unless otherwise noted. ***Report documents will be submitted in ePlan.*** The instructions for submission are listed at the end of the report.

|  |                               |             |
|--|-------------------------------|-------------|
| District: <b>Hickman</b>   |                               |             |
| Director of Schools: <b>Michelle Gilbert</b>   |                               |             |
| FRC Supervisor (if not director): <b>Becky Coleman</b>   |                               |             |
| FRC Director: <b>Mislessa Orton</b>  |                               |             |
| Email Address: <b>mislessa.orton@hickmank12.org    becky.coleman@hickmank12.org</b>  |                               |             |
| FRC Site Address: <b>1639 Bulldog Blvd. Building B    Centerville, Tn 37033</b>  |                               |             |
| Phone: <b>931-729-0430    931-729-3391 Ext. 2225</b>   |                               |             |
| Position Staffing: <input checked="" type="checkbox"/> 10 months <input type="checkbox"/> 11 months <input type="checkbox"/> 12 months   |                               |             |
| List additional school/district duties/responsibilities: <b>None</b>   |                               |             |
| List additional sources of funding for FRC staff position: <b>None</b>   |                               |             |
| Program Level: Check all that apply.<br><input checked="" type="checkbox"/> Elementary (Pre-K-5) <input checked="" type="checkbox"/> Middle (6-8) <input checked="" type="checkbox"/> High (9-12) <input checked="" type="checkbox"/> Family Members |                               |             |
| No. of <b>unduplicated</b> students/children served: <u>1,076</u>  |                               |             |
| No. of families served: <u>615</u>   |                               |             |
| <b>Additional FRC Sites (if multiple sites per district):</b>  |                               |             |
| Site   | Site Address                  | Grade Level |
| East Hickman Family Resource   | 5191 Hwy. 100 Lyles, Tn 37098 | All         |
|  |                               |             |
|  |                               |             |
|  |                               |             |

**Place an X for each service/activity provided:**

| DS / R                              |                                     |   | DS / R  |                          |                                  |
|-------------------------------------|-------------------------------------|---|---|--------------------------|----------------------------------|
| <input type="checkbox"/>            | <input type="checkbox"/>            | Alcohol, Drug & Violence                | <input type="checkbox"/>  | <input type="checkbox"/> | Juvenile Court Affiliation       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Attendance/Truancy                      | <input type="checkbox"/>  | <input type="checkbox"/> | Job Readiness/Job Training       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Behavioral Health Services              | <input type="checkbox"/>  | <input type="checkbox"/> | Nutrition                        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Case Management                         | <input type="checkbox"/>  | <input type="checkbox"/> | Parents as Teachers              |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Conflict Resolution and Peer Mediation  | <input type="checkbox"/>  | <input type="checkbox"/> | Parenting Skills                 |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Clothing Bank Development               | <input type="checkbox"/>  | <input type="checkbox"/> | Parenting & Early Childhood      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Early Childhood Development Adolescents | <input type="checkbox"/>  | <input type="checkbox"/> | Parenting Skills for Destructive |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Family Literacy                         | <input checked="" type="checkbox"/>   | <input type="checkbox"/> | Parent Lending Library           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Families First Affiliation              | <input checked="" type="checkbox"/>   | <input type="checkbox"/> | Preschool in a Bag               |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Food Bank                               | <input type="checkbox"/>  | <input type="checkbox"/> | Resource Directory               |
| <input checked="" type="checkbox"/> | <input type="checkbox"/>            | Food Backpacks for at-risk students     | <input checked="" type="checkbox"/>   | <input type="checkbox"/> | School Supplies                  |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | GED/Adult Basic Education               | <input checked="" type="checkbox"/>   | <input type="checkbox"/> | Student Hygiene Supplies         |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Health                                  | <input type="checkbox"/>  | <input type="checkbox"/> | Tutoring/Mentoring               |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Health Fair                             | <input type="checkbox"/>  | <input type="checkbox"/> | Teen Parents' Program            |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Home Visits                             |   |                          |                                  |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Housing Assistance                      |   |                          |                                  |
| <input checked="" type="checkbox"/> | <input type="checkbox"/>            | Other, please list:                     | Adopt A Class, Operation Santa Claus, 3,6,9 grade orientations, READY! for Kindergarten |                          |                                  |

**\*\*Service/Activity Code**

- Direct Services - DS
- Referral - R

**Section I. Partnerships/Collaborations (Required)**

List the civic groups, churches, community agencies, etc. that the FRC partnered/collaborated with during the year along with the type of service or donation provided and an estimated monetary value. **Example: \$23 per hour for volunteer hours, \$160 an hour counseling services, and \$100 donation from Rotary. Grants should be listed here as well.**

|   |                         |             |
|---|-------------------------|-------------|
| 12 Beta Club Members for 9th Grade Orientation                  | 2 hrs. each x \$23= \$  | 552.00      |
| 60 Teachers/Staff for Orientations                              | 2 hrs. each x \$23= \$  | 3,000.00    |
| 36 Adopt A Class Sponsors                                       | 4 hrs. each x \$23= \$  | 3,312.00    |
| 6 Smart From the Start Volunteers                               | 1 hr. each x \$23= \$   | 138.00      |
| 12 Volunteers for Friday Friends                                | 1 hr. each x \$23= \$   | 276.00      |
| 200 Volunteers for OSC  | 2 hrs. each x \$23= \$  | 9,200.00    |
| 5 Volunteers to help deliver Christmas                          | 3 hr. each x \$23= \$   | 345.00      |
| 9 Advisory Board Members  | 4 hrs. each x \$23= \$  | 828.00      |
| Hickman Co. Public Library Room Rental for Smart From the Start | 75 days x \$10 daily=\$ | 750.00      |
| Value of Food Donated to Friday Friends                         |                         | \$14,000.00 |
| Value of Christmas Gifts/Money Donated to OSC                   |                         | \$15,540.00 |
| Value of Donated Hygiene Items                                  |                         | \$ 3,000.00 |
| Grant From Second Harvest for Friday Friends                    |                         | \$11,165.00 |
| Donated School Supplies for Centerville area schools            |                         | \$10,000.00 |
| Total Number of Volunteers                                      | 340                     |             |
| Total Dollar Amount for Volunteers                              | \$17,651.00             |             |
| Total Dollar Amount for Donated Room, Food OSC, Grants          | \$56,935.00             |             |
| Grand Total:  | \$74,856.00             |             |

## **Section II. Professional Development**

1. List the professional development opportunities the FRC director **participated in or will participate in** for the 2018-19 school year.
2. List the professional development opportunities the FRC **provided or will provide** for the district.

|                            |         |
|----------------------------|---------|
| Suicide Prevention         | 2 Hours |
| Slips, Trips, Falls        | 1 Hour  |
| Hazard Communication       | 1 Hour  |
| Homeless Student Awareness | 1 Hour  |
| Child Abuse Identification | 1 Hour  |
| Nutrition Basics           | 1 Hour  |
| Conflict Management        | 1 Hour  |
| Bloodborne Pathogens       | 1 Hour  |
| Common Illness             | 1 Hour  |
| CPR                        | 1 Hour  |
| Active Shooter             | 1 Hour  |
| Family Engagement          | 8 Hours |
| 1 Regional Meeting         | 5 Hours |
| Health Emergencies         | 3 Hours |
| First Aid                  | 1 Hour  |
| FERPA                      | 1 Hour  |
| Sexual Misconduct          | 1 Hour  |

**SMART Goal Family Support:** What was the SMART goal for this domain?

By May, 2020 to provide weekly weekend food for 30 at-risk students.

By December 20 2019 to provide Christmas for 85 at-risk students.

**Objective(s):** What were the objective(s) for achieving this goal?

The Friday Friends program is designed to help students who routinely experience hunger over the weekend by providing a backpack of nutritional food each Friday.

Operation Santa Claus program is designed to help struggling parents with Christmas for their children by collaborating with local civic groups, community churches and individuals to provide assistance with gifts.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

**Friday Friends:**

- 1) Teachers are given a flier explaining the program and referral forms are supplied for referral. The program is explained to teachers at the first staff meeting at each Hickman County school.
- 2) Each Thursday, backpacks are filled with easy to prepare food items for those students who have been referred from Centerville Elementary, Intermediate, Hickman County Middle and Hickman County High Schools.
- 3) Donations from Second Harvest, local churches, civic organizations and caring individuals help supply food for this program.

**Operation Santa Claus:**

- 1) Fliers are sent home with every student at Centerville Elementary, Intermediate and Hickman County Middle School. High School students can pick up a form from the Guidance Department. Parents are given a deadline to return the form which states they are either requesting help or would like to provide gifts for children.
- 2) Those offering to provide gifts are given a list of three wishes for each child they request. Gifts are due back at the Family Resource Center by the first week of December.
- 3) Tennessee Promise students volunteer to help Santa distribute gifts on the designated pick up date. Parents receiving help are required to bring their children with them to receive the gifts from Santa.
- 4) The Family Resource Center works with Coordinated School Health in the annual Turkey Trot on Thanksgiving morning. The requirement to enter the race is a new toy.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: Students served by weekend backpack program increased by 50 as measured by program data compared to previous. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

Friday Friends:

1) One hundred seven (107) students from fifty (50) families were helped through the Friday Friends program. This is an increase of forty-nine (49) students.

2) Students are surveyed at the end of the school year to see if the food they received is to their liking and if they found it beneficial. Due to Covid-19 school closure, this survey was not completed.

3) Advisory members and School Board members were given a report on the number of students helped by this program.

Operation Santa Claus:

1) Two hundred fifty-nine (259) children from one hundred five (105) families were helped with Christmas this school year. This is an increase of two children from last school year.

2) Advisory members and School Board members were given a report on the number of students helped by this program.

**SMART Goal Family Training:** What is the SMART goal for this domain?

By May, 2020 to provide a FREE Smart From the Start program for up to fifteen (15) children ages birth to 5 years old.

**Objective(s):** What were the objective(s) for achieving this goal?

Smart From the Start program will provide educational materials to help prepare children for kindergarten. Smart From the Start will help children develop social, emotional, and educational skills.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

- 1) Local newspaper articles are run in the summer months to advertise this FREE service for parents and children. Fliers and registration forms are placed at the local health and two local libraries.
- 2) Beginning in September, students meet weekly for a "themed" story time at the local library. Parents are required to stay and interact with their child. Toddlers (ages 15 months to 3yrs. old) meet on Tuesday 9:30 - 11:30. Preschool In A Bag students ages 3 - 5 years old) meet on Thursday 9:30 - 11:30 and Kindergarten Readiness (those who will attend Pre-K or Kindergarten next school year) meet on Friday 9:30 - 11:00.
- 3) Students participate in play time, circle time (where they learn days of the week, months of the year, seasons, shapes, colors, numbers, letters, nursery rhymes and do exercise), story time and arts/crafts. Educational crafts and workbooks are used to reinforce the lesson of the week. At the end of each session, snack is provided and students are given a packet of educational materials to work on at home with their parent.
- 4) Local community helpers volunteer to present programs when studying policeman, fireman, doctor/nurse and veterinarian.
- 5) A pre and post test is administered to determine if progress has been made.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: Families served by Pre-K parent class showed a 20% gain in knowledge as measured by program survey compared to previous year. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

1) Twenty-one (21) students are enrolled in this program. This is a decrease of fifteen (15) students from the previous year.

2) Pre and Post test are administered to students to show gains and progress in phonics, writing and math. Due to the Covid-19 school closure the Post test was not administered.

3) Parents surveys are sent out to evaluate the program and help make improvements for the future.

3) Advisory members and School Board members were given a report on the number of students helped by this program.

**SMART Goal Family Engagement:** What is the SMART goal for this domain?

By August, 2019, up to fifty (50) students and their parents will attend orientation for transitional 3rd, 6th and 9th grades.

**Objective(s):** What were the objective(s) for achieving this goal?

The Family Resource Center will host an orientation at Centerville Intermediate, Hickman Middle and Hickman County High School to give students in 3rd, 6th and 9th grade and their parents an opportunity to become acquainted with the school layout, rules and to meet staff and ask questions.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

- 1) Parents are notified by phone of the upcoming orientation dates.
  - 2) Local newspaper announce the event for two weeks prior to the orientations.
  - 3) Students and parents sign in and receive a "goodie" bag filled with educational leaflets, dress code and a school map. One thousand six hundred sixty-eight (1,668) leaflets were handed out to parents.
  - 4) Students and parents attend a general assembly to view a power point about the school, meet staff and have an opportunity to ask questions.
  - 5) A guided tour of the school is given by Beta Club members or other staff.
- Parents are asked to fill out a survey to give us ideas of what they would like to added to the agenda to help those entering next school year.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: The number of families participating in the Back-to-School program increased by 10% as measured by program data compared to previous year. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

1) Two hundred sixty-four (264) students with five hundred fifty-four (554) family members attended these orientations. This is an increase of forty-eight (48) students from last school year due the class count of these particular grade levels decreasing.

2) Parents are asked to fill out a survey to give us ideas of what they would like to added to the agenda to help those entering next school year.

3) Advisory members and School Board members were given a report on the number of students helped by this program.

4) Local newspaper advertised and published articles about this event.

**SMART Goal Collaboration/Partnerships:** What is the SMART goal for this domain?

By October 31, 2019 up to 20 local businesses, organizations and/or individuals to "adopt" classrooms in grades Pre-k through 5th grade at Centerville Elementary and Intermediate Schools.

**Objective(s):** What were the objective(s) for achieving this goal?

The Family Resource Center collaborates with businesses/organizations/individuals to provide Adopt A Class sponsorship which gives an opportunity to have a positive affect on the education of a specific group of students. Sponsors stress the importance of attendance and a good education.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

- 1) Businesses/organizations/individuals were contacted during the months of July and August to explain the program and request that they become partners in this program at the local Centerville Elementary and Intermediate Schools.
- 2) Invitations were sent out to thirty-nine (39) sponsors requesting their presence at an "adoption" ceremony at their respective schools.
- 3) Classroom ambassadors presented sponsors with a Certificate of Adoption and escorted them to their classrooms.
- 4) Teachers and sponsors agreed upon time and dates of future visits with students. During these visits, sponsors express the importance of a good education and attendance. A strong bond is created between teacher, student and sponsor.
- 5) The local newspaper highlighted this program several time throughout the year.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: The number of community partners increased by 5 as compared to previous year. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

1) Thirty-six (36) sponsors were placed with classrooms. This is a decrease of three (3) sponsor. Last year we had three classroom with two sponsors.

2) Both teachers and sponsors evaluate the program and give us ideas of how to improve the effectiveness of the program.

3) Advisory members and School Board members were given a report on the number of students helped by this program.

**Family Resource Center  
Annual Performance Report  
Due Date: May 22, 2020**

In accordance with T.C.A. § 49-2-115 and Family Resource Center (FRC) guidelines, FRC centers funded through state grant allocations or financed by funds budgeted by local education agencies from the system's allotted Basic Education Program (BEP) must provide an annual performance report which verifies that each FRC is operating as specified in T.C.A. § 49-2-115. Each section of the report **must** be completed unless otherwise noted. ***Report documents will be submitted in ePlan.*** The instructions for submission are listed at the end of the report.

|  |  |             |
|--|--|-------------|
| District: <b>Hickman County</b>  |  |             |
| Director of Schools: <b>Michelle Gilbert</b>   |  |             |
| FRC Supervisor (if not director): <b>Becky Coleman</b>   |  |             |
| FRC Director: <b>Alison Stanley</b>  |  |             |
| Email Address: <b>alison.brady@hickmank12.org becky.coleman@hickmank12.org</b>   |  |             |
| FRC Site Address: <b>5191 Hwy. 100 Lyles, Tn 37098</b>   |  |             |
| Phone: <b>931-670-6617 931-729-3391 Ext. 2225</b>  |  |             |
| Position Staffing: <input checked="" type="checkbox"/> 10 months <input type="checkbox"/> 11 months <input type="checkbox"/> 12 months   |  |             |
| List additional school/district duties/responsibilities: <b>None</b>   |  |             |
| List additional sources of funding for FRC staff position: <b>None</b>   |  |             |
| Program Level: Check all that apply.<br><input checked="" type="checkbox"/> Elementary (Pre-K-5) <input checked="" type="checkbox"/> Middle (6-8) <input checked="" type="checkbox"/> High (9-12) <input checked="" type="checkbox"/> Family Members |  |             |
| No. of <b>unduplicated</b> students/children served: <u>1,184</u>  |  |             |
| No. of families served: <u>734</u>   |  |             |
| <b>Additional FRC Sites (if multiple sites per district):</b>  |  |             |
| Site   | Site Address                                       | Grade Level |
| Centerville Family Resource Center   | 1639 Bulldog Blvd. Building B Cenerville, Tn 37033 | <b>All</b>  |
|  |  |             |
|  |  |             |
|  |  |             |

**Place an X for each service/activity provided:**

| DS / R                              |                                     |   | DS / R   |                          |                                  |
|-------------------------------------|-------------------------------------|---|--|--------------------------|----------------------------------|
| <input type="checkbox"/>            | <input type="checkbox"/>            | Alcohol, Drug & Violence                | <input type="checkbox"/>   | <input type="checkbox"/> | Juvenile Court Affiliation       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Attendance/Truancy                      | <input type="checkbox"/>   | <input type="checkbox"/> | Job Readiness/Job Training       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Behavioral Health Services              | <input type="checkbox"/>   | <input type="checkbox"/> | Nutrition                        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Case Management                         | <input type="checkbox"/>   | <input type="checkbox"/> | Parents as Teachers              |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Conflict Resolution and Peer Mediation  | <input type="checkbox"/>   | <input type="checkbox"/> | Parenting Skills                 |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Clothing Bank Development               | <input type="checkbox"/>   | <input type="checkbox"/> | Parenting & Early Childhood      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Early Childhood Development Adolescents | <input type="checkbox"/>   | <input type="checkbox"/> | Parenting Skills for Destructive |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Family Literacy                         | <input checked="" type="checkbox"/>  | <input type="checkbox"/> | Parent Lending Library           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Families First Affiliation              | <input checked="" type="checkbox"/>  | <input type="checkbox"/> | Preschool in a Bag               |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Food Bank                               | <input type="checkbox"/>   | <input type="checkbox"/> | Resource Directory               |
| <input checked="" type="checkbox"/> | <input type="checkbox"/>            | Food Backpacks for at-risk students     | <input checked="" type="checkbox"/>  | <input type="checkbox"/> | School Supplies                  |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | GED/Adult Basic Education               | <input checked="" type="checkbox"/>  | <input type="checkbox"/> | Student Hygiene Supplies         |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Health                                  | <input type="checkbox"/>   | <input type="checkbox"/> | Tutoring/Mentoring               |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Health Fair                             | <input type="checkbox"/>   | <input type="checkbox"/> | Teen Parents' Program            |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Home Visits                             |  |                          |                                  |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Housing Assistance                      |  |                          |                                  |
| <input checked="" type="checkbox"/> | <input type="checkbox"/>            | Other, please list:                     | Adopt A Class, Operation Santa Claus, 3rd, 6th & 9th Grade Orientations, READY! for Kindergarten |                          |                                  |

**\*\*Service/Activity Code**

- Direct Services - DS
- Referral - R

**Section I. Partnerships/Collaborations (Required)**

List the civic groups, churches, community agencies, etc. that the FRC partnered/collaborated with during the year along with the type of service or donation provided and an estimated monetary value. **Example: \$23 per hour for volunteer hours, \$160 an hour counseling services, and \$100 donation from Rotary. Grants should be listed here as well.**

|   |                         |             |
|---|-------------------------|-------------|
| 12 Beta Club Members for 9th Grade Orientation                  | 2 hrs. each x \$23= \$  | 552.00      |
| 60 Teachers for 3rd, 6th, & 9th Grade Orientation               | 2 hrs. each x \$23 =    | \$3,000.00  |
| 47 Adopt A Class Sponsors                                       | 4 hrs. each x \$23=     | \$4,324.00  |
| 1 Smart From the Start Volunteers                               | 1 hr. each x \$23= \$   | 23.00       |
| 12 Volunteers with Friday Friends                               | 1 hr. each x \$23=\$    | 276.00      |
| 200 Volunteers with OSC   | 2 hrs. each x \$23= \$  | 9,200.00    |
| 25 Volunteers to deliver OCS                                    | 3 hrs. each x \$23= \$  | 1,725.00    |
| 7 Advisory Board Members  | 4 hrs. each x \$23= \$  | 644.00      |
| Hickman Co. Public Library Room Rental for Smart From the Start | 75 days x \$10 daily=\$ | 750.00      |
| Value of Food Donated to Friday Friends                         |                         | \$14,000.00 |
| Value of Christmas Gifts/Money Donated to OSC                   |                         | \$17,820.00 |
| Value of Donated Hygiene Items                                  |                         | \$ 3,000.00 |
| Grant From Second Harvest for Friday Friends                    |                         | \$11,165.00 |
| Donated School Supplies for each East Hickman School            |                         | \$10,000.00 |
| Total Number of Volunteers                                      | 364                     |             |
| Total Dollar Amount for Volunteers                              | \$19,950.00             |             |
| Total Dollar Amount for Donated Room, Food OSC, Grants          | \$60,835.00             |             |
| Grand Total:  | \$80,740.00             |             |

## **Section II. Professional Development**

1. List the professional development opportunities the FRC director **participated in or will participate in** for the 2018-19 school year.
2. List the professional development opportunities the FRC **provided or will provide** for the district.

|                            |         |
|----------------------------|---------|
| Suicide Prevention         | 2 Hours |
| Slips, Trips, Falls        | 1 Hour  |
| Hazard Communication       | 1 Hour  |
| Homeless Student Awareness | 1 Hour  |
| Child Abuse Identification | 1 Hour  |
| Nutrition Basics           | 1 Hour  |
| Conflict Management        | 1 Hour  |
| Bloodborne Pathogens       | 1 Hour  |
| Common Illness             | 1 Hour  |
| CPR                        | 1 Hour  |
| Active Shooter             | 1 Hour  |
| 1 Regional Meeting         | 5 Hours |
| Health Emergencies         | 3 Hours |
| First Aid                  | 1 Hour  |
| FERPA                      | 1 Hour  |
| Sexual Misconduct          | 1 Hour  |

**SMART Goal Family Support:** What was the SMART goal for this domain?

By May, 2020 to provide weekly weekend food for up to 30 at-risk students.

By December 20, 2019 to provide Christmas for up to 85 at-risk students.

**Objective(s):** What were the objective(s) for achieving this goal?

The Friday Friends program is designed to help students who routinely experience hunger over the weekend by providing a backpack of nutritional food each Friday.

Operation Santa Claus program is designed to help struggling parents with Christmas for their children by collaborating with local civic groups, community churches and individuals to provide assistance with gifts.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

**Friday Friends:**

- 1) Teachers are given a flier explaining the program and referral forms are supplied for referral. The program is explained to teachers at the first staff meeting at each East Hickman school.
- 2) Each Thursday, backpacks are filled with easy to prepare food items for those students who have been referred from East Hickman Elementary, Intermediate, Middle and High Schools.
- 3) Donations from Second Harvest, local churches, civic organizations and caring individuals help supply food for this program.

**Operation Santa Claus:**

- 1) Fliers are sent home with every student at East Hickman Elementary, Intermediate and Middle School. High School students can pick up a form from the Guidance Department. Parents are given a deadline to return the form which states they are either requesting help or would like to provide gifts for children.
- 2) Those offering to provide gifts are given a list of three wishes for each child they request. Gifts are due back at the Family Resource Center by the first week of December.
- 3) Tennessee Promise students volunteer to help Santa distribute gifts on the designated pick up date. Parents receiving help are required to bring their children with them to receive the gifts from Santa.
- 4) The Family Resource Center works with Coordinated School Health in the annual Turkey Trot on Thanksgiving morning. The requirement to enter the race is a new toy.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: Students served by weekend backpack program increased by 50 as measured by program data compared to previous. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

Friday Friends:

1) One hundred (100) students have been helped through the Friday Friends program. This is a decrease of two (2) students from last school year. Due to school closures, we are continuing to provide weekend food through our "Blessing Boxes" located throughout our county.

2) Students are surveyed at the end of the school year to see if the food they received is to their liking and if they found it beneficial. Due to Covid-19 school closure these surveys were not administered.

3) Advisory members and School Board members were given a report on the number of students helped by this program.

Operation Santa Claus:

1) Three hundred thirty-three (333) children from one hundred thirty-one (131) families were helped with Christmas this school year. This is a decrease of nine (9) students from last school years count of three hundred forty-two (342). Two large families withdrew from the system attributing to this decline.

2) Advisory members and School Board members were given a report on the number of students helped by this program.

**SMART Goal Family Training:** What is the SMART goal for this domain?

By May, 2020 to provide a FREE Smart From the Start program for up to fifteen (15) children ages birth to 5 years old.

**Objective(s):** What were the objective(s) for achieving this goal?

Smart From the Start program will provide educational materials to help prepare children for kindergarten. Smart From the Start will help children develop social, emotional, and educational skills.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

- 1) Local newspaper articles are run in the summer months to advertise this FREE service for parents and children. Fliers and registration forms are placed at the local health and two local libraries.
- 2) Beginning in September, students meet weekly for a "themed" story time at the local library. Parents are required to stay and interact with their child. Toddlers (ages 15 months to 3yrs. old) meet on Tuesday 9:30 - 11:30. Preschool In A Bag students ages 3 - 5 years old) meet on Thursday 9:30 - 11:30 and Kindergarten Readiness (those who will attend Pre-K or Kindergarten next school year) meet on Friday 9:30 - 11:00.
- 3) Students participate in play time, circle time (where they learn days of the week, months of the year, seasons, shapes, colors, numbers, letters, nursery rhymes and do exercise), story time and arts/crafts. Educational crafts and workbooks are used to reinforce the lesson of the week. At the end of each session, snack is provided and students are given a packet of educational materials to work on at home with their parent.
- 4) A READY! for Kindergarten program for parents is offered six (6) times per year. Parents attend a one hour class and learn innovative ideas and approaches to make learning fun for their children. Parents are encouraged to play at least ten minutes per day and read twenty minutes per day with their child. Lots of educational games, books and manipulative's are given to parents at each session.
- 5) Local community helpers volunteer to present programs when studying policeman, fireman, doctor/nurse and veterinarian.
- 6) A pre and post test is administered to determine if progress has been made.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: Families served by Pre-K parent class showed a 20% gain in knowledge as measured by program survey compared to previous year. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

1) Nineteen (19) students are enrolled in the Smart From the Start program. This is a decrease of nineteen (19) students from last years count of forty (40) students.

2) Pre and Post test are administered to students to showed gains and progress in phonics, writing and math. Due to Covid-19 school closure, the Post test was not administered.

3) Parent evaluations are provided to help make improvements to this program. Due to the Covid-19 school closure, these evaluations were not administered.

4) Advisory members and School Board members were given a report on the number of students helped by this program.

**SMART Goal Family Engagement:** What is the SMART goal for this domain?

By August, 2019 up to fifty (50) students and their parents will attend orientation for transitional 3rd, 6th and 9th grades.

**Objective(s):** What were the objective(s) for achieving this goal?

The Family Resource Center will host an orientation at East Hickman Intermediate, Middle and High School to give students in 3rd, 6th and 9th grade and their parents an opportunity to become acquainted with the school layout, rules and to meet staff and ask questions.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

- 1) Parents are notified by phone of the upcoming orientation dates.
  - 2) Local newspaper announce the event for two weeks prior to the orientations.
  - 3) Students and parents sign in and receive a "goodie" bag filled with educational leaflets, dress code and a school map. One thousand two hundred and seven (1,207) leaflets were handed out to parents.
  - 4) Students and parents attend a general assembly to view a power point about the school, meet staff and have an opportunity to ask questions.
  - 5) A guided tour of the school is given by Beta Club members or other staff.
- Parents are asked to fill out a survey to give us ideas of what they would like to added to the agenda to help those entering next school year.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: The number of families participating in the Back-to-School program increased by 10% as measured by program data compared to previous year. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

- 1) Two hundred sixty-seven (267) students with five hundred ninety-one (591) family members attended these orientations. This is a decrease of thirty-eight (38) students due to enrollment numbers.
- 2) Parents are asked to fill out a survey to give us ideas of what they would like to added to the agenda to help those entering next school year.
- 3) Advisory members and School Board members were given a report on the number of students helped by this program.
- 4) Local newspaper advertised and published articles about this event.

**SMART Goal Collaboration/Partnerships:** What is the SMART goal for this domain?

By October 31, 2019 up to 20 local businesses, organizations and/or individuals to "adopt" classrooms in grades Pre-k through 5th grade at East Hickman Elementary and Intermediate Schools.

**Objective(s):** What were the objective(s) for achieving this goal?

The Family Resource Center collaborates with businesses/organizations/individuals to provide Adopt A Class sponsorship which gives an opportunity to have a positive affect on the education of a specific group of students. Sponsors stress the importance of attendance and a good education.

**Activities:** List activities, curricula, program services, strategies, and policies implemented for this goal including number of students and families served. List any partners involved with the activities/services provided and their specific role.

- 1) Businesses/organizations/individuals were contacted during the months of July and August to explain the program and request that they become partners in this program at the local East Hickman Elementary and Intermediate Schools.
- 2) Invitations were sent out to forty-five (45) sponsors requesting their presence at an "adoption" ceremony at their respective schools.
- 3) Classroom ambassadors presented sponsors with a Certificate of Adoption and escorted them to their classrooms.
- 4) Teachers and sponsors agreed upon time and dates of future visits with students. During these visits, sponsors express the importance of a good education and attendance. A strong bond is created between teacher, student and sponsor.
- 5) The local newspaper highlighted this program several time throughout the year.

**Outcomes:** It is **required** to list outcomes for the goal. **Example: The number of community partners increased by 5 as compared to previous year. Also include:**

- 1) What were the barriers to implementation?
- 2) How are the outcomes being used to make changes to the program/service?
- 3) How were results communicated to key stakeholders such as parents, students, and the school community?

1) Forty-five (45) sponsors were placed with classrooms. This is the same number as last year

2) Both teachers and sponsors evaluate the program and give us ideas of how to improve the effectiveness of the program.

3) Advisory members and School Board members were given a report on the number of students helped by this program.

Resolution 20-15

Assignment Authority  
GASB 54

BE IT RESOLVED by the Board of Education of Hickman County, Tennessee, assembled in regular session this 1st day of June, 2020, that the Director of Schools shall have the authority to establish the amounts of funds that will be ASSIGNED for specific purposes for the fiscal year ended June 30, 2020.

Upon approval, this resolution will be placed in the minutes of the Board of Education. The resolution must be passed each fiscal year.

Action: \_\_\_\_\_ Aye \_\_\_\_\_ Nay \_\_\_\_\_ Absent

Adopted:

Attest:

## Sample Motion

I authorize the Director of Schools to submit Reports, Applications, Amendments, and Addenda including Federal applications and Budgets, and any other grants or awards in closing the 2019-2020 school year and for the rising 2020-2021 school year on behalf of the Hickman County School System.

V.E.

Professional Employment Decision for the 2020-2021 School Year

The Director of Schools is making the following employment decisions regarding licensed personnel for the 2020-2021 school year.

Sample Motion:

I move that the Board acknowledge receipt of the Director of Schools employment of Licensed Personnel for the 2020-2021 school year and authorize such be placed in the minutes of the Board.

Centerville Elementary School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

## Centerville Elementary School

1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>           | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|-----------------------|----------------------|--|
| Kendra Beard Mayberry | 4                    | Yes  |
| Justin Warren         | 3                    | Yes  |
| Brandy Mayberry       | 3                    | Yes  |
| Savannah Barber       | 1                    | Yes  |
| Meagan Lynam          | 1                    | Yes  |
| Valerie Gonzalez      | 1                    | Yes  |
| Leah Isenberg         | 1*                   | Yes  |
| Shelda Qualls         | 2*                   | Yes  |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met



# Centerville Elementary School

## VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2020-2021</u><br><u>Yes/No</u> | <u>Position</u><br><u>Last Held</u> |
|-------------|---|-------------------------------------|
| Mindy James | No  | RTI                                 |

## VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current</u><br><u>Position</u> | <u>Is To Be</u><br><u>Re-Elected</u><br><u>Yes/No</u> |
|-------------|-----------------------------------|---|
| Sarah Routt | RTI                               | Yes   |

## Centerville Elementary School

### VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

#### Name

Kim Jenkins  
Amber Kelley  
Dionne Yablonski  
Heather Martin  
Stephanie Spitzer  
Marissa Tidwell  
Mandy Harrison  
Teresa Totty  
Mendy Davis  
Andrea Ragsdale  
Daniel Bey  
Lori Cochran  
Kathy French  
Carol Anderson  
Janie Choate  
Dawn Mayberry  
Cary Wright  
Allison Tucker  
Tarrah Lawson  
Christine Hoover  
Rachael Atkinson  
Tessa Tucker  
Emily Atkinson  
Lynne Anderson  
Michelle Atkinson

# Centerville Elementary School

\_\_\_\_\_  
Signature of Principal

\_\_\_\_\_  
Date

Date Reviewed \_\_\_\_\_ Concur Yes / No

K. Davis

5/21/2020

\_\_\_\_\_  
Signature of Instructional Supervisor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Instructional Supervisor

\_\_\_\_\_  
Date

Date Reviewed 5/22/2020 Concur  Yes / No

Julia Shamass

5/22/2020

\_\_\_\_\_  
Signature of Special Programs Director

\_\_\_\_\_  
Date

Date Reviewed 5/21/20 Concur  Yes / No

Michelle Hillert

5/21/20

\_\_\_\_\_  
Signature of Director of Schools

\_\_\_\_\_  
Date

Exceptions:

The following are contract employees:

Centerville Intermediate School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

# Centerville Intermediate School

## 1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>      | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|------------------|----------------------|--|
| Allie Sue Hughes | 4                    | Yes  |
| Jennifer Prosser | 4                    | Yes  |
| Patricia Qualls  | 4                    | Yes  |
| Amy Johnston     | 3                    | Yes  |
| Brooke Rogers    | 2                    | Yes  |
| Shelby Hoover    | 2                    | Yes  |
| Laura Harris     | 1                    | Yes  |
| Shamekia Jenkins | 5                    | Yes  |
| Bethany Powers   | 5                    | Yes  |
| Emily Mobley     | 5                    | Yes  |
| Meredith Qualls  | 6                    | Yes  |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

## II. Non-Tenured But Going On Tenure:

- A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

| <u>Name</u> | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|-------------|----------------------|--|
|-------------|----------------------|--|

# Centerville Intermediate School

## III. Non-Tenured But Not To Be Re-Elected

Name

position

## IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

Name

Reason

## V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

Name

Reason

Rebecca Gatewood  
Denise Hudgins  
Brendlyn Durham

Retirement  
Retirement  
Retirement

## VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

Name

Returning 2020-2021  
Yes/No

Position  
Last Held

## VII. Replacements For Teachers Who Are On A Leave of Absence

## Centerville Intermediate School

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current<br/>Position</u> | <u>Is To Be<br/>Re-Elected<br/>Yes/No</u> |
|-------------|-----------------------------|---|
|-------------|-----------------------------|---|

### VIII. Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

#### Name

Lea Ann Buchanan  
Mollie Chessor  
Carolyn Middleton  
Susan Prince  
Jana Willis  
Jamie Lawson  
Ashley Rochelle  
Kevin Johnston  
Linda Warren  
Daniel Bey  
Mike Kelley  
Stacy LaRue  
Tara Chessor  
Karen Bridges  
Dusty Covington  
Ashley Maddox

Centerville Intermediate School

\_\_\_\_\_  
Signature of Principal

\_\_\_\_\_  
Date

Date Reviewed \_\_\_\_\_ Concur Yes / No

Kyr Davis

5/21/2020

\_\_\_\_\_  
Signature of Instructional Supervisor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Instructional Supervisor

\_\_\_\_\_  
Date

Date Reviewed \_\_\_\_\_ Concur Yes / No

\_\_\_\_\_  
Signature of Special Programs Director

\_\_\_\_\_  
Date

Date Reviewed 5/21/20 Concur  Yes / No

Michelle Hilbert

5/21/20

\_\_\_\_\_  
Signature of Director of Schools

\_\_\_\_\_  
Date

Exceptions:

East Hickman Elementary School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

# East Hickman Elementary School

## 1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>        | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|--------------------|----------------------|--|
| Jamie Manor        | 11                   | yes  |
| Allison Gilbert    | 6.5                  | yes  |
| Tonya Haley        | 6                    | yes  |
| Brandy Warren      | 5                    | yes  |
| Tonda Gainey       | 4.5                  | yes  |
| Ashley Wenner      | 3.5                  | yes  |
| Justin Warren      | 3                    | yes  |
| Michele Griggs     | 2                    | yes  |
| Cathy Morgan       | 2                    | yes  |
| Rebekah Sorensen   | 2                    | yes  |
| Heather Turner     | 2                    | yes  |
| Landry Wade        | 1                    | Yes  |
| Laura Arnold*      | 1                    | Yes  |
| Rachel Smith       | 7                    | Yes  |
| Sarah Vander Leest | 1                    | Yes  |
| Laura Love         | 4                    | Yes  |
| Lauren Powell      | 2                    | Yes  |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

# East Hickman Elementary School

## II. Non-Tenured But Going On Tenure:

- A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

### Recommendation

| <u>Name</u> | <u>Years Service</u> | <u>For Re-Election<br/>Yes/No</u> |
|-------------|----------------------|-----------------------------------|
| Sara Lawson | 6                    | Yes                               |

## III. Non-Tenured But Not To Be Re-Elected

| <u>Name</u> | <u>position</u> |
|-------------|-----------------|
|-------------|-----------------|

## IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

## V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

## East Hickman Elementary School

### VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2020-2021</u><br><u>Yes/No</u> | <u>Position</u><br><u>Last Held</u> |
|-------------|---|-------------------------------------|
| Keri Hanes  | No  | Intervention                        |

### VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current</u><br><u>Position</u> | <u>Is To Be</u><br><u>Re-Elected</u><br><u>Yes/No</u> |
|-------------|-----------------------------------|---|
|-------------|-----------------------------------|---|

### VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

#### Name

Jessica Armstrong  
Beth Beard  
Lori Bentley  
Angela Campbell  
Elizabeth Cannon  
Yvonne Daniel  
Angelica Essary  
Alisa Keller  
Ella Lassar  
Stephanie Overbey  
Michelle O'Guin  
Angie Petty  
Cathy Smith  
Amanda Spivey  
Kim Taylor  
Amanda Tidwell/Jennifer Knight  
Penny Wilson  
Angela West  
Jessica O'Daniel  
Rachel McCaleb

# East Hickman Elementary School

Signature of Principal

Date

|   |                          |
|---|--------------------------|
| Date Reviewed <u>5/22/2020</u> Concur <input checked="" type="radio"/> Yes / No _____ |                          |
| <u>Kyr Davis</u><br>Signature of Instructional Supervisor                             | <u>5/21/2020</u><br>Date |
| Signature of Instructional Supervisor   | Date                     |

|   |                          |
|---|--------------------------|
| Date Reviewed <u>5/22/2020</u> Concur <input checked="" type="radio"/> Yes / No |                          |
| <u>Julia Thomassen</u><br>Signature of Special Programs Director                | <u>5/22/2020</u><br>Date |

|   |                        |
|---|------------------------|
| Date Reviewed <u>5/21/20</u> Concur <input checked="" type="radio"/> Yes / No |                        |
| <u>Michelle Fieber</u><br>Signature of Director of Schools                    | <u>5/21/20</u><br>Date |

Exceptions:

East Hickman High School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

## East Hickman High School

1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>         | <u>Years Service</u> | <u>Recommended For Re-Election</u> |
|---------------------|----------------------|------------------------------------|
| Myles Williams      | 8                    | yes                                |
| Cheri Cutulle       | 6                    | yes                                |
| Lyndsey Spain       | 6                    | yes                                |
| Charlotte Boehms    | 5                    | yes                                |
| Connie Graves       | 5                    | yes                                |
| Wesley Roberts      | 5                    | yes                                |
| Paul Ewing          | 2                    | yes                                |
| Lauren Buttrey      | 2                    | yes                                |
| Matt Salewsky       | 2                    | yes                                |
| Catherine Roseberry | 2                    | yes                                |
| Sindra Jones        | 2                    | yes                                |
| Aaron Saunders      | 2                    | yes                                |
| Bonnie Kelly        | 2                    | yes                                |
| Kitte Atencio       | 3                    | yes                                |
| Daniel Irvine       | 1                    | yes                                |
| Billy Sawyer        | 1                    | yes                                |
| Brandon Smith       | 3                    | yes                                |

# East Hickman High School

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

## II. Non-Tenured But Going On Tenure:

A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

| Name          | Recommendation for Re-Election<br>YES/NO |
|---------------|--|
| Chris Austin  | Yes                                      |
| Emily Cross   | Yes                                      |
| Robyn Emerson | Yes                                      |

## III. Non-Tenured But Not To Be Re-Elected

1. Matthew Proctor

## IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

## V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

# East Hickman High School

## VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2020-2021<br/>Yes/No</u> | <u>Position<br/>Last Held</u> |
|-------------|---------------------------------------|-------------------------------|
|-------------|---------------------------------------|-------------------------------|

## VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current<br/>Position</u> | <u>Is To Be<br/>Re-Elected<br/>Yes/No</u> |
|-------------|-----------------------------|---|
|-------------|-----------------------------|---|

## VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

1. Scott Angell
2. Keith Boehms
3. David Carter (1/2 year)
4. Robin Castleberry
5. Todd Collins
6. Dana Cook
7. James Dickson
8. Alice Guardo
9. Sheryl Guire
10. Greg Gunther
11. Mickey Mathis
12. Greg Matney
13. Leanna McCaleb
14. Pam Mitchell Clark (1/2 year)
15. Cindi Morgan
16. Kenda Polk
17. Tracy Poth
18. Beth Robinson
19. Teresa Tharpe
20. Jennifer Turpin
21. Crystal Wilson
22. Amy Matney
23. Drew Smith

# East Hickman High School

Signature of Principal \_\_\_\_\_

Date \_\_\_\_\_

Date Reviewed 5-21-20 Concur  Yes / No

Mitch L. Hulston

5-21-20

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed 5-22-2020 Concur  Yes / No

Julia Khourassan

5-22-2020

Signature of Special Programs Director

Date

Date Reviewed 5/21/20 Concur  Yes / No

Michelle Silver

5/21/20

Signature of Director of Schools

Date

Exceptions:

East Hickman Intermediate School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

# East Hickman Intermediate School

1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>             | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|-------------------------|----------------------|--|
| <b>Kelly Cochran</b>    | <b>1</b>             | <b>Yes</b>   |
| <b>Sandra Schumann</b>  | <b>1</b>             | <b>Yes</b>   |
| <b>Dillon Shelby</b>    | <b>2</b>             | <b>Yes</b>   |
| <b>Mason Rochelle</b>   | <b>2</b>             | <b>Yes</b>   |
| <b>Elizabeth Goad</b>   | <b>3</b>             | <b>Yes</b>   |
| <b>Sandie Luna</b>      | <b>3</b>             | <b>Yes</b>   |
| <b>Sandra Pape</b>      | <b>4</b>             | <b>Yes</b>   |
| <b>Chenille Bonin</b>   | <b>5</b>             | <b>Yes</b>   |
| <b>Jennifer Lange</b>   | <b>5</b>             | <b>Yes</b>   |
| <b>Sarah Booker</b>     | <b>6</b>             | <b>Yes</b>   |
| <b>Elizabeth Grover</b> | <b>3</b>             | <b>Yes</b>   |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

## East Hickman Intermediate School

### II. Non-Tenured But Going On Tenure:

A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

| <u>Name</u>           | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|-----------------------|----------------------|--|
| <b>Cassie Hale</b>    | <b>5</b>             | <b>Yes</b>   |
| <b>Diana Lankford</b> | <b>5</b>             | <b>Yes</b>   |

### III. Non-Tenured But Not To Be Re-Elected

| <u>Name</u>                   | <u>position</u>                    |
|-------------------------------|------------------------------------|
| <b>Tabitha Leanne Gossett</b> | <b>Library</b>                     |
| <b>Rosalind Saline</b>        | <b>3rd grade Special Education</b> |

### IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|             |               |

### V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

| <u>Name</u>            | <u>Reason</u>      |
|------------------------|--------------------|
| <b>Peggy McClellan</b> | <b>Retirement</b>  |
| <b>Joy Mangrum</b>     | <b>Resignation</b> |

### VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2020-2021<br/>Yes/No</u> | <u>Position<br/>Last Held</u> |
|-------------|---------------------------------------|-------------------------------|
|             |                                       |                               |

## East Hickman Intermediate School

### VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current<br/>Position</u> | <u>Is To Be<br/>Re-Elected<br/>Yes/No</u> |
|-------------|-----------------------------|---|
|-------------|-----------------------------|---|

### VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

**Debbie Gross**  
**Celine Powell**  
**Eden Creasy**  
**Judi Culver**  
**Tiffany Semore**  
**Tonia Breece**  
**Lora (Nicki) Cole**  
**Michael Hanes**  
**Cheryl Kiessling**  
**Anndrea Eubanks**  
**Michelle Lambert**  
**Deana Graham**  
**Kim Smith**  
**Nick Simmons**  
**Pat Qualls (1/2 year)**

East Hickman Intermediate School

Signature of Principal

Date

Date Reviewed 5/21/2020 Concur Yes / No

Kyle Davis  
Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed 5/22/2020 Concur  Yes  No

Julia Thomason  
Signature of Special Programs Director

5/22/2020  
Date

Date Reviewed 5/21/20 Concur  Yes  No

Michelle Hewitt  
Signature of Director of Schools

5/21/20  
Date

Exceptions:

East Hickman Middle School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

# East Hickman Middle School

## 1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>         | <u>Years Service</u> | <u>Recommendation</u>  |
|---------------------|----------------------|------------------------|
|                     |                      | <u>For Re-Election</u> |
|                     |                      | <u>Yes/No</u>          |
| Kristin Stewart     | 1                    | Yes                    |
| Cortnie Fitts       | 1                    | Yes                    |
| Preston Hall        | 2                    | Yes                    |
| Tori Hughes         | 2                    | Yes                    |
| Elizabeth Roberson  | 4                    | Yes                    |
| Barbara Brooks      | 2                    | Yes                    |
| Jennifer Clendenion | 4                    | Yes                    |
| Lauren Sauls        | 4                    | Yes                    |
| Cayla Moulton       | 4                    | Yes                    |
| Tara Rhea           | 4                    | Yes                    |
| Rose Korte          | 4                    | Yes                    |
| Dereck Hale         | 5                    | Yes                    |
| Becky Powers        | 9                    | Yes                    |
| Amber Warren        | 5                    | Yes                    |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

## East Hickman Middle School

### II. Non-Tenured But Going On Tenure:

- A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years.

| <u>Name</u>      | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|------------------|----------------------|--|
| Robert Phillips* | 2                    | Yes  |

Tenure reinstated from previous local tenure.

### III. Non-Tenured But Not To Be Re-Elected

| <u>Name</u>  | <u>position</u>   |
|--------------|-------------------|
| Mandy Mercer | 6th Grade Science |

### IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

### V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

### VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2020-2021<br/>Yes/No</u> | <u>Position<br/>Last Held</u> |
|-------------|---------------------------------------|-------------------------------|
|-------------|---------------------------------------|-------------------------------|

## East Hickman Middle School

### VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current<br/>Position</u> | <u>Is To Be<br/>Re-Elected<br/>Yes/No</u> |
|-------------|-----------------------------|---|
|-------------|-----------------------------|---|

### VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

#### Name

Melanine Livengood  
Darrell Hanes  
Christian Fisher  
Melinda Stone  
Karissa Campbell  
Brian Graham  
Kerri Crafton  
Greg Gunther  
Shannon Nolen  
Karen Cost  
Michael Redding

# East Hickman Middle School

Signature of Principal

Date

Date Reviewed 5/21/20 Concur  Yes / No

Misty Shelton

5-21-20

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed 5/22/2020 Concur  Yes / No

Julia Thomasson

5-22-2020

Signature of Special Programs Director

Date

East Hickman Middle School

|                                  |                |                |   |
|----------------------------------|----------------|----------------|---|
| Date Reviewed                    | <u>5/21/20</u> | Concur         | <input checked="" type="radio"/> Yes / No |
| <u>Michelle Tibert</u>           |                | <u>5/21/20</u> |   |
| Signature of Director of Schools |                | Date           |   |

Exceptions:

Hickman County High School

# **HICKMAN COUNTY SCHOOLS**



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

# Hickman County High School

## 1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>     | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|-----------------|----------------------|--|
| Chris Dawson    | 5                    | Yes  |
| Jennifer Cooper | 6                    | Yes  |
| Scott Riley     | 5                    | Yes  |
| Brent Beard     | 2                    | Yes  |
| Craig Shelton   | 3                    | Yes  |
| Terri Barber    | 1                    | Yes  |
| Charles Price   | 3                    | Yes  |
| Heather McCord  | 2                    | Yes  |
| Ed Medford      | 2                    | Yes  |
| Levi Griego     | 1                    | Yes  |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met.

## II. Non-Tenured But Going On Tenure:

- A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

| <u>Name</u>    | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|----------------|----------------------|--|
| Thomas Stanley | 5                    | Yes  |
| Brett Lovett   | 5                    | Yes  |
| Eddie Boone    | 5                    | Yes  |
| Kristin Carter | 5                    | Yes  |
| Emily Cross    | 6                    | Yes  |

# Hickman County High School

## III. Non-Tenured But Not To Be Re-Elected

| <u>Name</u>    | <u>position</u>          |    |
|----------------|--------------------------|----|
| Justin Sorrell | History                  | No |
| Anna MacBean   | Biology and Intervention | No |

## IV. Tenured But Recommended For Dismissal (Attach Reason and Documentation)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

## V. Tenured But Not To Be Re-Elected (e.g., abolition of position, expiration of waiver, Permit, et cetera)

| <u>Name</u> | <u>Reason</u> |
|-------------|---------------|
|-------------|---------------|

## VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2018-2019</u><br><u>Yes/No</u> | <u>Position</u><br><u>Last Held</u> |
|-------------|---|-------------------------------------|
|-------------|---|-------------------------------------|

## VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current</u><br><u>Position</u> | <u>Is To Be</u><br><u>Re-Elected</u><br><u>Yes/No</u> |
|-------------|-----------------------------------|---|
|-------------|-----------------------------------|---|

# Hickman County High School

## VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

### Name

Alice Anne Jacobs  
Melissa Istre  
Ashley Totty  
Sarah Delaney  
Mark Delaney  
Bruce Jackson  
Eric Istre  
Becky Cude  
Clay Chessor  
Raven Davidson  
Libby Claud  
Larry Rochelle  
Tony Choate  
Ron Mayberry  
Wanda Warren  
Brian Qualls  
Tabby Plunkett  
Pam Mitchell Clark  
Cynthia Hughes  
Jennifer Lynn  
Jim Herron  
Matthew Dotson  
Talitha Beard  
Julie Rice

# Hickman County High School

Kevin D. Eady

4/24/2020

Signature of Principal

Date

Date Reviewed 5-21-20 Concur  Yes / No

Misty K. Shulton

5-21-20

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed 5-22-20 Concur  Yes / No

Julia Shannon

5-22-2020

Signature of Special Programs Director

Date

Date Reviewed 5/21/20 Concur  Yes / No

Michelle Filbert

5/21/20

Signature of Director of Schools

Date

Exceptions:

Hickman County Middle School

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

# Hickman County Middle School

## 1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>            | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|------------------------|----------------------|--|
| Ethan Horner           | 8                    | Yes  |
| Kassi Holloway         | 4                    | Yes  |
| Shannon Tays           | 2                    | Yes  |
| Faith Armstrong Tanner | 1                    | Yes  |
| Sarah King             | 1                    | Yes  |
| Amanda Kelly           | 1                    | Yes  |
| Zach Bentley           | 1                    | Yes  |
| R.E. McDonald          | 3                    | Yes  |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met

## II. Non-Tenured But Going On Tenure:

- A. Teachers completing five (5) years of service in this System and who have attained at least an Apprentice License AND above average overall effectiveness for the last two years

| <u>Name</u>     | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|-----------------|----------------------|--|
| Shelby Owens    | 6                    | Yes  |
| Jennifer Brewer | 6                    | Yes  |



# Hickman County Middle School

## VIII. Tenured And Recommended for Re-Election (Administrators are not to recommend themselves)

### Name

Kathy Brown  
Beth Copley  
Lynette Harris  
Lonnie Mayberry  
Myra Orton  
Robin DeVault  
Jeff Church  
Paul Gilbert  
Tammy Worley  
Christie Carter  
Gayle Mathis  
Tony Roder  
Shaun Lawson  
Ron Puckett  
Mary Ellen Pernel  
Cynthia Gasparro

# Hickman County Middle School

Tina S. Thigpen

5-7-20

Signature of Principal

Date

Date Reviewed 5-21-20 Concur  Yes / No

Yvonne Shults

5-21-20

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed 5-22-2020 Concur  Yes / No

Julia Shorrock

5-22-2020

Signature of Special Programs Director

Date

Date Reviewed 5/21/20 Concur  Yes / No

Michelle Hilvert

5/21/20

Signature of Director of Schools

Date

Exceptions:

System-Wide

# HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff  
For The 2020-2021 Year**

## System-Wide

### 1. Non-Tenured And Not Going On Tenure:

- A. Teachers completing less than one (1) year (i.e., less than 100 days) - zero (2) years of service in this system;
- B. Teachers completing one (1) year of service in this system;
- C. Teachers completing two (2) years of service in this system;
- D. Teachers completing three (3) years of service in this system;
- E. Teachers completing four (4) years of service in this system;
- F. Teachers who have not completed work for an Apprentice License;

| <u>Name</u>        | <u>Years Service</u> | <u>Recommendation<br/>For Re-Election<br/>Yes/No</u> |
|--------------------|----------------------|--|
| Jana Acy*          | 1                    | Yes  |
| Jennifer Armstrong | 1                    | Yes  |
| Michael Beem       | 6                    | Yes  |
| Kevin Eady         | 2                    | Yes  |
| Kara Hobbs         | 2                    | Yes  |
| Robbin Masters     | 1                    | Yes  |
| Rose Korte         | 3                    | Yes  |
| James Stone        | 3                    | Yes  |
| Marcy Tidwell*     | 1                    | Yes  |
| Christy Uhl        | 1                    | Yes  |
| Cecily Dotson      | 1                    | Yes  |
| Bethany Ring       | 6                    | Yes  |

\*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met



# System-Wide

VI. Non-Tenured Or Tenured Who Are On A Leave of Absence

| <u>Name</u> | <u>Returning 2018-2019<br/>Yes/No</u> | <u>Position<br/>Last Held</u> |
|-------------|---------------------------------------|-------------------------------|
|-------------|---------------------------------------|-------------------------------|

VII. Replacements For Teachers Who Are On A Leave of Absence

(Replacement teachers cannot be re-elected unless the teacher who is on a leave of absence resigns their position or is granted a continuing leave of absence - information in VI. and VII. should be in agreement)

| <u>Name</u> | <u>Current<br/>Position</u> | <u>Is To Be<br/>Re-Elected<br/>Yes/No</u> |
|-------------|-----------------------------|---|
|-------------|-----------------------------|---|

## System-Wide

### VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

#### Name

Stacey Alexa  
Bryan Anglin  
Stacia Anglin  
Eric Cannon  
Sylina Cannon  
Leigha Coble  
Darin Cochran  
Bill Cude  
Katrina Davis  
Michael Elkins  
Tara Gilbert  
Jennifer Hudgins  
Cynthia Hughes  
Becky Malugin  
Angie Manor  
Ron Puckett  
Don Qualls  
Julie Rice  
Misty Shelton  
Katelyn Tanner  
Tina Thigpen  
Julia Thomasson

# System-Wide

Signature of Principal

Date

Date Reviewed 5/22/2020 Concur  Yes / No

5/22/2020

Kerry Dennis  
Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed 5/22/2020 Concur  Yes / No

5/22/2020  
Date

Jelina Thomas  
Signature of Special Programs Director

Date

Date Reviewed 5/21/20 Concur  Yes / No

5/21/20

Michelle Hebert  
Signature of Director of Schools

Date

Exceptions:

V.F.

Notification to the School Board of the Placement of Licensed Personnel for the 2020-2021  
School Year.

The Director of Schools is placing all Licensed Personnel, re-employed for the 2020-2021  
school year in the school and position which they currently hold.

Sample Motion:

I move that the Board acknowledge the Director of Schools placement of Licensed Personnel  
and authorize such be placed in the minutes of the Board.

V.G.

Notification to School Board of the Re-Employment and Placement of Support Staff for the  
2020-2021 school year

The Director of Schools is re-employing Support Staff as listed in the pages which follow if  
funding is available. This list also designates those employees not being re-employed.

Sample Motion:

I move that the Director of Schools re-employment list and placement of support staff for the  
2020-2021 school year be placed in the minutes of the Board.

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School EHES

| <u>Name</u>                   | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|-------------------------------|--|
| 1. Tabby Breece-attendance    | Yes  |
| 2. Tina Truett-bookkeeping    | Yes  |
| 3. Sandra Johnson             | Yes  |
| 4. Donna Gossett              | Yes  |
| 5. Tatia Capley- PreK         | Yes  |
| 6. Amanda Adcox-Prek          | Yes  |
| 7. Trina Capps-Sped Prek      | Yes  |
| 8. Lela Evans-Sped Prek       | No   |
| 9. Jennifer Morgan-Sped ELC   | Yes  |
| 10. Brian Armstrong-Sped ELC  | Yes  |
| 11. Valerie King-Sped K & 1st | Yes  |
| 12. Hope Clark-Sped 2nd       | Yes  |
| 13. Darlene Saleh- PE         | Yes  |

Need to hire an ELC assistant, as one quit during the school year and we replaced her with a substitute for the remainder of the year.

Reigha Coble  
5-6-2020

Principal/Supervisor Signature

Date

Michelle Silver

5/18/20

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School   EHIS  

| <u>Name</u>                      | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|----------------------------------|--|
| Rhonda Deal, Regular Ed          | Yes  |
| Ashlie Gillette, PE Assistant    | Yes  |
| Jill Atchison, 3 <sup>rd</sup>   | Yes  |
| Kari Thomason, 4 <sup>th</sup>   | Yes  |
| Donna Qualls, 5 <sup>th</sup>    | Yes  |
| Hillarie Barber, ELC             | Yes  |
| Kim Stiles, Bookkeeper           | Yes  |
| Crissy Goodwin, Attendance Clerk | Yes  |
| Misty Newcomb, 1 on 1            | No   |

*Michelle Gilbert*

5/18/20

\_\_\_\_\_  Marcy Tidwell  \_\_\_\_\_

Principal/Supervisor Signature

\_\_\_\_\_  5-12-20  \_\_\_\_\_

Date

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School EHMS

| <u>Name</u>           | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|-----------------------|--|
| Shelitta Sowell       | Yes  |
| Michelle Weatherspoon | Yes  |
| Casey Lawhon          | Yes  |
| Wanda Lemaster        | Yes  |
| Liz Bruinsma          | Yes  |
| Crystal Webb          | Yes  |
| Twyla Tucker          | Yes  |
| Tanya Williams        | Yes  |

Michelle Gilbert 5/18/20

Submitted by Bryan Anglin

Principal/Supervisor Signature

5/11/20

Date

**EHHS Support Staff  
re-election list  
2020 - 2021**

| <b>Teacher</b>  | <b>Re-elected</b> |
|-----------------|-------------------|
| Aaron Taylor    | yes               |
| Donna Holt      | yes               |
| Condi Wallace   | yes               |
| Mark Pawlak     | yes               |
| JoJo Nordke     | yes               |
| Priscilla Smith | yes               |
| Lisa Gordon     | yes               |
| Missy Collins   | yes               |
| Lisa Williams   | yes               |

Michelle Fivert 5/18/20  
Michael Beem 5/15/20

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School 2019-2020 CES SCHOOL STAFF LIST

| <u>Name</u>  | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|--|--|
| <i>Angie Osborne- attendance</i>                         | <i>yes</i>   |
| <i>Renee Parsley- bookkeeper</i>                         | <i>yes</i>   |
| <i>Amy Gossett- nurse</i>                                | <i>yes</i>   |
| <i>Vincent Coates- SRO</i>                               | <i>yes</i>   |
| <i>Helen Simmons - Pre-K Assistant</i>                   | <i>yes</i>   |
| <i>Janna Smithson - Pre-K Assistant</i>                  | <i>yes</i>   |
| <i>Dana Atkinson - Kindergarten Assistant</i>            | <i>yes</i>   |
| <i>Vanessa McMullin - 1st Grade Assistant</i>            | <i>yes</i>   |
| <i>Christi Coiner - 2nd Grade Assistant</i>              | <i>yes</i>   |
| <i>Jennifer Oakley - Special Education Assistant</i>     | <i>yes</i>   |
| <i>Amanda Mayberry- Special Education Assistant</i>      | <i>yes</i>   |
| <i>Jessica Whimbush- Special Education Assistant</i>     | <i>yes</i>   |
| <i>Patricia Shults- Special Education Assistant</i>      | <i>yes</i>   |
| <i>Shelia (Cookie) Mays -Special Education Assistant</i> | <i>yes</i>   |

The following assistants are not requesting assistant position for next year:

*Nan Thomas - Special Education Assistant- retiring*

*Kimberly-Anne Hope Ouhl- resigned at the end of March*

Submitted by Jennifer Hudgins 5/6/20  
Michelle Hebert 5/12/20

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School CIS \_\_\_\_\_

| <u>Name</u>                             | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|---|--|
| <u>Brandy Wesbrooks- 5th Grade Sped</u> | <u>Yes</u>   |
| <u>Chelsea Anglin- 3rd Grade Sped</u>   | <u>Yes</u>   |
| <u>Terri Perkins -4th Grade Sped</u>    | <u>Yes</u>   |
| <u>Tatum Quillen-ELC/3rd Grade Sped</u> | <u>Yes</u>   |
| <u>Misty Willis-ELC</u>                 | <u>Yes</u>   |
| <u>Renee Hill-P.E./Grade Level Aid</u>  | <u>Yes</u>   |

Submitted by Eric Cannon 5/7/20

Michelle Gilbert 5/12/20

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School   HCMS  

Name

Recommendation for Re-Election  
Yes/No

| <b>Support Staff</b> | <b>Recommended for Re-Election</b> |
|----------------------|------------------------------------|
| Jennie Morley        | Yes                                |
| Ashley Welker        | <b>No</b>                          |
| Jody Loveless        | Yes                                |
| Shelly Pellerin      | Yes                                |
| Kim Totty            | Yes                                |
| Sarah Eisenhuth      | <b>No</b>                          |
| Anita Long           | Yes                                |
| Glenda Newsom        | Yes                                |
| Mitzi Wolcott        | Yes                                |
| Tammy Carroll        | Yes                                |
| Leah Owens           | Yes                                |

- Note: Jennie Morley is moving to HCHS with her student.

  Tina S. Thigpen   Principal/Supervisor Signature

  05-07-2020   Date

*Michelle Helbert 5/12/20*

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School HC HS

| <u>Name</u>      | <u>Recommendation for Re-Election</u> |
|------------------|---------------------------------------|
| 1. Nikki Tilley  | <u>Yes/No</u><br>yes                  |
| 2. Doris White   | yes                                   |
| 3. Patsi Pinkard | yes                                   |
| 4. Tonya Bragg   | yes                                   |
| 5. Ruth Gardner  | yes                                   |
| 6. Bookkeeper    | TBA                                   |
| 7. Mike Smithson | yes                                   |

Keith A. Esch

Principal/Supervisor Signature

5/11/2020

Date

Michelle Hubert 5/11/20

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School   System-Wide  

| <u>Name</u>      | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|------------------|--|
| Debbie Breece    | Yes  |
| Amanda Bowman    | Yes  |
| Becky Coleman    | Yes  |
| Shirley Kruegger | Yes  |
| Brenda Burchard  | Yes  |
| Sharon Burns     | Yes  |
| Cissy Fitts      | Yes  |
| Brenda Burchard  | Yes  |
| Elaine Dean      | Yes  |
| Alison Stanley   | Yes  |
| Mislessa Orton   | Yes  |
| Michelle Bates   | Yes  |
| Steven George    | Yes  |
| Mike Plunkett    | Yes  |

Michelle Hebert

Principal/Supervisor Signature

5/15/20

Date

2020-2021 Hickman County Schools Support Staff Re-Election List

Department/School Maintenance Department \_\_\_\_\_

| <u>Name</u>    | <u>Recommendation for Re-Election</u><br><u>Yes/No</u> |
|----------------|--|
| Jennifer Lewis | yes  |
| Ronnie Pitman  | yes  |
| Bill Lynch     | yes  |
| James Atkinson | yes  |
| Toby Warren    | yes  |
| Barry Talley   | yes  |

Submitted by Mike Plunkett

Principal/Supervisor Signature

5/15/20

Date

Michelle Hwert

5/18/20



**Steven George**  
**Director of Transportation**  
**115 Murphree Avenue**  
**Centerville, TN 37033**

TO: Michelle Gilbert  
FROM: Steven George  
SUBJECT: Rehires for 2020-2021  
DATE: May 21, 2020

I am requesting that the following bus drivers be rehired for the school year 2020-2021:

|                    |                 |                   |
|--------------------|-----------------|-------------------|
| Gary Barnes        | Daniel Bey      | Shannon Buchanan  |
| Linda Cahoon       | Clay Chessor    | Todd Collins      |
| David Deal         | Dickey Dean     | Horace Dunnivant  |
| Jerry Hankins      | Lynn Hatton     | Mary Ellen Hatton |
| Greg Hinson        | Daniel Huisinga | Kimberly Hunter   |
| Eric Istre         | Kevin Johnston  | Amos Lawhorn      |
| Ronnie Lewis       | Bill Lynch      | Mickey Mathis     |
| Ron Mayberry       | J. Houston Mays | Charles McCaleb   |
| Floy Ann McCutchen | Mary McElhiney  | Charles McNichols |
| Sabrina McNichols  | Jennie Morley   | Mark Pawlak       |
| John Presley, Jr.  | Brian Qualls    | Michael Redding   |
| Wallace Rediker    | Amanda Tidwell  | Don Vise          |
| Jesse Waters       | Bill Watts      | John West         |
| Lisa Williams      | Tracy Williams  | Tracey Winters    |

I am requesting the following employees to be rehired for the 2020-2021 school year:

Bus Garage: Steve Anglin and Charles McNichols  
Secretary: Jennifer Lewis

Thank you.

*Steven George*  
*Michelle Gilbert*

V.H.

**Closing out 2019-2020 Financial Books**

The Executive Committee, with guidance from our State Financial Consultant, Business Officer, and Finance Office Director and Assistant Director close out the financial books. All members are provided with a report at the next board meeting.

Motion will be needed to grant the Executive Committee such authority.

Hickman County Board of Education  
Annual Agenda 2020-2021

July

Student Discipline Hearing Authority Designation

August

Approval of School Audit Services Contract

September

October

Election of Officers of the Board (3rd meeting of the fiscal year)

Compliance Report

Textbook Certification

Approval of School Calendar

November

Approval of Supplement Splitting

December

January

Set Board Retreat

February

Set Budget Calendar

March

Set School Attendance Zones

April

Adoption of Textbooks

May

Approval of 141, 142, 143 Budgets

Authorize Superintendent Submit Grants, Applications, Reports, Amendments, and Addenda

Personnel Decisions and Placement

Teacher Tenure

June

Adopt Board Meeting Schedule for 2021-2022

Grant Executive Committee authority to close out fiscal year

Report of Director's Evaluation

2020-2021

Hickman County Board of Education

Board Meeting Dates

July 6, 2020

August 3, 2020

September 21, 2020 (work session only)

October 5, 2020

November 2, 2020

December 7, 2020

January 4, 2021

February 1, 2021

March 1, 2021

April 5, 2021

May 3, 2021

June 7, 2021

**Hickman County (410)**  
**2020-2021 Differentiated Pay Plan**

| Differentiated Element                                      | Description   | Compensation Type and Size  | Reach  | Estimated Cost   | Estimated Salary Expenditures  |
|---|---|---|--|--|--|
|   | <p>Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).</p>  | <p>Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?</p>   | <p>Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?</p>  | <p>How much does the district estimate it will pay out for this differentiated pay element?</p>        | <p>What percentage of salary expenditures (excluding benefit costs) does this element cover?</p> |
| <p><b>Hard-to-Staff (School, Subject, or Placement)</b></p> | <p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2020-2021 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers.</p> | <p><i>The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2020 and one half on or about 1 May 2021. Amounts are negotiable from \$1,000.00 to \$4,000.00.</i></p> | <p>The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that 12-15 will receive the bonus. For retention, it is estimated that 5-8 will receive the bonus.</p> | <p>It is estimated that the bonus will be approximately \$70,000.00 for the 2020-2021 school year.</p> | <p>The bonus will be approximately 2% of salary expenditures.</p>                                |

|  |   |  |   |   |  |
|--|---|--|---|---|--|
| <p><b>Performance</b></p>  | <p>Hickman County will pay a stipend to teachers and leaders who obtain Level I Google certification in technology integration in the classroom.</p>  | <p>The compensation will be provided as a stipend when documentation of completion is provided. Educators will be eligible to obtain a stipend for \$350 upon completion.</p>  | <p>This stipend will be available to all professionally licensed educators in the Hickman County School District. It is estimated that 300 educators will receive the stipend.</p>                                  | <p>It is estimated this stipend will be approximately \$90,000.00 for the 2020-2021 school year.</p>                  | <p>This bonus is estimated to be approximately 1% of salary expenditures.</p>          |
| <p><b>Additional Instructional Roles or Responsibilities</b></p> | <p>Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers.</p> <p>Hickman County will pay a stipend to teacher-leaders who assist with special district-wide curriculum mapping to adjust needs based on losses from COVID-19.</p> <p>Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.</p> <p>Hickman County will</p> | <p>The compensation will be provided as a stipend for specific leadership roles to build instructional capacity and/or deliver remediation. Specific amounts will range for \$250 - \$1,000.</p> <p>Attendance officers, social emotional learning liaisons, and virtual school coordinator will be paid a stipend of \$1,500.00 per year for additional duties.</p> | <p>District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school.</p> | <p>The district estimates the bonus payments will total approximately \$100,000.00 for the 2020-2021 school year.</p> | <p>The bonus is estimated to be approximately less than 1% of salary expenditures.</p> |

|                    |   |   |  |   |  |
|--------------------|---|---|--|---|--|
|                    | <p>pay a stipend to teacher leaders to serve as attendance officers at each school to conduct Tier 1 and Tier 2 meetings with students and families regarding attendance.</p> <p>Hickman County will pay a stipend to teacher leaders to serve as building liaisons at their school for social-emotional learning training.</p> <p>Hickman County will pay a stipend to a leader to serve as the program coordinator of the virtual school program.</p> |   |  |   |  |
| <i>Education*</i>  | <p>The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)</p>  | <p>Compensation is given as a base pay increase.</p> <p>Qualifying teachers, depending on their degree, receive an increase of \$1,000.00 - \$3,000.00.</p> | <p>All teachers are eligible.</p> <p>All teachers participate.</p> | <p>The District estimates that the degree increase will be \$15,000.00 for the 2020-2021 school year.</p> | <p>The cost will be less than 1% of salary expenditures.</p> |
| <i>Experience*</i> | <p>The District will</p>  | <p>Each year a teacher earns</p>  | <p>All teachers are</p>  | <p>The District</p>   | <p>The cost will be less than</p>                            |

|  |   |  |  |  |                                   |
|--|---|--|--|--|-----------------------------------|
|  | <b>continue to pay for experience up to 30 years of experience.</b> | <b>a base step increase as indicated on the salary schedule.</b> | <b>eligible.<br/>All teachers participate.</b> | <b>estimates that the 2019-2020 step experience increase will be approximately \$250,000.00.</b> | <b>5% of salary expenditures.</b> |
|--|---|--|--|--|-----------------------------------|

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

**2020-2021  
Central Office  
12 Month Administrative Assistant  
Salary Schedule**

| Years of Experience | Inc(\$)  |         | %     |
|---------------------|----------|---------|-------|
|                     |          |         |       |
| 0                   | \$20,048 |         |       |
| 1                   | \$20,179 | \$ 131  | 0.65% |
| 2                   | \$20,321 | \$ 142  | 0.70% |
| 3                   | \$21,384 | \$1,063 | 5.23% |
| 4                   | \$22,052 | \$ 668  | 3.12% |
| 5                   | \$23,956 | \$1,904 | 8.63% |
| 6                   | \$24,553 | \$ 597  | 2.49% |
| 7                   | \$25,768 | \$1,215 | 4.95% |
| 8                   | \$26,507 | \$ 739  | 2.87% |
| 9                   | \$27,176 | \$ 669  | 2.52% |
| 10                  | \$28,451 | \$1,275 | 4.69% |
| 11                  | \$29,160 | \$ 709  | 2.49% |
| 12                  | \$29,494 | \$ 334  | 1.15% |
| 13                  | \$30,335 | \$ 841  | 2.85% |
| 14                  | \$31,175 | \$ 840  | 2.77% |
| 15                  | \$32,025 | \$ 850  | 2.73% |
| 16                  | \$32,937 | \$ 912  | 2.85% |
| 17                  | \$35,772 | \$2,835 | 8.61% |
| 18                  | \$37,230 | \$1,458 | 4.08% |
| 19                  | \$39,498 | \$2,268 | 6.09% |
| 20                  | \$40,348 | \$ 850  | 2.15% |
| 21                  | \$41,371 | \$1,023 | 2.54% |
| 22                  | \$42,100 | \$ 729  | 1.76% |
| 23                  | \$42,707 | \$ 607  | 1.44% |
| 24                  | \$43,355 | \$ 648  | 1.52% |
| 25                  | \$44,175 | \$ 820  | 1.89% |
| 26                  | \$45,390 | \$1,215 | 2.75% |
| 27                  | \$46,433 | \$1,043 | 2.30% |
| 28                  | \$46,909 | \$ 476  | 1.03% |
| 29                  | \$47,274 | \$ 365  | 0.78% |
| 30                  | \$48,934 | \$1,660 | 3.51% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Human Resources Add \$5,000 To Scale

\* 10 month personnel salaries will be pro-rated from this schedule

- **Serving more than one supervisor or office = \$ 500.00 per supervisor or office**

**HICKMAN COUNTY SCHOOLS**  
**Assitant Principals**

| <b>Assistant Principal Salaries FY 2020-2021</b> |                     |               |             |
|--|---------------------|---------------|-------------|
| Years Exp.                                       | 11 Month Employment |               | 12 Month    |
|  | Elementary          | Middle School | High School |
| 0  | \$ 57,750           | \$ 60,060     | \$ 68,040   |
| 1  | \$ 60,225           | \$ 62,634     | \$ 70,956   |
| 2  | \$ 60,225           | \$ 62,634     | \$ 70,956   |
| 3  | \$ 60,225           | \$ 62,634     | \$ 70,956   |
| 4  | \$ 60,225           | \$ 62,634     | \$ 70,956   |
| 5  | \$ 60,225           | \$ 62,634     | \$ 70,956   |
| 6  | \$ 62,288           | \$ 64,779     | \$ 73,386   |
| 7  | \$ 62,288           | \$ 64,779     | \$ 73,386   |
| 8  | \$ 62,288           | \$ 64,779     | \$ 73,386   |
| 9  | \$ 62,288           | \$ 64,779     | \$ 73,386   |
| 10   | \$ 62,288           | \$ 64,779     | \$ 73,386   |
| 11   | \$ 63,938           | \$ 66,495     | \$ 75,330   |
| 12   | \$ 63,938           | \$ 66,495     | \$ 75,330   |
| 13   | \$ 63,938           | \$ 66,495     | \$ 75,330   |
| 14   | \$ 63,938           | \$ 66,495     | \$ 75,330   |
| 15   | \$ 65,588           | \$ 68,211     | \$ 77,274   |
| <b>Degree Supplement</b>                         |                     |               |             |
| EdS  | \$ 1,500            | \$ 1,500      | \$ 1,500    |
| PhD/EdD  | \$ 2,500            | \$ 2,500      | \$ 2,500    |

**Bus Driver  
Salary Schedule  
2020-2021**

| Years of Experience | Inc(\$)  |        | %     |
|---------------------|----------|--------|-------|
|                     |          |        |       |
| 0                   | \$11,485 |        |       |
| 1                   | \$12,475 | \$ 990 | 8.62% |
| 2                   | \$12,555 | \$ 80  | 0.64% |
| 3                   | \$12,635 | \$ 80  | 0.64% |
| 4                   | \$12,715 | \$ 80  | 0.63% |
| 5                   | \$12,785 | \$ 70  | 0.55% |
| 6                   | \$12,865 | \$ 80  | 0.63% |
| 7                   | \$12,945 | \$ 80  | 0.62% |
| 8                   | \$13,025 | \$ 80  | 0.62% |
| 9                   | \$13,105 | \$ 80  | 0.61% |
| 10                  | \$13,185 | \$ 80  | 0.61% |
| 11                  | \$13,265 | \$ 80  | 0.61% |
| 12                  | \$13,345 | \$ 80  | 0.60% |
| 13                  | \$13,425 | \$ 80  | 0.60% |
| 14                  | \$13,505 | \$ 80  | 0.60% |
| 15                  | \$13,585 | \$ 80  | 0.59% |
| 16                  | \$13,665 | \$ 80  | 0.59% |
| 17                  | \$13,735 | \$ 70  | 0.51% |
| 18                  | \$13,815 | \$ 80  | 0.58% |
| 19                  | \$13,895 | \$ 80  | 0.58% |
| 20                  | \$13,975 | \$ 80  | 0.58% |
| 21                  | \$14,055 | \$ 80  | 0.57% |
| 22                  | \$14,135 | \$ 80  | 0.57% |
| 23                  | \$14,215 | \$ 80  | 0.57% |
| 24                  | \$14,295 | \$ 80  | 0.56% |
| 25                  | \$14,375 | \$ 80  | 0.56% |
| 26                  | \$14,455 | \$ 80  | 0.56% |
| 27                  | \$14,525 | \$ 70  | 0.48% |
| 28                  | \$14,615 | \$ 90  | 0.62% |
| 29                  | \$14,685 | \$ 70  | 0.48% |
| 30                  | \$14,855 | \$ 170 | 1.16% |
|                     |          |        |       |

- A. Five days sick leave - unlimited accumulation. Accumulated sick days can be used toward retirement.
- B. School system pays retirement after six (6) months probationary period for full-time employees.
- C. Up to \$50 reimbursement for physical exam after appropriate paperwork is turned in to the Central Office.
- D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.
- E. School system pays two (2) full days of in-service (if attended).
- F. If a bus driver terminates employment with the Hickman County Board of Education and is later re-hired, the driver's salary will be based on 0 experience for one (1) year (probationary period). After that period, the salary will be based on prior experience.

**Hickman County School Food Service  
Pay Scale  
Food Service  
2020-2021**

| Years of Experience | Food Servicer Hourly |        |       | Food Service Cashiers |        |       | School Nutrition Mgr |        |       |
|---------------------|----------------------|--------|-------|-----------------------|--------|-------|----------------------|--------|-------|
|                     | Inc(\$)              |        | %     | Inc(\$)               |        | %     | Inc(\$)              |        | %     |
| 0                   | \$ 8.82              |        |       | \$ 9.42               |        |       | \$19,197             |        |       |
| 1                   | \$ 8.91              | \$0.09 | 1.02% | \$ 9.47               | \$0.05 | 0.53% | \$20,017             | \$ 820 | 4.27% |
| 2                   | \$ 8.96              | \$0.05 | 0.56% | \$ 9.52               | \$0.05 | 0.53% | \$20,837             | \$ 820 | 4.10% |
| 3                   | \$ 9.01              | \$0.05 | 0.56% | \$ 9.61               | \$0.09 | 0.95% | \$21,394             | \$ 557 | 2.67% |
| 4                   | \$ 9.08              | \$0.07 | 0.78% | \$ 9.69               | \$0.08 | 0.83% | \$21,951             | \$ 557 | 2.60% |
| 5                   | \$ 9.17              | \$0.09 | 0.99% | \$ 9.75               | \$0.06 | 0.62% | \$22,062             | \$ 111 | 0.51% |
| 6                   | \$ 9.24              | \$0.07 | 0.76% | \$ 9.81               | \$0.06 | 0.62% | \$22,154             | \$ 92  | 0.42% |
| 7                   | \$ 9.29              | \$0.05 | 0.54% | \$ 9.86               | \$0.05 | 0.51% | \$22,255             | \$ 101 | 0.46% |
| 8                   | \$ 9.35              | \$0.06 | 0.65% | \$ 9.89               | \$0.03 | 0.30% | \$22,346             | \$ 91  | 0.41% |
| 9                   | \$ 9.42              | \$0.07 | 0.75% | \$ 9.99               | \$0.10 | 1.01% | \$22,447             | \$ 101 | 0.45% |
| 10                  | \$ 9.47              | \$0.05 | 0.53% | \$ 10.07              | \$0.08 | 0.80% | \$22,538             | \$ 91  | 0.41% |
| 11                  | \$ 9.52              | \$0.05 | 0.53% | \$ 10.13              | \$0.06 | 0.60% | \$22,640             | \$ 102 | 0.45% |
| 12                  | \$ 9.61              | \$0.09 | 0.95% | \$ 10.19              | \$0.06 | 0.59% | \$22,731             | \$ 91  | 0.40% |
| 13                  | \$ 9.69              | \$0.08 | 0.83% | \$ 10.26              | \$0.07 | 0.69% | \$22,842             | \$ 111 | 0.49% |
| 14                  | \$ 9.75              | \$0.06 | 0.62% | \$ 10.33              | \$0.07 | 0.68% | \$22,964             | \$ 122 | 0.53% |
| 15                  | \$ 9.81              | \$0.06 | 0.62% | \$ 10.40              | \$0.07 | 0.68% | \$23,075             | \$ 111 | 0.48% |
| 16                  | \$ 9.86              | \$0.05 | 0.51% | \$ 10.45              | \$0.05 | 0.48% | \$23,186             | \$ 111 | 0.48% |
| 17                  | \$ 9.94              | \$0.08 | 0.81% | \$ 10.52              | \$0.07 | 0.67% | \$23,308             | \$ 122 | 0.53% |
| 18                  | \$ 9.99              | \$0.05 | 0.50% | \$ 10.57              | \$0.05 | 0.48% | \$23,419             | \$ 111 | 0.48% |
| 19                  | \$ 10.05             | \$0.06 | 0.60% | \$ 10.66              | \$0.09 | 0.85% | \$23,541             | \$ 122 | 0.52% |
| 20                  | \$ 10.13             | \$0.08 | 0.80% | \$ 10.71              | \$0.05 | 0.47% | \$23,662             | \$ 121 | 0.51% |
| 21                  | \$ 10.19             | \$0.06 | 0.59% | \$ 10.77              | \$0.06 | 0.56% | \$23,774             | \$ 112 | 0.47% |
| 22                  | \$ 10.26             | \$0.07 | 0.69% | \$ 10.83              | \$0.06 | 0.56% | \$23,895             | \$ 121 | 0.51% |
| 23                  | \$ 10.33             | \$0.07 | 0.68% | \$ 10.90              | \$0.07 | 0.65% | \$24,017             | \$ 122 | 0.51% |
| 24                  | \$ 10.40             | \$0.07 | 0.68% | \$ 10.98              | \$0.08 | 0.73% | \$24,138             | \$ 121 | 0.50% |
| 25                  | \$ 10.45             | \$0.05 | 0.48% | \$ 11.04              | \$0.06 | 0.55% | \$24,260             | \$ 122 | 0.51% |
| 26                  | \$ 10.52             | \$0.07 | 0.67% | \$ 11.11              | \$0.07 | 0.63% | \$24,381             | \$ 121 | 0.50% |
| 27                  | \$ 10.57             | \$0.05 | 0.48% | \$ 11.17              | \$0.06 | 0.54% | \$24,503             | \$ 122 | 0.50% |
| 28                  | \$ 10.66             | \$0.09 | 0.85% | \$ 11.22              | \$0.05 | 0.45% | \$24,624             | \$ 121 | 0.49% |
| 29                  | \$ 10.71             | \$0.05 | 0.47% | \$ 11.28              | \$0.06 | 0.53% | \$24,746             | \$ 122 | 0.50% |
| 30                  | \$ 10.77             | \$0.06 | 0.56% | \$ 11.35              | \$0.07 | 0.62% | \$24,867             | \$ 121 | 0.49% |

## Hickman County Schools FY 2020-2021 BEP Scale

2019 BEP with 1.25% Step Increase and Bonus Added

| Years | BA       | MA       | MA+30    | Ed.S     | Ph.D     |
|-------|----------|----------|----------|----------|----------|
| 0     | \$39,600 | \$40,600 | \$43,100 | \$43,600 | \$46,400 |
| 1     | \$40,200 | \$42,300 | \$44,700 | \$45,500 | \$48,100 |
| 2     | \$40,300 | \$42,400 | \$44,800 | \$45,700 | \$48,300 |
| 3     | \$40,400 | \$42,600 | \$44,900 | \$45,800 | \$48,500 |
| 4     | \$40,600 | \$43,100 | \$45,500 | \$46,200 | \$48,700 |
| 5     | \$41,600 | \$43,400 | \$46,000 | \$46,600 | \$48,900 |
| 6     | \$42,150 | \$44,650 | \$46,650 | \$47,350 | \$49,850 |
| 7     | \$42,450 | \$44,850 | \$47,250 | \$47,850 | \$50,350 |
| 8     | \$42,750 | \$45,350 | \$47,550 | \$48,350 | \$51,850 |
| 9     | \$43,150 | \$45,850 | \$48,050 | \$48,750 | \$52,850 |
| 10    | \$43,450 | \$46,250 | \$48,450 | \$49,150 | \$53,050 |
| 11    | \$44,400 | \$49,000 | \$50,000 | \$51,000 | \$54,400 |
| 12    | \$44,600 | \$49,100 | \$50,100 | \$51,400 | \$54,700 |
| 13    | \$44,800 | \$49,200 | \$50,200 | \$51,600 | \$55,800 |
| 14    | \$45,000 | \$49,400 | \$50,600 | \$51,700 | \$56,000 |
| 15    | \$45,300 | \$49,500 | \$51,100 | \$52,800 | \$57,200 |
| 16    | \$47,600 | \$51,600 | \$53,200 | \$55,100 | \$59,400 |
| 17    | \$47,700 | \$51,700 | \$53,500 | \$55,700 | \$60,100 |
| 18    | \$47,900 | \$51,800 | \$53,600 | \$55,800 | \$60,200 |
| 19    | \$48,000 | \$51,900 | \$54,400 | \$56,500 | \$61,100 |
| 20    | \$48,100 | \$52,000 | \$54,500 | \$56,600 | \$61,200 |
| 21    | \$49,700 | \$53,600 | \$56,100 | \$58,200 | \$62,800 |
| 22    | \$49,800 | \$53,700 | \$56,200 | \$58,300 | \$63,000 |
| 23    | \$49,900 | \$53,800 | \$56,300 | \$58,400 | \$63,200 |
| 24    | \$50,000 | \$53,900 | \$56,400 | \$58,500 | \$63,400 |
| 25    | \$50,100 | \$54,000 | \$56,500 | \$58,600 | \$63,600 |
| 26    | \$50,200 | \$54,100 | \$56,600 | \$58,800 | \$63,900 |
| 27    | \$50,300 | \$54,200 | \$56,700 | \$58,900 | \$64,100 |
| 28    | \$50,400 | \$54,300 | \$56,800 | \$59,000 | \$64,300 |
| 29    | \$50,500 | \$54,400 | \$56,900 | \$59,100 | \$64,500 |
| 30    | \$51,000 | \$54,600 | \$57,300 | \$59,400 | \$65,800 |

**Maintenance  
Salary Schedules  
2020-2021**

| Years of Experience | General Grounds Maintenance |         |       | Maintenance Mechanic |         |       |
|---------------------|-----------------------------|---------|-------|----------------------|---------|-------|
|                     | Hourly                      | Inc(\$) | %     | Salary               | Inc(\$) | %     |
| 0                   | \$ 9.27                     |         |       | \$12.98              |         |       |
| 1                   | \$ 9.59                     | \$0.32  | 3.45% | \$13.63              | \$0.65  | 5.01% |
| 2                   | \$ 9.67                     | \$0.08  | 0.83% | \$13.93              | \$0.30  | 2.20% |
| 3                   | \$ 9.73                     | \$0.06  | 0.62% | \$14.27              | \$0.34  | 2.44% |
| 4                   | \$ 9.79                     | \$0.06  | 0.62% | \$14.59              | \$0.32  | 2.24% |
| 5                   | \$ 9.84                     | \$0.05  | 0.51% | \$14.89              | \$0.30  | 2.06% |
| 6                   | \$ 9.92                     | \$0.08  | 0.81% | \$15.24              | \$0.35  | 2.35% |
| 7                   | \$ 10.04                    | \$0.12  | 1.21% | \$15.54              | \$0.30  | 1.97% |
| 8                   | \$ 10.17                    | \$0.13  | 1.29% | \$15.87              | \$0.33  | 2.12% |
| 9                   | \$ 10.31                    | \$0.14  | 1.38% | \$16.19              | \$0.32  | 2.02% |
| 10                  | \$ 10.43                    | \$0.12  | 1.16% | \$16.49              | \$0.30  | 1.85% |
| 11                  | \$ 10.53                    | \$0.10  | 0.96% | \$16.84              | \$0.35  | 2.12% |
| 12                  | \$ 10.63                    | \$0.10  | 0.95% | \$17.14              | \$0.30  | 1.78% |
| 13                  | \$ 10.68                    | \$0.05  | 0.47% | \$17.46              | \$0.32  | 1.87% |
| 14                  | \$ 10.73                    | \$0.05  | 0.47% | \$17.77              | \$0.31  | 1.78% |
| 15                  | \$ 10.80                    | \$0.07  | 0.65% | \$18.10              | \$0.33  | 1.86% |
| 16                  | \$ 10.87                    | \$0.07  | 0.65% | \$18.42              | \$0.32  | 1.77% |
| 17                  | \$ 10.96                    | \$0.09  | 0.83% | \$18.73              | \$0.31  | 1.68% |
| 18                  | \$ 11.01                    | \$0.05  | 0.46% | \$19.07              | \$0.34  | 1.82% |
| 19                  | \$ 11.07                    | \$0.06  | 0.54% | \$19.39              | \$0.32  | 1.68% |
| 20                  | \$ 11.14                    | \$0.07  | 0.63% | \$19.68              | \$0.29  | 1.50% |
| 21                  | \$ 11.18                    | \$0.04  | 0.36% | \$20.02              | \$0.34  | 1.73% |
| 22                  | \$ 11.25                    | \$0.07  | 0.63% | \$20.34              | \$0.32  | 1.60% |
| 23                  | \$ 11.33                    | \$0.08  | 0.71% | \$20.64              | \$0.30  | 1.47% |
| 24                  | \$ 11.40                    | \$0.07  | 0.62% | \$20.98              | \$0.34  | 1.65% |
| 25                  | \$ 11.45                    | \$0.05  | 0.44% | \$21.29              | \$0.31  | 1.48% |
| 26                  | \$ 11.50                    | \$0.05  | 0.44% | \$21.63              | \$0.34  | 1.60% |
| 27                  | \$ 11.56                    | \$0.06  | 0.52% | \$21.93              | \$0.30  | 1.39% |
| 28                  | \$ 11.65                    | \$0.09  | 0.78% | \$22.26              | \$0.33  | 1.50% |
| 29                  | \$ 11.70                    | \$0.05  | 0.43% | \$22.59              | \$0.33  | 1.48% |
| 30                  | \$ 11.86                    | \$0.16  | 1.37% | \$22.87              | \$0.28  | 1.24% |

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

**2020-2021  
Central Office  
12 Month School Nutrition Coordinator  
Salary Schedule**

| Years of Experience | Inc(\$)   |         | %     |
|---------------------|-----------|---------|-------|
|                     |           |         |       |
| 0                   | \$ 20,048 |         |       |
| 1                   | \$ 20,179 | \$ 131  | 0.65% |
| 2                   | \$ 20,321 | \$ 142  | 0.70% |
| 3                   | \$ 21,384 | \$1,063 | 5.23% |
| 4                   | \$ 22,052 | \$ 668  | 3.12% |
| 5                   | \$ 22,721 | \$ 669  | 3.03% |
| 6                   | \$ 23,389 | \$ 668  | 2.94% |
| 7                   | \$ 24,057 | \$ 668  | 2.86% |
| 8                   | \$ 24,725 | \$ 668  | 2.78% |
| 9                   | \$ 25,394 | \$ 669  | 2.71% |
| 10                  | \$ 26,720 | \$1,326 | 5.22% |
| 11                  | \$ 27,398 | \$ 678  | 2.54% |
| 12                  | \$ 28,067 | \$ 669  | 2.44% |
| 13                  | \$ 28,735 | \$ 668  | 2.38% |
| 14                  | \$ 31,074 | \$2,339 | 8.14% |
| 15                  | \$ 32,025 | \$ 951  | 3.06% |
| 16                  | \$ 33,170 | \$1,145 | 3.58% |
| 17                  | \$ 34,800 | \$1,630 | 4.91% |
| 18                  | \$ 36,177 | \$1,377 | 3.96% |
| 19                  | \$ 39,093 | \$2,916 | 8.06% |
| 20                  | \$ 40,034 | \$ 941  | 2.41% |
| 21                  | \$ 40,753 | \$ 719  | 1.80% |
| 22                  | \$ 41,290 | \$ 537  | 1.32% |
| 23                  | \$ 42,049 | \$ 759  | 1.84% |
| 24                  | \$ 42,707 | \$ 658  | 1.56% |
| 25                  | \$ 43,355 | \$ 648  | 1.52% |
| 26                  | \$ 43,679 | \$ 324  | 0.75% |
| 27                  | \$ 44,013 | \$ 334  | 0.76% |
| 28                  | \$ 44,337 | \$ 324  | 0.74% |
| 29                  | \$ 45,269 | \$ 932  | 2.10% |
| 30                  | \$ 45,816 | \$ 547  | 1.21% |

**HICKMAN COUNTY SCHOOLS**  
**Principals**

| Principal Salaries FY 2020-2021<br>12 Month Employment |            |               |             |
|--|------------|---------------|-------------|
| Years Exp.   | Elementary | Middle School | High School |
| 0  | \$ 70,000  | \$ 72,800     | \$ 75,600   |
| 1  | \$ 73,000  | \$ 75,920     | \$ 78,840   |
| 2  | \$ 73,000  | \$ 75,920     | \$ 78,840   |
| 3  | \$ 73,000  | \$ 75,920     | \$ 78,840   |
| 4  | \$ 73,000  | \$ 75,920     | \$ 78,840   |
| 5  | \$ 73,000  | \$ 75,920     | \$ 78,840   |
| 6  | \$ 75,500  | \$ 78,520     | \$ 81,540   |
| 7  | \$ 75,500  | \$ 78,520     | \$ 81,540   |
| 8  | \$ 75,500  | \$ 78,520     | \$ 81,540   |
| 9  | \$ 75,500  | \$ 78,520     | \$ 81,540   |
| 10   | \$ 75,500  | \$ 78,520     | \$ 81,540   |
| 11   | \$ 77,500  | \$ 80,600     | \$ 83,700   |
| 12   | \$ 77,500  | \$ 80,600     | \$ 83,700   |
| 13   | \$ 77,500  | \$ 80,600     | \$ 83,700   |
| 14   | \$ 77,500  | \$ 80,600     | \$ 83,700   |
| 15   | \$ 79,500  | \$ 82,680     | \$ 85,860   |
| <b>Degree Supplement</b>                               |            |               |             |
| EdS  | \$ 1,500   | \$ 1,500      | \$ 1,500    |
| PhD/EdD  | \$ 2,500   | \$ 2,500      | \$ 2,500    |

\*11 Month Positions would be prorated

\*Experience is based on actual experience as a Principal inside or outside the system, or Administrator (Senior Staff) experience inside the system

**2020-2021  
Central Office  
12 Month Programs/Grants  
Salary Schedule**

| Years of Experience |          |         |       |
|---------------------|----------|---------|-------|
|                     |          | Inc(\$) | %     |
| 0                   | \$28,067 |         |       |
| 1                   | \$28,401 | \$ 334  | 1.19% |
| 2                   | \$28,735 | \$ 334  | 1.18% |
| 3                   | \$29,069 | \$ 334  | 1.16% |
| 4                   | \$29,403 | \$ 334  | 1.15% |
| 5                   | \$29,737 | \$ 334  | 1.14% |
| 6                   | \$30,071 | \$ 334  | 1.12% |
| 7                   | \$30,405 | \$ 334  | 1.11% |
| 8                   | \$30,740 | \$ 335  | 1.10% |
| 9                   | \$31,074 | \$ 334  | 1.09% |
| 10                  | \$31,307 | \$ 233  | 0.75% |
| 11                  | \$31,742 | \$ 435  | 1.39% |
| 12                  | \$32,076 | \$ 334  | 1.05% |
| 13                  | \$32,410 | \$ 334  | 1.04% |
| 14                  | \$32,744 | \$ 334  | 1.03% |
| 15                  | \$33,078 | \$ 334  | 1.02% |
| 16                  | \$33,413 | \$ 335  | 1.01% |
| 17                  | \$33,747 | \$ 334  | 1.00% |
| 18                  | \$34,081 | \$ 334  | 0.99% |
| 19                  | \$34,415 | \$ 334  | 0.98% |
| 20                  | \$34,749 | \$ 334  | 0.97% |
| 21                  | \$35,083 | \$ 334  | 0.96% |
| 22                  | \$35,417 | \$ 334  | 0.95% |
| 23                  | \$35,751 | \$ 334  | 0.94% |
| 24                  | \$36,086 | \$ 335  | 0.94% |
| 25                  | \$36,420 | \$ 334  | 0.93% |
| 26                  | \$36,754 | \$ 334  | 0.92% |
| 27                  | \$37,088 | \$ 334  | 0.91% |
| 28                  | \$37,422 | \$ 334  | 0.90% |
| 29                  | \$37,756 | \$ 334  | 0.89% |
| 30                  | \$38,090 | \$ 334  | 0.88% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

\* 10 month personnel salaries will be pro-rated from this schedule

**School Secretary/Bookkeeper  
Salary Schedule  
2020-2021**

| Years of Experience | Inc(\$)   |        | %     |
|---------------------|-----------|--------|-------|
|                     |           |        |       |
| 0                   | \$ 14,742 |        |       |
| 1                   | \$ 15,562 | \$ 820 | 5.56% |
| 2                   | \$ 15,896 | \$ 334 | 2.15% |
| 3                   | \$ 15,957 | \$ 61  | 0.38% |
| 4                   | \$ 16,160 | \$ 203 | 1.27% |
| 5                   | \$ 16,362 | \$ 202 | 1.25% |
| 6                   | \$ 16,514 | \$ 152 | 0.93% |
| 7                   | \$ 16,676 | \$ 162 | 0.98% |
| 8                   | \$ 16,838 | \$ 162 | 0.97% |
| 9                   | \$ 17,000 | \$ 162 | 0.96% |
| 10                  | \$ 17,172 | \$ 172 | 1.01% |
| 11                  | \$ 17,334 | \$ 162 | 0.94% |
| 12                  | \$ 17,496 | \$ 162 | 0.93% |
| 13                  | \$ 17,658 | \$ 162 | 0.93% |
| 14                  | \$ 17,820 | \$ 162 | 0.92% |
| 15                  | \$ 17,992 | \$ 172 | 0.97% |
| 16                  | \$ 18,154 | \$ 162 | 0.90% |
| 17                  | \$ 18,316 | \$ 162 | 0.89% |
| 18                  | \$ 18,468 | \$ 152 | 0.83% |
| 19                  | \$ 18,630 | \$ 162 | 0.88% |
| 20                  | \$ 18,812 | \$ 182 | 0.98% |
| 21                  | \$ 18,964 | \$ 152 | 0.81% |
| 22                  | \$ 19,126 | \$ 162 | 0.85% |
| 23                  | \$ 19,288 | \$ 162 | 0.85% |
| 24                  | \$ 19,450 | \$ 162 | 0.84% |
| 25                  | \$ 19,632 | \$ 182 | 0.94% |
| 26                  | \$ 19,794 | \$ 162 | 0.83% |
| 27                  | \$ 19,956 | \$ 162 | 0.82% |
| 28                  | \$ 20,118 | \$ 162 | 0.81% |
| 29                  | \$ 20,280 | \$ 162 | 0.81% |
| 30                  | \$ 20,453 | \$ 173 | 0.85% |

Retirement: School System pays for your retirement after six (6) months p

Work Schedule:

180 Student Days

10 in-service days/other

10 vacation days

Total of 200 paid days

**Sick Leave:** 10 days per year – unlimited accumulation. Accumulated sic

**Personal Leave:** 2 days per year – Any personal leave left at the end of the

**2020-2021  
Central Office  
12 Month Secretary  
Salary Schedule**

| Years of Experience |          |         |       |
|---------------------|----------|---------|-------|
|                     |          | Inc(\$) | %     |
| 0                   | \$19,116 |         |       |
| 1                   | \$19,248 | \$ 132  | 0.69% |
| 2                   | \$19,379 | \$ 131  | 0.68% |
| 3                   | \$19,511 | \$ 132  | 0.68% |
| 4                   | \$19,653 | \$ 142  | 0.73% |
| 5                   | \$19,784 | \$ 131  | 0.67% |
| 6                   | \$19,916 | \$ 132  | 0.67% |
| 7                   | \$20,048 | \$ 132  | 0.66% |
| 8                   | \$20,179 | \$ 131  | 0.65% |
| 9                   | \$20,321 | \$ 142  | 0.70% |
| 10                  | \$20,716 | \$ 395  | 1.94% |
| 11                  | \$20,847 | \$ 131  | 0.63% |
| 12                  | \$20,989 | \$ 142  | 0.68% |
| 13                  | \$21,121 | \$ 132  | 0.63% |
| 14                  | \$21,252 | \$ 131  | 0.62% |
| 15                  | \$21,657 | \$ 405  | 1.91% |
| 16                  | \$21,789 | \$ 132  | 0.61% |
| 17                  | \$21,921 | \$ 132  | 0.61% |
| 18                  | \$22,052 | \$ 131  | 0.60% |
| 19                  | \$22,184 | \$ 132  | 0.60% |
| 20                  | \$22,589 | \$ 405  | 1.83% |
| 21                  | \$22,721 | \$ 132  | 0.58% |
| 22                  | \$22,852 | \$ 131  | 0.58% |
| 23                  | \$22,994 | \$ 142  | 0.62% |
| 24                  | \$23,126 | \$ 132  | 0.57% |
| 25                  | \$23,520 | \$ 394  | 1.70% |
| 26                  | \$23,662 | \$ 142  | 0.60% |
| 27                  | \$23,794 | \$ 132  | 0.56% |
| 28                  | \$23,925 | \$ 131  | 0.55% |
| 29                  | \$24,057 | \$ 132  | 0.55% |
| 30                  | \$24,462 | \$ 405  | 1.68% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

- **10 month personnel salaries will be pro-rated from this schedule.**
- **Serving more than one supervisor or office = \$ 500.00 per supervisor or office**

**2020-2021**  
**12 Month Special Services (Non – Licensed & Licensed)**  
**(Athletic Directors)**  
**Salary Schedule**

| Years of Experience | Inc(\$)   |        | %     |
|---------------------|-----------|--------|-------|
|                     |           |        |       |
| 0                   | \$ 19,825 |        |       |
| 1                   | \$ 20,442 | \$ 617 | 3.11% |
| 2                   | \$ 21,060 | \$ 618 | 3.02% |
| 3                   | \$ 21,678 | \$ 618 | 2.93% |
| 4                   | \$ 22,285 | \$ 607 | 2.80% |
| 5                   | \$ 22,903 | \$ 618 | 2.77% |
| 6                   | \$ 23,520 | \$ 617 | 2.69% |
| 7                   | \$ 24,138 | \$ 618 | 2.63% |
| 8                   | \$ 24,756 | \$ 618 | 2.56% |
| 9                   | \$ 25,373 | \$ 617 | 2.49% |
| 10                  | \$ 25,991 | \$ 618 | 2.44% |
| 11                  | \$ 26,609 | \$ 618 | 2.38% |
| 12                  | \$ 27,105 | \$ 496 | 1.86% |
| 13                  | \$ 27,834 | \$ 729 | 2.69% |
| 14                  | \$ 28,451 | \$ 617 | 2.22% |
| 15                  | \$ 29,069 | \$ 618 | 2.17% |
| 16                  | \$ 29,687 | \$ 618 | 2.13% |
| 17                  | \$ 30,304 | \$ 617 | 2.08% |
| 18                  | \$ 30,922 | \$ 618 | 2.04% |
| 19                  | \$ 31,529 | \$ 607 | 1.96% |
| 20                  | \$ 32,147 | \$ 618 | 1.96% |
| 21                  | \$ 32,765 | \$ 618 | 1.92% |
| 22                  | \$ 33,382 | \$ 617 | 1.88% |
| 23                  | \$ 34,000 | \$ 618 | 1.85% |
| 24                  | \$ 34,617 | \$ 617 | 1.81% |
| 25                  | \$ 35,184 | \$ 567 | 1.64% |
| 26                  | \$ 35,843 | \$ 659 | 1.87% |
| 27                  | \$ 36,420 | \$ 577 | 1.61% |
| 28                  | \$ 37,078 | \$ 658 | 1.81% |
| 29                  | \$ 37,695 | \$ 617 | 1.66% |
| 30                  | \$ 38,313 | \$ 618 | 1.64% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

\* **10 month personnel salaries will be pro-rated from this schedule**

\*\* **Lead Teacher: BEP Salary Schedule x 1.2**

**2020-2021  
School Psychologist  
11 Month Salary**

BEP Salary Scale  
x 1.1 (Eleventh Month)  
+ 28 % of base BEP Salary

**Hard to Fill/Retention                      \$ 2,500**

**2020-2021  
Speech Pathologist**

BEP Salary Scale  
Pathologist Adjustment                      \$ 5,000

**2020-2021  
Occupational Therapist**

BEP Scale Salary  
Occupational Therapist Adjustment \$15,000

**Substitute Teacher Salary  
2020-2021**

**\$ 64.00/day**

**2020-2021  
Central Office  
Supervisors' Salary Formula**

**Hickman County BEP Salary Schedule for Teachers by Training and Experience**

+Any Additional Local Supplement

x1.2

+System-Wide Supplement of \$100.00 per Month for 12 Months

+Academic Responsibility Supplement

+Financial Responsibility Supplement

**Academic Responsibility Supplement**

Non-Instructional=\$2,000

Instructional=\$4,000

Chief Instructional=\$8,000

**Financial Responsibility Supplement**

Budget (Non-Funding)=\$2,000

Budget(s) and Funding=\$4,000

\* Total Salary is a combination of Salary Formula and any Performance Contract or supplement as determined by Superintendent of Schools.

\*\* Deputy Superintendent is to be second highest Central Office employee and Chief Academic Officer is to be third highest Central Office employee. However, there must be a minimum ten percent (10%) separation between Superintendent's salary (Superintendent's salary is capped by contract).

**Additional Local Supplement – Supervisor  
(Effective 2016-2017)**

\$1,500.00                      Base 1<sup>st</sup> Year As Supervisor

\$3,000.00                      Base 2<sup>nd</sup> Year And Beyond As Supervisor

\$500.00 Added Per Program Supervised

**2020-2021**  
**12 Month Technology/Maintenance/Transportation/Food**  
**Service/Community Services Supervisor\*/Coordinated School Health**  
**Salary Schedule**

| Years of Experience | Inc(\$)   |          | %     |
|---------------------|-----------|----------|-------|
|                     |           |          |       |
| 0                   | \$ 48,000 |          |       |
| 1                   | \$ 51,000 | \$ 3,000 | 6.25% |
| 2                   | \$ 53,000 | \$ 2,000 | 3.92% |
| 3                   | \$ 53,000 | \$ -     | 0.00% |
| 4                   | \$ 53,000 | \$ -     | 0.00% |
| 5                   | \$ 53,000 | \$ -     | 0.00% |
| 6                   | \$ 56,000 | \$ 3,000 | 5.66% |
| 7                   | \$ 56,000 | \$ -     | 0.00% |
| 8                   | \$ 56,000 | \$ -     | 0.00% |
| 9                   | \$ 56,000 | \$ -     | 0.00% |
| 10                  | \$ 56,000 | \$ -     | 0.00% |
| 11                  | \$ 60,000 | \$ 4,000 | 7.14% |
| 12                  | \$ 60,000 | \$ -     | 0.00% |
| 13                  | \$ 60,000 | \$ -     | 0.00% |
| 14                  | \$ 60,000 | \$ -     | 0.00% |
| 15                  | \$ 63,000 | \$ 3,000 | 5.00% |
| 16                  | \$ 63,000 | \$ -     | 0.00% |
| 17                  | \$ 63,000 | \$ -     | 0.00% |
| 18                  | \$ 63,000 | \$ -     | 0.00% |
| 19                  | \$ 63,000 | \$ -     | 0.00% |
| 20                  | \$ 63,000 | \$ -     | 0.00% |
| 21                  | \$ 63,000 | \$ -     | 0.00% |
| 22                  | \$ 63,000 | \$ -     | 0.00% |
| 23                  | \$ 63,000 | \$ -     | 0.00% |
| 24                  | \$ 63,000 | \$ -     | 0.00% |
| 25                  | \$ 63,000 | \$ -     | 0.00% |
| 26                  | \$ 63,000 | \$ -     | 0.00% |
| 27                  | \$ 63,000 | \$ -     | 0.00% |
| 28                  | \$ 63,000 | \$ -     | 0.00% |
| 29                  | \$ 63,000 | \$ -     | 0.00% |
| 30                  | \$ 63,000 | \$ -     | 0.00% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

**\*Increase includes responsibility for Student Database Management System**

**Teacher Assistant  
Salary Schedule  
2020-2021**

| Years of Experience | Inc(\$)   |        | %     |
|---------------------|-----------|--------|-------|
|                     |           |        |       |
| 0                   | \$ 14,438 |        |       |
| 1                   | \$ 15,167 | \$ 729 | 5.05% |
| 2                   | \$ 15,360 | \$ 193 | 1.27% |
| 3                   | \$ 15,542 | \$ 182 | 1.18% |
| 4                   | \$ 15,734 | \$ 192 | 1.24% |
| 5                   | \$ 15,917 | \$ 183 | 1.16% |
| 6                   | \$ 16,068 | \$ 151 | 0.95% |
| 7                   | \$ 16,210 | \$ 142 | 0.88% |
| 8                   | \$ 16,362 | \$ 152 | 0.94% |
| 9                   | \$ 16,514 | \$ 152 | 0.93% |
| 10                  | \$ 16,656 | \$ 142 | 0.86% |
| 11                  | \$ 16,808 | \$ 152 | 0.91% |
| 12                  | \$ 16,949 | \$ 141 | 0.84% |
| 13                  | \$ 17,101 | \$ 152 | 0.90% |
| 14                  | \$ 17,243 | \$ 142 | 0.83% |
| 15                  | \$ 17,385 | \$ 142 | 0.82% |
| 16                  | \$ 17,537 | \$ 152 | 0.87% |
| 17                  | \$ 17,688 | \$ 151 | 0.86% |
| 18                  | \$ 17,830 | \$ 142 | 0.80% |
| 19                  | \$ 17,982 | \$ 152 | 0.85% |
| 20                  | \$ 18,144 | \$ 162 | 0.90% |
| 21                  | \$ 18,286 | \$ 142 | 0.78% |
| 22                  | \$ 18,438 | \$ 152 | 0.83% |
| 23                  | \$ 18,579 | \$ 141 | 0.76% |
| 24                  | \$ 18,731 | \$ 152 | 0.82% |
| 25                  | \$ 18,893 | \$ 162 | 0.86% |
| 26                  | \$ 19,045 | \$ 152 | 0.80% |
| 27                  | \$ 19,187 | \$ 142 | 0.75% |
| 28                  | \$ 19,339 | \$ 152 | 0.79% |
| 29                  | \$ 19,481 | \$ 142 | 0.73% |
| 30                  | \$ 19,653 | \$ 172 | 0.88% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Work Schedule:  
 180 Student Days  
 10 in-service days/other  
 10 vacation days  
 Total of 200 paid days

Sick Leave: 10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

**2020-2021  
12 Month Technology Specialist  
Salary Schedule**

| Years of Experience | Inc(\$)   |          | %     |
|---------------------|-----------|----------|-------|
|                     |           |          |       |
| 0                   | \$ 25,394 |          |       |
| 1                   | \$ 25,728 | \$ 334   | 1.32% |
| 2                   | \$ 26,062 | \$ 334   | 1.30% |
| 3                   | \$ 26,396 | \$ 334   | 1.28% |
| 4                   | \$ 26,730 | \$ 334   | 1.27% |
| 5                   | \$ 28,067 | \$ 1,337 | 5.00% |
| 6                   | \$ 28,401 | \$ 334   | 1.19% |
| 7                   | \$ 28,735 | \$ 334   | 1.18% |
| 8                   | \$ 29,069 | \$ 334   | 1.16% |
| 9                   | \$ 29,403 | \$ 334   | 1.15% |
| 10                  | \$ 30,405 | \$ 1,002 | 3.41% |
| 11                  | \$ 30,740 | \$ 335   | 1.10% |
| 12                  | \$ 31,074 | \$ 334   | 1.09% |
| 13                  | \$ 31,408 | \$ 334   | 1.07% |
| 14                  | \$ 31,742 | \$ 334   | 1.06% |
| 15                  | \$ 32,410 | \$ 668   | 2.10% |
| 16                  | \$ 32,744 | \$ 334   | 1.03% |
| 17                  | \$ 33,078 | \$ 334   | 1.02% |
| 18                  | \$ 33,413 | \$ 335   | 1.01% |
| 19                  | \$ 33,747 | \$ 334   | 1.00% |
| 20                  | \$ 34,415 | \$ 668   | 1.98% |
| 21                  | \$ 34,749 | \$ 334   | 0.97% |
| 22                  | \$ 35,083 | \$ 334   | 0.96% |
| 23                  | \$ 35,417 | \$ 334   | 0.95% |
| 24                  | \$ 35,751 | \$ 334   | 0.94% |
| 25                  | \$ 36,420 | \$ 669   | 1.87% |
| 26                  | \$ 36,754 | \$ 334   | 0.92% |
| 27                  | \$ 37,088 | \$ 334   | 0.91% |
| 28                  | \$ 37,422 | \$ 334   | 0.90% |
| 29                  | \$ 37,756 | \$ 334   | 0.89% |
| 30                  | \$ 38,090 | \$ 334   | 0.88% |

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

\*10 month personnel salaries will be pro-rated from this schedule

**Transportation - Mechanics  
Salary Schedules  
2020-2021**

| Years of Experience | Part Time Mechanic |         |       | Full Time Mechanic |         |       | Supervising Mechanic |         |       | Chief Mechanic |         |       |
|---------------------|--------------------|---------|-------|--------------------|---------|-------|----------------------|---------|-------|----------------|---------|-------|
|                     | Hourly             | Inc(\$) | %     | Salary             | Inc(\$) | %     | Salary               | Inc(\$) | %     | Salary         | Inc(\$) | %     |
| 0                   | \$11.26            |         |       | \$27,822           |         |       | \$30,741             |         |       | \$33,567       |         |       |
| 1                   | \$11.41            | \$0.15  | 1.33% | \$28,131           | \$309   | 1.11% | \$31,444             | \$703   | 2.29% | \$34,213       | \$ 646  | 1.92% |
| 2                   | \$11.51            | \$0.10  | 0.88% | \$28,476           | \$345   | 1.23% | \$32,148             | \$704   | 2.24% | \$34,856       | \$ 643  | 1.88% |
| 3                   | \$11.64            | \$0.13  | 1.13% | \$28,808           | \$332   | 1.17% | \$32,853             | \$705   | 2.19% | \$35,503       | \$ 647  | 1.86% |
| 4                   | \$11.76            | \$0.12  | 1.03% | \$29,142           | \$334   | 1.16% | \$33,557             | \$704   | 2.14% | \$36,148       | \$ 645  | 1.82% |
| 5                   | \$11.90            | \$0.14  | 1.19% | \$29,478           | \$336   | 1.15% | \$34,263             | \$706   | 2.10% | \$36,796       | \$ 648  | 1.79% |
| 6                   | \$12.02            | \$0.12  | 1.01% | \$29,812           | \$334   | 1.13% | \$34,413             | \$150   | 0.44% | \$37,438       | \$ 642  | 1.74% |
| 7                   | \$12.15            | \$0.13  | 1.08% | \$30,145           | \$333   | 1.12% | \$34,981             | \$568   | 1.65% | \$38,087       | \$ 649  | 1.73% |
| 8                   | \$12.27            | \$0.12  | 0.99% | \$30,478           | \$333   | 1.10% | \$35,292             | \$311   | 0.89% | \$38,731       | \$ 644  | 1.69% |
| 9                   | \$12.41            | \$0.14  | 1.14% | \$30,814           | \$336   | 1.10% | \$35,607             | \$315   | 0.89% | \$39,377       | \$ 646  | 1.67% |
| 10                  | \$12.53            | \$0.12  | 0.97% | \$31,150           | \$336   | 1.09% | \$35,918             | \$311   | 0.87% | \$40,021       | \$ 644  | 1.64% |
| 11                  | \$12.67            | \$0.14  | 1.12% | \$31,480           | \$330   | 1.06% | \$36,230             | \$312   | 0.87% | \$40,668       | \$ 647  | 1.62% |
| 12                  | \$12.79            | \$0.12  | 0.95% | \$31,817           | \$337   | 1.07% | \$36,544             | \$314   | 0.87% | \$42,321       | \$1,653 | 4.06% |
| 13                  | \$12.89            | \$0.10  | 0.78% | \$32,151           | \$334   | 1.05% | \$36,855             | \$311   | 0.85% | \$43,012       | \$ 691  | 1.63% |
| 14                  | \$13.01            | \$0.12  | 0.93% | \$32,486           | \$335   | 1.04% | \$37,168             | \$313   | 0.85% | \$43,655       | \$ 643  | 1.49% |
| 15                  | \$13.06            | \$0.05  | 0.38% | \$32,818           | \$332   | 1.02% | \$37,481             | \$313   | 0.84% | \$44,304       | \$ 649  | 1.49% |
| 16                  | \$13.18            | \$0.12  | 0.92% | \$33,152           | \$334   | 1.02% | \$37,793             | \$312   | 0.83% | \$44,947       | \$ 643  | 1.45% |
| 17                  | \$13.28            | \$0.10  | 0.76% | \$33,489           | \$337   | 1.02% | \$38,104             | \$311   | 0.82% | \$45,594       | \$ 647  | 1.44% |
| 18                  | \$13.53            | \$0.25  | 1.88% | \$33,821           | \$332   | 0.99% | \$38,416             | \$312   | 0.82% | \$46,237       | \$ 643  | 1.41% |
| 19                  | \$13.65            | \$0.12  | 0.89% | \$34,153           | \$332   | 0.98% | \$38,729             | \$313   | 0.81% | \$46,887       | \$ 650  | 1.41% |
| 20                  | \$13.76            | \$0.11  | 0.81% | \$34,490           | \$337   | 0.99% | \$39,041             | \$312   | 0.81% | \$47,529       | \$ 642  | 1.37% |
| 21                  | \$13.89            | \$0.13  | 0.94% | \$34,823           | \$333   | 0.97% | \$39,353             | \$312   | 0.80% | \$48,176       | \$ 647  | 1.36% |
| 22                  | \$14.02            | \$0.13  | 0.94% | \$35,158           | \$335   | 0.96% | \$39,667             | \$314   | 0.80% | \$48,820       | \$ 644  | 1.34% |
| 23                  | \$14.13            | \$0.11  | 0.78% | \$35,491           | \$333   | 0.95% | \$39,979             | \$312   | 0.79% | \$49,469       | \$ 649  | 1.33% |
| 24                  | \$14.27            | \$0.14  | 0.99% | \$35,826           | \$335   | 0.94% | \$40,290             | \$311   | 0.78% | \$49,725       | \$ 256  | 0.52% |
| 25                  | \$14.37            | \$0.10  | 0.70% | \$36,161           | \$335   | 0.94% | \$40,603             | \$313   | 0.78% | \$50,112       | \$ 387  | 0.78% |
| 26                  | \$14.49            | \$0.12  | 0.84% | \$36,496           | \$335   | 0.93% | \$41,171             | \$568   | 1.40% | \$51,402       | \$1,290 | 2.57% |
| 27                  | \$14.60            | \$0.11  | 0.76% | \$36,828           | \$332   | 0.91% | \$41,738             | \$567   | 1.38% | \$52,050       | \$ 648  | 1.26% |
| 28                  | \$14.73            | \$0.13  | 0.89% | \$37,162           | \$334   | 0.91% | \$42,306             | \$568   | 1.36% | \$52,694       | \$ 644  | 1.24% |
| 29                  | \$14.83            | \$0.10  | 0.68% | \$37,495           | \$333   | 0.90% | \$42,875             | \$569   | 1.34% | \$53,341       | \$ 647  | 1.23% |
| 30                  | \$15.03            | \$0.20  | 1.35% | \$37,832           | \$337   | 0.90% | \$43,443             | \$568   | 1.32% | \$53,983       | \$ 642  | 1.20% |

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to \$50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| <b>Program Object</b>                                       |     | <b>Description</b>                            | <b>Amount</b>     |
|---|-----|---|-------------------|
| <b>Revenue</b>  |     |   |                   |
| 47141   | 010 | Revenue                                       | <b>168,000.00</b> |
| <b>Expenditures</b>   |     |   |                   |
| <b>72210 - Support Services/Regular Instruction Program</b> |     |   |                   |
| 72210   | 105 | 010 Supervisor/Director                       | 75,202.00         |
| 72210   | 161 | 010 Secretary(S)                              | 31,400.00         |
| 72210   | 201 | 010 Social Security                           | 6,930.00          |
| 72210   | 204 | 010 State Retirement                          | 11,190.00         |
| 72210   | 207 | 010 Medical Insurance                         | 11,800.00         |
| 72210   | 210 | 010 Unemployment Insurance                    | 500.00            |
| 72210   | 336 | 010 Maintenance & Repair Services - Equipment | 3,000.00          |
| 72210   | 355 | 010 Travel                                    | 3,000.00          |
| 72210   | 499 | 010 Other Supplies and Materials              | 6,000.00          |
| 72210   | 524 | 010 In-Service/Staff Development              | 2,000.00          |
| 72210   | 790 | 010 Other Equipment                           | 14,178.00         |
| 99100   | 504 | 010 Indirect Cost                             | 2,800.00          |
| <b>Total Expenditures - Con Adm Pool (010)</b>              |     |   | <b>168,000.00</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| <b>Program Object</b>                       |     | <b>Description</b>                            | <b>Amount</b>     |
|---|-----|---|-------------------|
| <b>TITLE I-A</b>                            |     |   |                   |
| <b>Revenue</b>                              |     |   |                   |
| <b>47141</b>                                | 101 | Revenue                                       | <b>897,166.00</b> |
| <b>Expenditures</b>                         |     |   |                   |
| 71100                                       | 116 | 101 Teachers                                  | 654,550.00        |
| 71100                                       | 198 | 101 Substitute Teachers                       | 200.00            |
| 71100                                       | 201 | 101 Social Security                           | 50,073.00         |
| 71100                                       | 204 | 101 State Retirement                          | 67,223.00         |
| 71100                                       | 207 | 101 Medical Insurance                         | 80,000.00         |
| 71100                                       | 429 | 101 Instructional Supplies & Materials        | 400.13            |
|   |     |   |                   |
| 72130                                       | 355 | 101 Travel                                    | 700.00            |
| 72130                                       | 499 | 101 Other Supplies & Materials                | 13,471.66         |
| 72130                                       | 599 | 101 Other Charges                             | 8,431.21          |
|   |     |   |                   |
| 72210                                       | 189 | 101 Other Salaries & Wages                    | 4,000.00          |
| 72210                                       | 201 | 101 Social Security                           | 306.00            |
| 72210                                       | 204 | 101 State Retirement                          | 411.00            |
| 72210                                       | 336 | 101 Maintenance & Repair Services - Equipment | 2,400.00          |
| 72210                                       | 524 | 101 In-Service/Staff Development              | 4,100.00          |
|   |     |   |                   |
| 72710                                       | 599 | 101 Other Charges                             | 1,900.00          |
|   |     |   |                   |
| 99100                                       | 504 | 101 Indirect Cost                             | 9,000.00          |
|   |     |   |                   |
| <b>Total Expenditures - Title I-A (101)</b> |     |   | <b>897,166.00</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| <b>Program Object</b>                        |     | <b>Description</b> | <b>Amount</b>                |           |
|--|-----|--------------------|------------------------------|-----------|
| <b>TITLE II-A</b>                            |     |                    |                              |           |
| <b>Revenue</b>                               |     |                    |                              |           |
| 47189  | 201 | Revenue            | <b>137,509.00</b>            |           |
| <b>Expenditures</b>                          |     |                    |                              |           |
| 72210  | 189 | 201                | Other Salaries & Wages       | 99,100.00 |
| 72210  | 198 | 201                | Substitute Teachers          | 2,000.00  |
| 72210  | 201 | 201                | Social Security              | 7,735.00  |
| 72210  | 204 | 201                | State Retirement             | 10,482.00 |
| 72210  | 207 | 201                | Medical Insurance            | 15,800.00 |
| 72210  | 355 | 201                | Travel                       | 300.00    |
| 72210  | 524 | 201                | In-service/Staff Development | 244.87    |
| 72210  | 599 | 201                | Other Charges                | 400.66    |
| 99100  | 504 | 201                | Indirect Cost                | 1,446.47  |
| <b>Total Expenditures - Title II-A (201)</b> |     |                    | <b>137,509.00</b>            |           |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| Program Object                             | Description                  | Amount           |
|--|------------------------------|------------------|
| <b>TITLE IV</b>                            |                              |                  |
| <b>Revenue</b>                             |                              |                  |
| 47146                                      | Revenue                      | <b>73,895.00</b> |
| <b>Expenditures</b>                        |                              |                  |
| 72210 189 401                              | Other Salaries & Wages       | 36,000.00        |
| 72210 201 401                              | Social Security              | 2,754.00         |
| 72210 204 401                              | State Retirement             | 3,820.00         |
| 72210 499 401                              | Other Supplies & Materials   | 14,879.00        |
| 72210 524 401                              | In-service/Staff Development | 11,844.71        |
| 72210 599 401                              | Other Charges                | 3,500.00         |
| 99100 504 401                              | Indirect Cost                | 1,097.29         |
| <b>Total Expenditures - TITLE IV (401)</b> |                              | <b>73,895.00</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| Program Object                           | Description |     |                          | Amount           |
|--|-------------|-----|--------------------------|------------------|
| <b>TITLE V</b>                           |             |     |                          |                  |
| <b>Revenue</b>                           |             |     |                          |                  |
| 47148                                    | Revenue     |     |                          | <b>60,539.18</b> |
| <b>Expenditures</b>                      |             |     |                          |                  |
| 71100                                    | 189         | 601 | Other Salaries & Wages   | 30,000.00        |
| 71100                                    | 201         | 601 | Social Security          | 2,295.00         |
| 71100                                    | 204         | 601 | State Retirement         | 3,081.00         |
| 72130                                    | 307         | 601 | Communication            | 6,000.00         |
| 72210                                    | 189         | 601 | Other Salaries and Wages | 16,000.00        |
| 72210                                    | 196         | 601 | In-Service Training      | 294.18           |
| 72210                                    | 201         | 601 | Social Security          | 1,224.00         |
| 72210                                    | 204         | 601 | State Retirement         | 1,644.00         |
| 99100                                    | 504         | 601 | Indirect Cost            | 1.00             |
| <b>Total Expenditures -TITLE V (601)</b> |             |     |                          | <b>60,539.18</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| Program Object                                | Description                        | Amount            |
|---|------------------------------------|-------------------|
| <b>IDEA PART B</b>                            |                                    |                   |
| <b>Revenue</b>                                |                                    |                   |
| 47143   | Revenue                            | <b>858,487.00</b> |
| <b>Expenditures</b>                           |                                    |                   |
| 71200 163 901                                 | Educational Assistants             | 351,214.00        |
| 71200 189 901                                 | Other Salaries & Wages             | 20,000.00         |
| 71200 198 901                                 | Substitute Teachers                | 23,000.00         |
| 71200 201 901                                 | Social Security                    | 33,400.00         |
| 71200 204 901                                 | State Retirement                   | 55,100.00         |
| 71200 207 901                                 | Medical Insurance                  | 65,000.00         |
| 71200 210 901                                 | Unemployment Compensation          | 2,400.00          |
| 71200 429 901                                 | Instructional Supplies & Materials | 7,000.00          |
| 71200 725 901                                 | Special Education Equipment        | 7,500.00          |
| 72220 105 901                                 | Supervisor/Director                | 7,200.00          |
| 72220 124 901                                 | Psychological Personnel            | 133,800.00        |
| 72220 162 901                                 | Clerical Personnel                 | 44,100.00         |
| 72220 201 901                                 | Social Security                    | 18,500.00         |
| 72220 204 901                                 | State Retirement                   | 2,500.00          |
| 72220 207 901                                 | Medical Insurance                  | 21,700.00         |
| 72220 210 901                                 | Unemployment Insurance             | 300.00            |
| 72220 312 901                                 | Contracts with Private Agencies    | 15,000.00         |
| 72220 348 901                                 | Postal Charges                     | 600.00            |
| 72220 399 901                                 | Other Contracted Services          | 31,173.00         |
| 72220 499 901                                 | Other Supplies and Materials       | 12,000.00         |
| 72220 790 901                                 | Other Equipment                    | 7,000.00          |
| <b>Total Expenditures - IDEA PART B (901)</b> |                                    | <b>858,487.00</b> |

**FY 2020-2021  
HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET  
FUND 142 - FEDERAL PROGRAMS  
as May 26, 2020  
(Placeholders - Carryover not included)**

| <b>Program Object</b>                            |     | <b>Description</b>               | <b>Amount</b>    |
|--|-----|----------------------------------|------------------|
| <b>IDEA PRESCHOOL</b>                            |     |                                  |                  |
| <b>Revenue</b>                                   |     |                                  |                  |
| 47145  | 911 | Revenue                          | <b>25,971.00</b> |
| <b>Expenditures</b>                              |     |                                  |                  |
| 71200  | 163 | 911 Educational Assistants       | 17,000.00        |
| 71200  | 201 | 911 Social Security              | 2,300.00         |
| 71200  | 204 | 911 State Retirement             | 2,500.00         |
| 71200  | 207 | 911 Medical Insurance            | 2,000.00         |
| 71200  | 210 | 911 Unemployment Compensation    | 100.00           |
| 71200  | 499 | 911 Other Supplies and Materials | 1,157.00         |
| 99100  | 504 | 911 Indirect Cost                | 914.00           |
| <b>Total Expenditures - IDEA PRESCHOOL (911)</b> |     |                                  | <b>25,971.00</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| <b>Program Object</b>                               | <b>Description</b> |         |                             | <b>Amount</b>    |
|---|--------------------|---------|-----------------------------|------------------|
| <b>CTE Perkins Basic</b>                            |                    |         |                             |                  |
| <b>Revenue</b>                                      |                    |         |                             |                  |
| 47131   | 801                | Revenue |                             | <b>65,977.07</b> |
| <b>Expenditures</b>                                 |                    |         |                             |                  |
| 71300   | 163                | 801     | Educational Assistants      | 19,000.00        |
| 71300   | 201                | 801     | Social Security             | 1,600.00         |
| 71300   | 204                | 801     | State Retirement            | 2,800.00         |
| 71300   | 207                | 801     | Medical Insurance           | 1,500.00         |
| 71300   | 210                | 801     | Unemployment Compensation   | 100.00           |
| 71300   | 399                | 801     | Other Contracted Services   | 5,500.00         |
| 71300   | 499                | 801     | Others Supplies & Materials | 6,000.00         |
| 71300   | 730                | 801     | Vocational Equipment        | 15,476.07        |
| 72130   | 355-C              | 801     | Travel                      | 10,000.00        |
| 72130   | 524-PD             | 801     | Staff Development (PD)      | 4,001.00         |
| <b>Total Expenditures - CTE Perkins Basic (801)</b> |                    |         |                             | <b>65,977.07</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| <b>Program Object</b>                                 |     |     | <b>Description</b>         | <b>Amount</b>    |
|---|-----|-----|----------------------------|------------------|
| <b>CTE Perkins Reserve</b>                            |     |     |                            |                  |
| <b>Revenue</b>  |     |     |                            |                  |
| 47131   |     | 811 | Revenue                    | <b>50,000.00</b> |
| <b>Expenditures</b>                                   |     |     |                            |                  |
| 71300   | 499 | 801 | Other Supplies & Materials | 2,400.00         |
| 71300   | 730 | 801 | Vocational Equipment       | 47,600.00        |
| <b>Total Expenditures - CTE Perkins Reserve (811)</b> |     |     |                            | <b>50,000.00</b> |

**FY 2020-2021**  
**HICKMAN COUNTY SCHOOLS - BUDGET SPREADSHEET**  
**FUND 142 - FEDERAL PROGRAMS**  
**as May 26, 2020**  
**(Placeholders - Carryover not included)**

| <b>Program Object</b>                           |     | <b>Description</b>             | <b>Amount</b>     |
|---|-----|--------------------------------|-------------------|
| <b>Project Aware</b>                            |     |                                |                   |
| <b>Revenue</b>                                  |     |                                |                   |
| 47590   | 964 | Revenue                        | <b>285,000.00</b> |
| <b>Expenditures</b>                             |     |                                |                   |
| 72130   | 105 | 964 Supervisor/Director        | 65,000.00         |
| 72130   | 189 | 964 Other Salaries & Wages     | 105,000.00        |
| 72130   | 198 | 964 Non-Certified Subs         | 2,100.00          |
| 72130   | 201 | 964 Social Security            | 13,165.65         |
| 72130   | 204 | 964 State Retirement           | 17,674.67         |
| 72130   | 207 | 964 Medical Insurance          | 31,600.00         |
| 72130   | 307 | 964 Communication              | 2,100.00          |
| 72130   | 355 | 964 Travel                     | 6,000.00          |
| 72130   | 435 | 964 Office Supplies            | 4,000.00          |
| 72130   | 499 | 964 Other Supplies & Materials | 16,610.00         |
| 72130   | 524 | 964 Inservice                  | 3,000.00          |
| 72130   | 599 | 964 Other Charges              | 18,749.68         |
| <b>Total Expenditures - Project Aware (964)</b> |     |                                | <b>285,000.00</b> |

**Recommendations for Tenure**

**May 2020**

**(Required: Names Read Aloud and Voted upon by Board of Education)**

**Shelby Owens**

**Cassie Hale**

**Sara Lawson**

**Diana Lankford**

**Connie Graves**

**Chris Austin**

**Emily Cross**

**Robyn Emerson**

**Savannah Anglin**

**Jennifer Brewer**

**Thomas Stanley**

**Brett Lovett**

**Eddie Boone**

**Kristin Carter**

**Pauline Hibbs**

**Courtney Crawford**

Approved: Michelle Gilbert

**Director of Schools**

I propose we purchase two (2) Dodge Grand Caravan minivans from the State Contract price to replace the older vans that do not need to transport students. Some of our vans are quite aged vans and different drivers who may or may not drive as safe as they could at all times. Times like we are in now we are faced with food transportation and people are out at the end of the county in an unfamiliar vehicle.

Currently Columbia Dodge has some in stock at approximately \$23,000 with bench seats. They are looking for Stow and Go Seats equipped but not in stock at this time

| ID # | TAG #   | YEAR MODEL | Exptd. Replimnt. | VIN                | DESCRIPTION   | LOCATED AT      |
|------|---------|------------|------------------|--------------------|---------------|-----------------|
| 1    | 0413 GC | 2016       | 2029             | 2C4RDGDBG2GR377797 | Dodge Caravan | @ Central       |
| 2    | 0414 GC | 2016       | 2029             | 2C4RDGDBG0GR373909 | Dodge Caravan | @ Central       |
| 3    | 1434 GA | 01-08      | 2023             | 1FBN331L08DA72925  | E 350         | Shop            |
| 4    | 0366 GC | 2009       | 2024             | 2D8HN44E9R6588868  | Dodge Caravan | @ Central       |
| 5    | GZ 4089 | 12-09      | 2024             | 1FMNE1BW7ADA30794  | East Big Van  | @ EHHS          |
| 6    | 0365 GC | 09-06      | 2021             | 1D4GP24E26B649973  | East Lil Van  | @ EHHS          |
| 7    | GZ 4070 | 2001       | 2016             | 1B4GP44391B199428  | Dodge Caravan | @ Garage        |
| 8    | GZ 4098 | 03-06      | 2021             | 1D4GP24E66B649944  | Dodge Caravan | @ Garage        |
| 10   | 1387 GA | 2011       | 2026             | 1FMNE1BW7BDA94514  | E 150         | @ Garage        |
| 11   | GW 9167 | 12/04      | 2019             | 1FMRE11W65HA87246  | SpEd          | Tonya           |
| 12   | GX 7826 | 04-06      | 2021             | 2FMZA51656BA58855  | Dodge Caravan | Cerd.Sch Health |

books/ no student

sell

bad shape / no student

dedicated

dedicated

The Hickman County Finance Office will be accepting bids for the inspection, maintenance, and repair of the bleachers and basketball goals in the Hickman County Schools. **THIS IS A RE-BID.**

Complete the bid on the Part B (specs) sheets and submit your bid on those forms. The bid must be good for the period July 1, 2020 – June 30, 2021. This bid may be renewed by Hickman County Schools for up to four (4) additional one-year periods at a price to be agreed upon by the Hickman County School System and the Vendor. Sealed bids must hand-delivered or mailed to the Hickman County Finance Office, 114 North Central Avenue, Suite 203a, Centerville TN 37033 and clearly marked "Bleacher Services Contract" on the outside of the mailing envelope. Bids shall be opened and read aloud on Monday, May 18, 2020 at 10:00 AM.

For bid specifications, please contact Crystal Fitzgerald at the Hickman County Finance Office at (931) 729-6162 or by accessing the website at [www.hickmank12.org/request-for-proposal](http://www.hickmank12.org/request-for-proposal).

For more information regarding bids for this RFP, please submit written questions to Hickman County Schools Maintenance Director Mike Plunkett at (931) 729-3391 no later than ten days before the bid opening date.

The successful contractor will be required to coordinate the work with the Hickman County Schools Maintenance Director. Copies of this bid are on file and may be obtained at the Hickman County Finance Office, 114 North Central Avenue, Suite 203a, Centerville, TN 37033.

Presmit Penny Mayberry  
Carrie Davis

Bid Rec'd  
Faciliserv  
please see attached



May 13, 2020

Hickman County Finance Office  
114 North Central Avenue, Suite 203a,  
Centerville, TN 37033

Re: Bleacher Service Contract Bid

Dear Sir or Madam,

Enclosed is our bid.

This bid is based on our performing inspections and maintenance on all indoor bleacher and all indoor basketball backstops in the school district. All routine safety inspections and service work will be performed for you at the same time (i.e. during 1 trip) on a continuous basis during mutually convenient normal weekday non-holiday business hours.

All of our company's employees have always had full background checks performed that exceed the requirements of the Lunsford Act as well as the Tennessee School Code. Unlike the outdated annual employee background checks performed by most companies that miss incidents that occur during the year, our service continuously checks in real time each day, to detect any offences that might occur throughout the year.

We are the largest firm of our type in the country, in business for nearly 50 years, and are fully trained and qualified to inspect, install, repair and maintain all manufacturers and models of bleachers and athletic equipment. We inspect 10 times more bleachers and athletic equipment than our nearest competitor, have dozens of field service techs and full time safety inspectors to service your needs at overs 80,000 square feet of fabrication & warehouse space across the country.

Our company has performed inspections and service for your district in the past and looks forward to continuing to work with you for years to come.

Sincerely,  
Terence K. O'Hagan - President

A handwritten signature in black ink that reads 'Terence K. O'Hagan'. The signature is written in a cursive style and is positioned below the typed name.



Detailed list of repairs per Campus:

Centerville ES:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others)  
6x9" Rollers \$ 549ea.  
Motors \$ 515ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

Centerville IS:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others)  
6x9" Rollers \$ 549ea.  
Motors \$ 515ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

Continue next page



East Hickman ES:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others)  
6x9" Rollers \$ 549ea.  
Motors \$ 515ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

East Hickman IS:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others)  
2x6" rollers \$ 315ea.  
Motors \$ 995ea..  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

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East Hickman MS:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others)  
6x9" Rollers \$ 549ea.  
Motors \$ 515ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

Hickman County MS:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others)  
4x6" Rollers \$ 198ea.  
Motors \$ 915ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

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East Hickman County HS:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others) 2x6" rollers \$ 315ea.  
Motors \$ 995ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

Hickman County HS:

- Replace casters where frozen in place or broken \$ 15ea.
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs \$ 85ea.
- Replace damaged upper alignment yokes and tighten or replace stop bolts \$ 50ea.
- Inspect and repair all broken, twisted, or bent bracing as needed \$ 50ea.
- Tighten or replace all bolts on existing undercarriage \$ 3 per bolt
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser \$ 45ea.
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment \$ 15 per cantilever
- Anchor and square rear vertical uprights and tighten or replace wall attachments \$ 75ea.
- Replace, repair, or adjust individual row locks located on wheel channel \$ 20ea.
- Replace or repair all front or rear section locking devices and pads \$ 35ea.
- Repair power system and replace worn components (friction wheels, motors, and others) 6x9" Rollers \$ 549ea.  
Motors \$ 515ea.  
New power \$ 2200 per unit
- Check out all sections for proper and smooth operations This is include in each inspection

### Contract Period

The contract shall cover the period from July 1, 2020-June 30, 2021. The bid may be renewed by Hickman County Schools for up to four (4) additional one-year periods at a price to be agreed upon by the Hickman County School System and the Vendor.

### Insurance

The successful bidder shall procure, maintain, and provide proof of insurance coverage for injuries to persons and/or property damage as may arise from or in conjunction with the work performed on behalf of Hickman County Schools by the Contractor, his agents, representatives, employees, or subcontractors. Proof of coverage as contained herein shall be submitted fifteen (15) days prior to the commencement of work and such coverage shall be maintained by the Contractor for the duration of the contract period; for occurrence policies. Claims made policies must be in force for that coverage purchased for three (3) years after contract completion date. A certificate of liability insurance for an amount no less than \$2,000,000. Hickman County Board of Education must be listed as an additional insured. Coverage shall be as broad as Comprehensive General Liability form including Products/Completed Operations.

### Bonds

A 5% bid bond is required with the bid.

Payment, performance, labor and materials (PPLM) bond in the amount of \$50,000.00 issued by a bonding company licensed to do business in the state of Tennessee and acceptable to Hickman County Board of Education is required of the successful bidder to guarantee faithful performance of work under the contract.

In the event the successful bidder to whom the contract is awarded fails to execute a satisfactory contract and PPLM bond and proof/certificate of insurance, then the Bidder shall be eliminated and shall forfeit his bid bond and be liable for any loss occasioned to the Hickman County Board of Education because of such failure.

### Hold Harmless

The Contractor shall, during the term of the contract including any warranty period, indemnify, defend, and hold harmless the Hickman County Board of Education, its' officials, employees, agents, and representatives thereof from all suits, actions, or claims of any kind, including attorney's fees, brought on account of any person for injuries, damages, or violations of rights, sustained by any person or property in consequence of any neglect in safeguarding contract work or on account of any act or omission by the contractor or his employees, or from any claims or amounts arising from violation of any law, bylaw, ordinance, regulation or decree. The vendor agrees that this clause shall include claims involving infringement of patent or copyright.

### Smoking Policy

Workers are not allowed to smoke on campus since all schools in Hickman County are Hickman County a smoke-free campus.

### Criminal Background Compliance

Pursuant to Tennessee Code 49-4-413, the contractor must provide a signed affidavit stating that any and all of its employees who come on school grounds to perform work under the contract will have had both TBI and FBI criminal history records checked and found satisfactory.

### Faith-based Organizations

The Hickman County Board of Education does not discriminate against faith-based organizations.

### Exemption from Taxes

Hickman County is exempt from State Sales Tax and Federal Excise Tax. Tax Exemption Certificates indicating the County's tax exempt status will be furnished by Hickman County upon request.

### Substitutions

NO substitutions or cancellations permitted after award without written approval by the Hickman County Board of Education.

### Workmanship and Inspection

All work under the resulting contract shall be performed in a skillful and workmanlike manner. The Hickman County Board of Education may, in writing, require the Contractor to remove any employee from work that the Hickman County Board of Education deems incompetent or careless.

Further, the Hickman County Board of Education may, from time to time, make inspections of the work performed under this contract. Any inspection by the Hickman County Schools does not relieve the Contractor from any responsibility regarding defects or other failures to meet the contract requirements.

### Cleaning Up

The Contractor(s) shall at all times keep the adjacent areas of the property free from rubbish and the accumulation of any waste materials.

### Method of Payment

Contractor shall submit invoices at the end of each calendar month, such statement to include detailed breakdown of all charges, and shall be based on completion of tasks or deliverables.

Invoices shall be submitted to:

Hickman County Board of Education

115 Murphree Avenue

Centerville, TN 37033

- General frame supports
- Attachment bolt and nuts, and related hardware
- Any and all other conditions as necessary to ensure bleachers are safe, in good repair, and suitable for use as bleachers.

All bleachers inspection and certifications must be in compliance with the **ICC 300** Standard for Grandstands, Folding and Telescopic Seating, Tents, and Membrane Structures (or the most current revision).

A detailed report for each school and bank of bleachers must be provided to the district, including the physical condition of each set of bleachers, photographs of representative defects, coded schematic diagram of bleacher defects, excerpts of applicable NFPA safety codes covered by the defects, and a repair cost for such defects.

The bleacher inspections must be completed by a Licensed Qualified Certified Company required by law.

### **Vendor Responsibilities**

A detailed list of repairs and cost per repair must accompany this bid. The list must be by campus.

- Replace casters where frozen in place or broken
- Replace or repair bent lower wheel channels and replace or repair damaged lower alignment tabs
- Replace damaged upper alignment yokes and tighten or replace stop bolts
- Inspect and repair all broken, twisted, or bent bracing as needed
- Tighten or replace all bolts on existing undercarriage
- Raise and align horizontal cantilever arms where cantilever arms are welded to vertical attachment bolted to riser
- Grease all moving and sliding parts if applicable by manufacturer standards of equipment
- Anchor and square rear vertical uprights and tighten or replace wall attachments
- Replace, repair, or adjust individual row locks located on wheel channel
- Replace or repair all front or rear section locking devices and pads
- Repair power system and replace worn components (friction wheels, motors, and others)
- Check out all sections for proper and smooth operations
- Certify bleacher system for compliance with **ICC 300** as required by law and provide copy to owner of certification.
- Any and all other conditions as necessary to ensure bleachers are safe, in good repair, and suitable for use as bleachers.

Outdoor stadium bleachers are to be inspected with recommendations for any repairs.

**Contract Rates:**

Annual Safety Inspection Costs: \_\_\_\_\_ \$ 100 \_\_\_\_\_ per bank

Labor Hour: \_\_\_\_\_ \$ 33 \_\_\_\_\_ per labor hour

Travel Charge: \_\_\_\_\_ \$ 75 \_\_\_\_\_ trip charge to the county

Materials: \_\_\_\_\_ 9 \_\_\_\_\_ % mark up of actual cost of materials

**Facility modifications**

Add and cut stations for wheel chairs in the banks of bleachers on the lowest level of the gymnasiums.

Widen the bleacher aisles to 48 inches in gymnasiums.

Install auto-storing hand rails compliant with ADA requirements.

**Contract Rates:**

Wheel Chair Stations: \_\_\_\_\_ \$ 895 \_\_\_\_\_ per station installed

Bleacher aisles: \_\_\_\_\_ \$ 175 \_\_\_\_\_ cost per step

Self-Auto Storing Hand Rails: \_\_\_\_\_ \$ 110 \_\_\_\_\_ per installed

**Basketball Goals**

Inspection: All gymnasium basketball goals should be inspected to include cables, anchoring bolts, clamps, backboard mounts, operation of moving components, motor and key switch operations, and safety straps.

Items such as back wall vinyl safety pads, nets, metal rims, and pads should be noted and quoted directly to the Maintenance Director for each school and not included as part of the general inspection bid.

All basketball goals and frame should receive a wipe down of frames from top of ceiling anchor pivot points to backboard glass goals to remove all dust.

Goals should be lubricated at all pivot points and moving parts including slide pipe guides, pulley bearings, and bushings.

Cables should be checked for movement on the proper guide wheels and adjusted accordingly.

Limit switches should be checked and adjusted as needed. If limits cannot be set, the goal technician is to notify the designated maintenance representative from the Hickman County Board of Education and the Maintenance Director should be contacted regarding the issue.

*Thomas K. O'Hagan, PRESIDENT*  
*FACILITY SERV*  
*5/14/20*





# The Ohio Casualty Insurance Company

## BID OR PROPOSAL BOND

KNOW ALL MEN BY THESE PRESENTS, That we,

Corvus Industries, Ltd. dba Facili-Serv

(hereinafter called the Principal) as Principal, and The Ohio Casualty Insurance Company, with its principal office in the City of Keene, New Hampshire (hereinafter called the Surety), as Surety, are held and firmly bound unto Hickman County Board of Education

115 Murphree Avenue, Centerville, TN 37033

(hereinafter called the Obligee) in the penal sum of

Five Percent (5%) of Principal's Bid Dollars \$ \_\_\_\_\_

lawful money of the United States, for the payment of which sum well and truly to be made, we bind ourselves, our heirs, executors, administrators, successors, and assigns.

THE CONDITION OF THIS OBLIGATION IS SUCH, that whereas, the Principal has submitted the accompanying bid dated May 18, 2020 for

Bleacher Services Contract for Hickman County Schools

NOW, THEREFORE, if the Obligee shall make any award according to the terms of said bid and the Principal shall enter into a contract with said Obligee in accordance with the terms of said bid and give bond for the faithful performance thereof within the time specified; or if no time is specified within thirty days after the date of said award; or if the Principal shall, in the case of failure so to do, indemnify the Obligee against any loss the Obligee may suffer directly arising by reason of such failure, not exceeding the penalty of this bond, then this obligation shall be null and void: otherwise to remain in full force and virtue.

Signed, sealed and dated: May 11, 2020

Corvus Industries, Ltd. dba Facili-Serv

(Principal)

By: Terence K. O'Hagan, PRESIDENT

The Ohio Casualty Insurance Company

By: Terence R. Geszvam

Terence R. Geszvam,  
(Attorney-in-Fact)





This Power of Attorney limits the acts of those named herein, and they have no authority to bind the Company except in the manner and to the extent herein stated.

Liberty Mutual Insurance Company
The Ohio Casualty Insurance Company
West American Insurance Company

Certificate No: 8200589-346619

POWER OF ATTORNEY

KNOWN ALL PERSONS BY THESE PRESENTS: That The Ohio Casualty Insurance Company is a corporation duly organized under the laws of the State of New Hampshire, that Liberty Mutual Insurance Company is a corporation duly organized under the laws of the State of Massachusetts, and West American Insurance Company is a corporation duly organized under the laws of the State of Indiana (herein collectively called the "Companies"), pursuant to and by authority herein set forth, does hereby name, constitute and appoint, Melissa Babiak, Jason A. Brasz, Chris Brehmer, Randy L. Brehmer, Cynthia J. Brehmer, Terence R. Geszvain

all of the city of Butler state of WI each individually if there be more than one named, its true and lawful attorney-in-fact to make, execute, seal, acknowledge and deliver, for and on its behalf as surety and as its act and deed, any and all undertakings, bonds, recognizances and other surety obligations, in pursuance of these presents and shall be as binding upon the Companies as if they have been duly signed by the president and attested by the secretary of the Companies in their own proper persons.

IN WITNESS WHEREOF, this Power of Attorney has been subscribed by an authorized officer or official of the Companies and the corporate seals of the Companies have been affixed thereto this 21st day of February, 2019.

Liberty Mutual Insurance Company
The Ohio Casualty Insurance Company
West American Insurance Company



By: David M. Carey, Assistant Secretary

Not valid for mortgage, note, loan, letter of credit, currency rate, interest rate or residual value guarantees.

State of PENNSYLVANIA
County of MONTGOMERY

On this 21st day of February, 2019 before me personally appeared David M. Carey, who acknowledged himself to be the Assistant Secretary of Liberty Mutual Insurance Company, The Ohio Casualty Company, and West American Insurance Company, and that he, as such, being authorized so to do, execute the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

IN WITNESS WHEREOF, I have hereunto subscribed my name and affixed my notarial seal at King of Prussia, Pennsylvania, on the day and year first above written.



COMMONWEALTH OF PENNSYLVANIA
Notarial Seal
Teresa Pastella, Notary Public
Upper Merion Twp., Montgomery County
My Commission Expires March 28, 2021
Member, Pennsylvania Association of Notaries

By: Teresa Pastella, Notary Public

To confirm the validity of this Power of Attorney call 1-810-832-8240 between 9:00 am and 4:30 pm EST on any business day.

This Power of Attorney is made and executed pursuant to and by authority of the following By-laws and Authorizations of The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company which resolutions are now in full force and effect reading as follows:

ARTICLE IV - OFFICERS: Section 12. Power of Attorney.

Any officer or other official of the Corporation authorized for that purpose in writing by the Chairman or the President, and subject to such limitation as the Chairman or the President may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Corporation to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact, subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Corporation by their signature and execution of any such instruments and to attach thereto the seal of the Corporation. When so executed, such instruments shall be as binding as if signed by the President and attested to by the Secretary. Any power or authority granted to any representative or attorney-in-fact under the provisions of this article may be revoked at any time by the Board, the Chairman, the President or by the officer or officers granting such power or authority.

ARTICLE XIII - Execution of Contracts: Section 5. Surety Bonds and Undertakings.

Any officer of the Company authorized for that purpose in writing by the chairman or the president, and subject to such limitations as the chairman or the president may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Company by their signature and execution of any such instruments and to attach thereto the seal of the Company. When so executed such instruments shall be as binding as if signed by the president and attested by the secretary.

Certificate of Designation - The President of the Company, acting pursuant to the Bylaws of the Company, authorizes David M. Carey, Assistant Secretary to appoint such attorneys-in-fact as may be necessary to act on behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations.

Authorization - By unanimous consent of the Company's Board of Directors, the Company consents that facsimile or mechanically reproduced signature of any assistant secretary of the Company, wherever appearing upon a certified copy of any power of attorney issued by the Company in connection with surety bonds, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

I, Renee C. Llewellyn, the undersigned, Assistant Secretary, The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company do hereby certify that the original power of attorney of which the foregoing is a full, true and correct copy of the Power of Attorney executed by said Companies, is in full force and effect and has not been revoked.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seals of said Companies this 11th day of May, 2020.



By: Renee C. Llewellyn, Assistant Secretary

The Hickman County Finance Office is accepting sealed bids for Multi-Year Floor Sealing and Finishing – July 1, 2020 – June 30, 2023. **THIS IS A RE-BID.**

Specifications and Part B specs can be found online at:  
[www.hickmank12.org/request-for-proposal](http://www.hickmank12.org/request-for-proposal).

Sealed bids must be mailed or delivered to the Hickman County Finance Office, 114 North Central Avenue, Suite 203, Centerville, TN 37033 and clearly marked on the outside of the envelope “**Multi-Year Floor Services**”. Bids will be opened on Monday, May 18, 2020 at 10:30 a.m. in the Finance Office.

The Hickman County Board of Education reserves the right to accept or reject any and all bids or parts of bids and to waive any informalities that would prevent the acceptance of a better bid.

Present Penny Mayberry  
Candida

*Bid rec'd*

*BAM Flooring Inc.*

*Please see attached*

Part B Annual Screening and Seal Finishing Contract Bid Form/Specifications

The annual maintenance screening and sealing of school gym floors will begin July 1 2020 and end June 30, 2023. This will be a 3 year bid, with a contract that requires a yearly renewal to be submitted each May and to be signed and effective by July 1. There will be a mutual out clause in the contract that upon a 60 day written notice, either party may with draw from the contract and shall notify the party by May 1, in event the contract will not be renewed. If either party is dissatisfied with work, or conditions upon the completion of that year(s) work a notification letter may be exercised prior to May 1 of the preceding year.

**Bidder Qualifications and bid requirements:**

**Bidders shall have a minimum of 5 years of experience in finishing gym floors in large high school or college level gyms.**

**Bids shall have the following attached to the submitted bid:**

**NOTE: \*\*Bid bond to cover up to full amount of the bid\*\***

**1 Million dollar liability insurance, workers compensation insurance, business license. All the certificates shall be attached to the bid at the time the bid is submitted.**

Affidavit: Signed and notarized stating that all employees working in our school facilities are random drug tested yearly and that all employees meet the TCA 49-5-405,413 regarding the meeting of all Federal, state, and local codes working in our school facilities.

**Scope:**

Process to include: Properly cleaned, screened, cleaned thoroughly a second time, and then coated with finish. Finish shall be free of runs, discoloration, foot prints, excessive pooling or debris, and not damage adjacent finishes such as floor tiles. These shall not be dry area streaking marks lacking finish in the floor upon completion. Finish should be a high glossy glass like appearance free of streaks or dry spots.

**Schedules and Building Access:**

**Our floors should be reserved and scheduled to be completed during the dead period. That is from June 26<sup>th</sup> to July 7<sup>th</sup>. We should not have any scheduled events during that dead period in any of our gyms at any of our schools. This bid contract is for all schools to be completed during that time period.**

**Having said that, if a principal or Athletic (With prior Principal approval) reaches out to the awarded bidder and requests a date during the Fall break, and wished to delay the finish closer to the start of basketball season, then it will be that Principals responsibility to ensure they meet the bidder in and out of the gym for services. It is also imperative that the Maintenance director is aware of all alternated schedules so that finishing the floor will not interfere or get damaged by other services contractors such as janitorial, electricians, HVAC service companies, and or bleacher and goal services.**

**Finish:**

All floors are to be screened and receive 2 coats of MFMA approved water based urethane gym finish.

Floors to be completed each year as follows is to be priced below by school using this bid sheet or format.

|                                 |                         |                            |
|---------------------------------|-------------------------|----------------------------|
| Centerville Elementary School   | (4140) square feet: \$  | <u>1,487.<sup>00</sup></u> |
| Centerville Intermediate School | (3588) square feet: \$  | <u>1,290.<sup>00</sup></u> |
| Hickman County Middle School    | (7800) square feet: \$  | <u>2,840.<sup>00</sup></u> |
| Hickman County High School      | (11998) square feet: \$ | <u>4,132.<sup>00</sup></u> |

|                                  |                         |                 |
|----------------------------------|-------------------------|-----------------|
| East Hickman Elementary School   | (6000) square feet: \$  | <u>1,940.00</u> |
| East Hickman Intermediate School | (3588) square feet: \$  | <u>1,293.00</u> |
| East Hickman Middle School       | (8262) square feet: \$  | <u>2,930.00</u> |
| East Hickman High School         | (14160) square feet: \$ | <u>5,150.00</u> |

BAM FLOORING, INC. (2)

Please bid per sq. ft. for sanding and 2 coats of sealing for stages and other areas:

|                            |    |                             |
|----------------------------|----|-----------------------------|
| East Hickman High School   | \$ | <u><del>1.50</del> 1.50</u> |
| East Hickman Middle School | \$ | <u>1.50</u>                 |
| Centerville Elementary     | \$ | <u>1.50</u>                 |
| Hickman County High School | \$ | <u>1.50</u>                 |

**There shall be no subs performing work for the awarded bidders. All work to be completed by the bidding company and not sub contracted without a prior approval of the Hickman County Schools, maintenance director.**

**For questions, please contact the Maintenance Director at 931-729-3391 Ext. 3**

**Platte River Insurance Company**  
1600 Aspen Commons, Middleton, WI 53562

**BID BOND**

Bond Number 41404898

KNOW ALL PERSONS BY THESE PRESENTS,

That we, Bam Flooring Inc. (hereinafter called the "Principal"), as Principal, and the Platte River Insurance Company of Madison, Wisconsin a corporation duly organized under the laws of the State of Wisconsin (hereinafter called the "Surety"), as Surety, are held and firmly bound unto Hickman County Board of Education (hereinafter called the "Obligee"), in the sum of Twenty Thousand Nine Hundred Fifty Dollars (\$20,950.00), for the payment of which sum well and truly to be made, the said Principal and the said Surety, bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal has submitted a bid for Twenty Thousand Nine Hundred Fifty Dollars.

NOW, THEREFORE, if the Obligee shall accept the bid of the Principal and the Principal shall enter into a Contract with the Obligee in accordance with the terms of such bid, and give such bond or bonds as may be specified in the bidding or Contract documents with good and sufficient surety for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof, or in the event of the failure of the Principal to enter such Contract and give such bond or bonds, if the Principal shall pay to the Obligee the difference not to exceed the penalty hereof between the amount specified in said bid and such larger amount for which the Obligee may in good faith contract with another party to perform the Work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 27<sup>th</sup> day of April, 2020.

This bond automatically expires ninety (90) days from the original bid date.

Fred Seeger  
(Witness)

BAM FLOORING INC.  
(Print Name of Principal) (Seal)  
Bam F. Floerich  
(Signature of Officer of the Principal)

BRUCE MARTIN  
(Print Name of Officer of the Principal and Title)

**Platte River Insurance Company**

Kimberly Stewart  
(Signature of Attorney-in-Fact) (Seal)

Angelia Carbone  
(Witness)

KIMBERLY STEWART  
(Print Name of Attorney-in-Fact and title)

PLATTE RIVER INSURANCE COMPANY  
POWER OF ATTORNEY

41404898

KNOW ALL MEN BY THESE PRESENTS, That the PLATTE RIVER INSURANCE COMPANY, a corporation of the State of Nebraska, having its principal offices in the City of Middleton, Wisconsin, does make, constitute and appoint

----- ALLEN F. CARTER; KIMBERLY STEWART; ARCH E. TRIMBLE, IV; CHARLES S MAYFIELD III; CHARLES HEATH MCKEEHAN -----  
----- MELISSA BR YSON; MARIE D. MCDONALD -----

its true and lawful Attorney(s)-in-fact, to make, execute, seal and deliver for and on its behalf, as surety, and as its act and deed, any and all bonds, undertakings and contracts of suretyship, provided that no bond or undertaking or contract of suretyship executed under this authority shall exceed in amount the sum of

----- ALL WRITTEN INSTRUMENTS IN AN AMOUNT NOT TO EXCEED: \$20,000,000.00 -----

This Power of Attorney is granted and is signed and sealed by facsimile under and by the authority of the following Resolution adopted by the Board of Directors of PLATTE RIVER INSURANCE COMPANY at a meeting duly called and held on the 8th day of January, 2002.

"RESOLVED, that the President, Executive Vice President, Vice President, Secretary or Treasurer, acting individually or otherwise, be and they hereby are granted the power and authorization to appoint by a Power of Attorney for the purposes only of executing and attesting bonds and undertakings, and other writings obligatory in the nature thereof, one or more resident vice-presidents, assistant secretaries and attorney(s)-in-fact, each appointee to have the powers and duties usual to such offices to the business of this company; the signature of such officers and seal of the Company may be affixed to any such power of attorney or to any certificate relating thereto by facsimile, and any such power of attorney or certificate bearing such facsimile signatures or facsimile seal shall be valid and binding upon the Company, and any such power so executed and certified by facsimile signatures and facsimile seal shall be valid and binding upon the Company in the future with respect to any bond or undertaking or other writing obligatory in the nature thereof to which it is attached. Any such appointment may be revoked, for cause, or without cause, by any of said officers, at any time."

In connection with obligations in favor of the Florida Department of Transportation only, it is agreed that the power and authority hereby given to the Attorney-in-Fact includes any and all consents for the release of retained percentages and/or final estimates on engineering and construction contracts required by the State of Florida Department of Transportation. It is fully understood that consenting to the State of Florida Department of Transportation making payment of the final estimate to the Contractor and/or its assignee, shall not relieve this surety company of any of its obligations under its bond.

In connection with obligations in favor of the Kentucky Department of Highways only, it is agreed that the power and authority hereby given to the Attorney-in-Fact cannot be modified or revoked unless prior written personal notice of such intent has been given to the Commissioner - Department of Highways of the Commonwealth of Kentucky at least thirty (30) days prior to the modification or revocation.

IN WITNESS WHEREOF, the PLATTE RIVER INSURANCE COMPANY has caused these presents to be signed by its officer undersigned and its corporate seal to be hereto affixed duly attested, this 3rd day of May, 2017.

Attest:

*John E. Rzepinski*

John E. Rzepinski  
Vice President, Treasurer & CFO

*Suzanne M. Broadbent*

Suzanne M. Broadbent  
Assistant Secretary



PLATTE RIVER INSURANCE COMPANY

*Stephen J. Sills*

Stephen J. Sills  
CEO & President

STATE OF WISCONSIN } s.s.:  
COUNTY OF DANE

On the 3<sup>rd</sup> day of May, 2017 before me personally came Stephen J. Sills, to me known, who being by me duly sworn, did depose and say: that he resides in the County of New York, State of New York; that he is President of PLATTE RIVER INSURANCE COMPANY, the corporation described in and which executed the above instrument; that he knows the seal of the said corporation; that the seal affixed to said instrument is such corporate seal; that it was so affixed by order of the Board of Directors of said corporation and that he signed his name thereto by like order.



*David J. Regele*

David J. Regele  
Notary Public, Dane Co., WI  
My Commission Is Permanent

STATE OF WISCONSIN } s.s.:  
COUNTY OF DANE

I, the undersigned, duly elected to the office stated below, now the incumbent in PLATTE RIVER INSURANCE COMPANY, a Nebraska Corporation, authorized to make this certificate, DO HEREBY CERTIFY that the foregoing attached Power of Attorney remains in full force and has not been revoked; and furthermore, that the Resolution of the Board of Directors, set forth in the Power of Attorney is now in force.

Signed and sealed at the City of Middleton, State of Wisconsin this 27 day of April, 2020.



*Antonio Celii*

Antonio Celii  
General Counsel, Vice President & Secretary



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)  
4/26/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

|   |   |                               |
|---|---|-------------------------------|
| <b>PRODUCER</b><br>Athens Insurance<br>110 W. Washington Avenue<br>Athens, TN 37303 | <b>CONTACT NAME:</b><br>PHONE (A/C, No, Ext): (423) 745-3062<br>E-MAIL ADDRESS: | FAX (A/C, No): (423) 745-8888 |
|   | <b>INSURER(S) AFFORDING COVERAGE</b>  |                               |
| <b>INSURED</b><br>Bam Flooring, Inc.<br>8709 Freida Lane<br>Hixson, TN 37343        | <b>INSURER A:</b> Selective Insurance Company                                   | <b>NAIC #</b><br>12572        |
|   | <b>INSURER B:</b> Builders Mutual Insurance Co.                                 | <b>NAIC #</b><br>10844        |
|   | <b>INSURER C:</b>   |                               |
|   | <b>INSURER D:</b>   |                               |
|   | <b>INSURER E:</b>   |                               |
|   | <b>INSURER F:</b>   |                               |

### COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

| INSR LTR | TYPE OF INSURANCE  | ADDL INSD | SUBR WVD | POLICY NUMBER | POLICY EFF (MM/DD/YYYY) | POLICY EXP (MM/DD/YYYY) | LIMITS   |
|----------|--|-----------|----------|---------------|-------------------------|-------------------------|--|
| A        | <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY<br><input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR<br>GEN'L AGGREGATE LIMIT APPLIES PER:<br><input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC<br>OTHER: |           |          | S2342538      | 5/8/2019                | 5/8/2020                | EACH OCCURRENCE \$ 1,000,000<br>DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000<br>MED EXP (Any one person) \$ 15,000<br>PERSONAL & ADV INJURY \$ 1,000,000<br>GENERAL AGGREGATE \$ 2,000,000<br>PRODUCTS - COMP/OP AGG \$ 2,000,000<br>PRODUCT RECALL \$ |
| A        | AUTOMOBILE LIABILITY<br><input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS<br><input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY   |           |          | S2342538      | 5/8/2019                | 5/8/2020                | COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000<br>BODILY INJURY (Per person) \$<br>BODILY INJURY (Per accident) \$<br>PROPERTY DAMAGE (Per accident) \$  |
|          | <input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR<br><input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE<br>DED RETENTION \$   |           |          |               |                         |                         | EACH OCCURRENCE \$<br>AGGREGATE \$   |
| B        | WORKERS COMPENSATION AND EMPLOYERS' LIABILITY<br>ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y / N<br>If yes, describe under DESCRIPTION OF OPERATIONS below  |           | N/A      | WCP1061675    | 10/11/2019              | 10/11/2020              | <input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER<br>E.L. EACH ACCIDENT \$ 100,000<br>E.L. DISEASE - EA EMPLOYEE \$ 100,000<br>E.L. DISEASE - POLICY LIMIT \$ 500,000  |
| A        | Equipment Floater  |           |          | S2342538      | 5/8/2019                | 5/8/2020                |  |

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

### CERTIFICATE HOLDER

### CANCELLATION

INSURED COPY  
INSURED COPY  
INSURED COPY

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE



# TENNESSEE DEPARTMENT OF REVENUE

## Certificate of Business Tax Registration

BAM FLOORING INC  
ATTN: BRUCE MARTIN  
8709 FREIDA LN  
HIXSON TN 37343-2323

April 5, 2018  
Effective Date: March 1, 2018  
Account Type: BUS COUNTY  
Account No.: 175468589  
Classification: 3  
Jurisdiction: HAMILTON

8709 FREIDA LN  
HIXSON TN 37343-2323

Your application for registration submitted for business tax has been processed. The account number on this certificate is used by the Department of Revenue to identify your account and must be shown on all returns and correspondence.

**This certificate is not your business license.** You must obtain the business license from your local county clerk; if your business is in a city, you must obtain the municipal business license from your local municipal business tax official.

**Requirement for a Complete Registration:** Business tax registration is not complete until you have visited (in person or online) the appropriate county clerk or municipal business tax official and paid the \$15 new license fee to the clerk. You may present this certificate to the local clerk to document completion of the registration application.

Entities subject to the business tax that do not have an established physical location or other place of business in Tennessee and entities subject to the business tax in Classification 5 (industrial loan and thrift companies) are not required to obtain a business license from a county or municipality in the state.

**Filing Returns:** Effective January 1, 2014, all business tax returns should be filed and all business tax payments should be made electronically. Persons subject to the tax must file the appropriate annual return for each business license obtained and remit the appropriate amount of tax due but not less than the minimum tax required. You are required to file the annual return even if only the minimum tax is due. Visit <http://apps.tn.gov/biztax> to file your business tax return(s) electronically.

**Due Date:** The due date of the return is the 15th day of the fourth month after the close of the business year end. For example, if your business is set up on with a business year end of December 31st, your tax return is due on or before April 15th of the following year.

**License Renewal:** Once you have filed the appropriate business tax returns with the Department of Revenue and have paid the tax due, you may obtain a renewal of your business license through your local county clerk or municipal business tax official, as appropriate.

**Penalty & Interest:** In order to avoid penalty and interest all returns must be filed and all tax must be remitted on or before the due date of the return.

For additional information regarding this account you may call Taxpayer Services between 8:00 a.m. and 4:30 p.m., Monday through Friday, holidays excepted. Please see the reverse of this notice for our local offices and phone numbers.

*David Gerregano*

David Gerregano  
Commissioner of Revenue

W.F. (BILL) KNOWLES, HAMILTON COUNTY CLERK

LICENSE  
0100940

STANDARD BUSINESS TAX LICENSE

Total Due: 15.00  
Cash: Check: 15.00 Check No.: CC Change:  
KRB03 WK101 Drawer: 99 Site: 4  
Work Date: 03/28/2018

DETACH THIS PORTION FOR CONFIDENTIAL FILE

W.F. (BILL) KNOWLES  
HAMILTON COUNTY CLERK

625 GEORGIA AVENUE  
ROOM 201  
CHATTANOOGA, TN 37402

LICENSE  
0100940

STANDARD BUSINESS TAX LICENSE

Mailing  
12403285 BAM FLOORING, INC.

8709 FREIDA LN  
HIXSON, TN 37343

Location  
BAM FLOORING, INC.

8709 FREIDA LN  
HIXSON, TN 37343

BRUCE MARTIN

LOCAL ACCOUNT NUMBER 102403285  
STATE ACCOUNT NUMBER \_\_\_\_\_  
TRANSACTION NUMBER \_\_\_\_\_  
CLASS 04  
SALES TAX NUMBER 0

ISSUE DATE 03/29/18  
TAX PERIOD STARTED - 02/20/2018  
PAYMENT DUE BY 4/15/2019  
EXPIRATION DATE 5/15/2019

TO AVOID PENALTY, INTEREST, AND POTENTIAL ENFORCED COLLECTION ACTION, BUSINESS TAX RETURNS AND PAYMENTS MUST BE REMITTED TO THE TENNESSEE DEPARTMENT OF REVENUE AT LEAST 30 DAYS PRIOR TO THE EXPIRATION DATE OF THIS LICENSE.

IF PAID BY CHECK, THIS LICENSE VALID ONLY AFTER CHECK IS PAID.

THIS LICENSE DOES NOT PERMIT OPERATION UNLESS PROPERLY ZONED, AND/OR IN COMPLIANCE WITH ALL OTHER APPLICABLE LAWS/RULES.

*William F. (Bill) Knowles*

KRB03 WK101 Drawer:99 Site:4

-- POST AT LOCATION OF BUSINESS --  
IF BUSINESS CLOSES, MOVES, OR CHANGES OWNERS, NOTIFY THIS OFFICE



# TENNESSEE DEPARTMENT OF REVENUE

## FRANCHISE AND EXCISE TAX CERTIFICATE OF REGISTRATION

BAM FLOORING INC  
ATTN: BRUCE MARTIN  
8709 FREIDA LN  
HIXSON TN 37343-2323

April 5, 2018  
Account Type: FRAN/EXCS2  
Account No.: 323079898  
Effective Date: March 1, 2018

This is your valid Franchise and Excise Tax certificate. The account number on this certificate is used by the department to identify your account and must be shown on all returns, request for extension of filing time, quarterly estimated tax payments, and correspondence.

Please provide the account number to your tax preparer. Account numbers are required on all tax filings.

### Reporting

All franchise and excise tax returns are required to be filed and paid electronically. You are required to file your franchise and excise tax return not later than the fifteenth day of the fourth month following the end of your fiscal year or when you are required to file a federal tax return. You are required to file even if you've had not Tennessee business activity during the annual reporting period.

### Penalty & Interest

In order to avoid the penalty and interest, all returns must be filed and all associated tax payments must be made on or before the due date for the reporting period unless an extension filing time has been approved.

*David Gerregano*  
David Gerregano  
Commissioner of Revenue

May 16, 2020

This affidavit states that all employees of BAM FLOORING, INC. which will be working in Hickman County Schools, are random drug tested yearly and that all employees meet the TCA 49-5-405,413 regarding the meeting of all Federal, state and local codes working in these facilities.

BRUCE F. MARTIN  
Company Representative(Print)

Bruce F. Martin  
Company Representative(Signed)

5/16/2020  
Date

Kimberly D. Moore  
Notary  
my commission exp. 9/9/23



5/16/2020  
Date



**AMY BRYANT**  
9589 S. Lick Creek Rd., Lyles, TN 37098

**RONALD GAMMONS**  
6419 Rice Ln., Lyles, Tn 37098

**TIM HOBBS**  
9220 Old Bon Aqua Rd., Bon Aqua, TN 37025

**JIM HUDGINS**  
1297 E. Grinders Switch Rd., Centerville, TN 37033

**JEWELL PRINCE**  
2439 Skyview Dr., Centerville, TN 37033

**KATHY REDDEN**  
11379 Moss Branch Rd., Bon Aqua, TN 37025

**VANCE WILLIS**  
2868 Hwy 48 N., Nunnely, TN 37137

**Mike Plunkett**  
Director of Maintenance  
115 Murphree Avenue  
Centerville, TN 37033

5/18/2020

To: Michelle Gilbert

RE: Auction for the end of the School year 2019-2020.

Michelle,

Please submit the following items with your approval to the Board for declaration of surplus property to be auctioned at the appropriate time set by you. ( I did not want to set exact dates both primary and rain alternate Saturday, until we feel it is a safe time to hold said Disposal of Surplus Auction.)

The following Items are Surplus and need to be sold and or disposed of:

Old HVAC units (Scrap)

Old broken: Desks, chairs, carts, file cabinets, boards, etc.

Obsolete Computer Equipment, monitors, boards, etc.

Surplus kitchen equipment to be determined non usable

Misc. other items equipment not listed

And any Transportation items already previously declared by Steven George

Thank you,

Mike Plunkett



**Misty Shelton**  
**Director of Accountability**  
Hickman County Schools  
115 Murphree Avenue  
Centerville, Tennessee 37033

To: School Board Members  
From: Misty Shelton  
Date: June 2020

**Up for Review:**

- 4.700- Testing Programs
- 4.701- Maintaining Test Security
- 4.702- Evaluations of Instructional Programs
- 4.800- Controversial Issues
- 4.801- Controversial Material
- 4.802- Student Equal Access
- 4.803- Recognition of Religious Beliefs, Customs, & Holidays
- 4.804- Religious Content of Courses

**Thank you in advance for your careful consideration of these policies.**

931-729-3391 ext. 2226

[misty.shelton@hickmank12.org](mailto:misty.shelton@hickmank12.org)

fax 931-729-3834

|  |   |                                  |                                 |
|--|---|----------------------------------|---------------------------------|
| <b>Hickman County Board of Education</b> |   |                                  |                                 |
|  | Descriptor Term:<br><b>Testing Programs</b> | Descriptor Code:<br><b>4.700</b> | Issued Date:<br><b>10/07/19</b> |
|  |   | Rescinds:<br><b>4.700</b>        | Issued:<br><b>08/06/18</b>      |

1 The Board shall provide for a system-wide testing program which shall be periodically reviewed and  
 2 evaluated. The purposes of the program shall be to:

- 3 1. Assist in promoting accountability;
- 4 2. Determine the progress of students;
- 5 3. Assess the effectiveness of the instructional program and student learning;
- 6 4. Aid in counseling and guiding students in planning future education and other endeavors;
- 7 5. Analyze the improvements needed in a given instructional area;
- 8 6. Assist in the screening of students with learning difficulties;<sup>1</sup>
- 9 7. Assist in placing students in remedial programs;
- 10 8. Provide information for college entrance and placement; and
- 11 9. Assist in educational research by providing data.<sup>2</sup>

12 The director of schools shall be responsible for planning and implementing the program, which includes:

- 13 1. Determining specific purposes for each test;
- 14 2. Selecting the appropriate test to be given;
- 15 3. Establishing procedures for administering the tests;
- 16 4. Making provision for interpreting and disseminating the results;
- 17 5. Maintaining testing information in a consistent and confidential manner; and
- 18 6. Ensuring that results are obtained as quickly as possible, especially when placement in a  
 19 special learning program might be necessary.

20 State-mandated student testing programs shall be undertaken in accordance with procedures published  
 21 by the State Department of Education.<sup>3</sup>

22 The director of schools may exclude Tennessee Comprehensive Assessment Program scores from  
 23 students' final grades if scores are not received by the district at least five (5) instructional days before  
 24 the end of the school year.<sup>4,5</sup>

1 TNReady<sup>4</sup> and EOC<sup>5</sup> scores will be included in students' final grades as follows:

- 2 a) Grades 3-5 - 5% of the last nine (9) weeks
- 3 b) Grades 6-8 - 10% of the last nine (9) weeks
- 4 c) Grades 9-12 - 15% of the last nine (9) weeks

5  
6 EOC scores will be incorporated into a student's report card using the target score method that compares  
7 the student score to the distribution of the class. The director of schools may exclude end-of-course  
8 (EOC) scores from students' final grades if scores are not received by the district at least five (5)  
9 instructional days before the end of the course.<sup>4,5</sup>

10 Before being included in the students' final grades, end-of-course (EOC) test scores will be converted  
11 to a 100-point scale using the Target Score Method, which adjusts each student's score based on the  
12 average of all students in the class in the county. The conversion is calculated as follows:  
13

$$14 \quad S_{EOC} = \left( \frac{P_{earned}}{P_{possible}} \right)^F \cdot 100\%$$

$$15 \quad F = \frac{\log_{10} \left( \frac{S_{avg}}{100} \right)}{\log_{10} \left( \frac{P_{avg}}{P_{possible}} \right)}$$

16 Where, for a specific subject:

17  $S_{EOC}$  = the student's EOC score, converted to a 100-point scale using the Target Score Method

18  $P_{earned}$  = points earned by the student on the EOC test

19  $P_{possible}$  = maximum points possible on the EOC test

20  $F$  = scaling factor

21  $S_{avg}$  = the average classroom grade for all Hickman County Students in the class

22  $P_{avg}$  = the average points earned on the EOC test for all Hickman County students in the class

## 23 **INTEREST INVENTORIES AND CAREER ASSESSMENTS<sup>6</sup>**

24 Interest inventories shall be made available to 9<sup>th</sup> graders. These will include assessments such as the  
25 Kuder assessment, Myers-Briggs Type Indicator, the ASVAB, or the College Board Career Finder.

26 Career aptitude assessments shall be administered to 8<sup>th</sup> graders in order to inform the student's high  
27 school plan of study.

## 28 **TESTING INFORMATION AND PARENTAL CONSENT**

29 Any test directly concerned with measuring student ability or achievement through individual or group  
30 psychological or socio-metric tests shall not be administered by or with the knowledge of any employee  
31 of the system without first obtaining written consent of the parents or guardians.<sup>2</sup>

1 Results of all group tests shall be recorded on the students' permanent records and shall be made  
2 available to appropriate personnel in accordance with established procedures.<sup>7</sup>

3 No later than July 31 of each year, the Board shall publish on its website information related to state  
4 and board mandated tests that will be administered during the school year. The information shall  
5 include:<sup>8</sup>

- 6 1. The name of the test;
- 7 2. The purpose and use of the test;
- 8 3. The grade or class in which the test will be administered;
- 9 4. The tentative date or dates that the test will be administered;
- 10 5. The time and manner in which parents and students will be notified of the results of the test;
- 11 6. How parents can access the questions and answers on their student's state-required tests; and
- 12 7. If a board mandated test, how the test complements and enhances student instruction and  
13 learning and how it serves a purpose distinct from state-required test.

14 Beginning with the 2015-2016 school year and for school years thereafter, the testing information shall  
15 also be placed in student handbooks or other school publications that are provided to parents on an  
16 annual basis.

---

Legal References

1. TCA 49-10-108
2. 20 USCA § 1232(g)
3. TRR/MS 0520-01-03-.03(7); TRR/MS 0520-01-03-.06(1)(b)
4. TCA 49-1-617; State Board of Education Policy 2.102
5. TRR/MS 0520-01-03-.06(1)(b); State Board of Education Policy 2.103; TCA 49-1-617
6. Public Acts of 2019, Chapter No. 108
7. TCA 10-7-504
8. TCA 49-6-6007; State Board of Education Policy 2.102; State Board of Education Policy 2.103

---

Cross References

Student Surveys, Analyses, and Evaluations 6.4001  
Student Records 6.600

# Hickman County Board of Education

|   |  |                                  |                                 |
|---|--|----------------------------------|---------------------------------|
| Monitoring:<br><b>Review: Annually,<br/>in November</b> | Descriptor Term:<br><h2 style="text-align: center;">Maintaining Test Security</h2> | Descriptor Code:<br><b>4.701</b> | Issued Date:<br><b>03/05/18</b> |
|   |  | Rescinds:<br><b>4.701</b>        | Issued:<br><b>05/05/03</b>      |

- 1 Annually, the Board of Education will designate a System Testing Coordinator who shall be
- 2 responsible for administering, monitoring and maintaining security of all tests to be administered
- 3 within the school system. The principal of each school shall serve as or designate a Building Testing
- 4 Coordinator who shall be responsible for the administrating, monitoring and maintaining security of all
- 5 tests given in his/her school. Test security procedures shall adhere to guidelines issued by the State
- 6 Department of Education.<sup>1</sup>
  
- 7 Testing coordinators, test administrators and proctors shall be required to sign a statement that the
- 8 security measures and testing procedures were followed.<sup>2</sup>
  
- 9 The director of schools shall report within 24 hours a breach of security to the State Department of
- 10 Education Office of Accountability and any testing irregularity to the Division of State Testing. In any
- 11 class, grade, and/or school where a security breach is strongly suspected or verified, central office staff
- 12 will be present during subsequent administration of tests for a period of two years.

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Legal References

1. TRR/MS 0520-01-03-.03(9)(c)
2. TCA 49-1-607

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Cross References

# Hickman County Board of Education

|   |  |                                  |                                 |
|---|--|----------------------------------|---------------------------------|
| Monitoring:<br>Review: Annually,<br>in November | Descriptor Term:<br><b>Evaluations of Instructional<br/>Programs</b> | Descriptor Code:<br><b>4.702</b> | Issued Date:<br><b>03/05/18</b> |
|   |  | Rescinds:<br><b>4.702</b>        | Issued:<br><b>08/02/99</b>      |

1 The purposes of evaluation of instruction will be:

2 1. To indicate instructional strengths and weaknesses;

3

4 2. To provide information needed for future planning;

5

6 3. To provide data for public information;

7

8 4. To show the relationship between achievement and the school system's stated goals; and

9

10 5. To assess the suitability of the instructional program in terms of community requirements.

11 A continuing evaluation will be conducted at the school and system-wide level. The needs indicated  
12 by this evaluation will be listed on a priority basis and school improvement programs will be aimed at  
13 meeting these needs. Supervisors of the various instructional programs will report to the Board  
14 annually.

15 The administration shall submit an annual report to the Board of Education stating the strengths and  
16 weaknesses of the school program. Plans for correcting the weaknesses will be a part of the report

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#### Cross References

School District Goals 1.700  
Curriculum Development 4.200  
Evaluation 5.109

# Hickman County Board of Education

|   |   |                                  |                                 |
|---|---|----------------------------------|---------------------------------|
| Monitoring:<br><b>Review: Annually,<br/>in November</b> | Descriptor Term:<br><b>Controversial Issues</b> | Descriptor Code:<br><b>4.800</b> | Issued Date:<br><b>03/05/18</b> |
|   |   | Rescinds:<br><b>4.800</b>        | Issued:<br><b>08/02/99</b>      |

1 The discussion of issues in the classroom which are politically, philosophically or socially  
2 controversial shall be relevant to the subject matter being taught, related to educational objectives,  
3 appropriate for the age and maturity of students, and shall not materially or substantially disrupt or  
4 threaten to disrupt the discipline of the school.

5 To ensure that controversial issues are presented and discussed fairly and objectively and with  
6 instruction as their goal, the following guidelines shall be observed:

7 1. All personnel will seek to create an atmosphere in which differences of opinion can be  
8 voiced without fear and hostility and with mutual respect for all viewpoints;

9 2. Teachers will encourage students to withhold judgment and to avoid making of conclusions  
10 until all relevant and significant facts have been assembled, critically examined, and  
11 checked for accuracy;

12 3. Teachers will seek to develop in students a sense of responsibility for their beliefs,  
13 opinions, attitudes and actions;

14 4. Teachers shall place major emphasis upon “why” and “how” to think rather than “what” to  
15 think; and

16 5. If the subject matter being taught involves conflicting opinions, theories, or schools of  
17 thought, the teacher will ensure that differing sides of an issue are explored in order to help  
18 students develop their own critical faculties.

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Cross References

Staff Rights and Responsibilities 5.600

Student Publications 6.704

# Hickman County Board of Education

|   |  |                                  |                                 |
|---|--|----------------------------------|---------------------------------|
| Monitoring:<br><b>Review: Annually,<br/>in November</b> | Descriptor Term:<br><b>Controversial Materials</b> | Descriptor Code:<br><b>4.801</b> | Issued Date:<br><b>03/05/18</b> |
|   |  | Rescinds:<br><b>4.801</b>        | Issued:<br><b>08/02/99</b>      |

1 Parent(s) may request that a student not be required to read a book, use certain materials, or participate  
2 in an activity, provided that a written request is submitted on the prescribed form to the director of  
3 schools.

4 The director of schools shall present the written request to the Board. The final decision concerning  
5 the use of controversial materials shall rest with the Board.

6 No student who is granted such a request by the Board shall be penalized academically for his failure  
7 to participate in an activity, read a book or use certain materials. Rather, the student shall be given a  
8 similar book, activity or materials and graded accordingly.  
9

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#### Cross References

Textbooks 4.401  
Reconsideration of Instructional Materials 4.403  
Use of the Internet 4.406  
School and System Websites 4.407

# Hickman County Board of Education

|   |  |                                  |                                 |
|---|--|----------------------------------|---------------------------------|
| Monitoring:<br><b>Review: Annually,<br/>in November</b> | Descriptor Term:<br><b>Student Equal Access<br/>(Limited Public Forum)</b> | Descriptor Code:<br><b>4.802</b> | Issued Date:<br><b>03/05/18</b> |
|   |  | Rescinds:<br><b>4.802</b>        | Issued:<br><b>07/07/14</b>      |

## 1 STUDENT MEETINGS

2 Schools may allow students to form clubs or groups that meet before, during, and/or after the school  
3 day. Requests to form such clubs or groups shall not be denied based upon the religious nature or  
4 beliefs of proposed club or group. If permitted, school administrators shall ensure that all clubs and  
5 groups have the same abilities to access facilities and advertise their meetings.<sup>1,2,3,5</sup>

6 No funds shall be expended by the school for any such meeting beyond the incidental costs associated  
7 with providing meeting space. Groups meeting under this policy may be required to pay a reasonable  
8 fee for compensating school personnel in the supervision of the activity.

9 No student may be compelled to attend or participate in a meeting under this policy.

10 A student or a group of students who wish to conduct a meeting under this policy must file an  
11 application with the principal at least three days prior to the proposed date.

12 The principal shall approve the meeting if he/she determines that:<sup>1</sup>

- 13 1. The meeting is voluntary and student-initiated;
- 14 2. There is no sponsorship of the meeting or its content by the school, the Board, or its employees;
- 15 3. The meeting will not materially and substantially interfere with the orderly conduct of the  
16 school's educational activities or conflict with other previously scheduled meetings;
- 17 4. Employees of the district are to be present in a non-participatory monitoring capacity; however,  
18 no employee shall be required to attend in this capacity if the content of the meeting is contrary  
19 to the beliefs of the employee; and
- 20 5. Non-school persons will not direct, control or regularly attend.

## 21 SCHOOL SPONSORED EVENTS<sup>4</sup>

22 If the Board or a school principal authorizes an event at which a student is to speak, a limited public  
23 forum shall be established for such student speakers. The appropriate administrators shall ensure that:

- 24 1. The forum is provided in a manner that does not discriminate against a student's voluntary  
25 expression of a religious viewpoint, if any, on an otherwise permissible subject;
- 26 2. There is an appropriate method of selecting student speakers which is based on neutral criteria;
- 27 3. Student speakers do not engage in speech that is obscene, vulgar, offensively lewd, indecent

1 or promotes illegal drug use.

2  
3 To the extent possible and practical, prior to events in which students will speak, notice shall be  
4 provided orally and/or in writing that the student's speech does not reflect the endorsement,  
5 sponsorship, position, or expression of the Board and its employees.

6  
7 Beginning with the 2015-2016 school year, notice of this policy shall be provided in student  
8 handbooks and staff handbooks.

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Legal References

1. 20 U.S.C.A § 4071
2. *Westside Community Schools v. Mergens*, 496 U.S. 226 (1990)
3. TCA 49-6-2904
4. TCA 49-6-1803
5. TCA 49-6-1805

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Cross References

- Recognition of Religious Beliefs 4.803
- Prayer and Period of Silence 4.805

# Hickman County Board of Education

|   |   |                                  |                                 |
|---|---|----------------------------------|---------------------------------|
| Monitoring:<br>Review: <b>Annually,<br/>in November</b> | Descriptor Term:<br><b>Recognition of Religious Beliefs, Customs &amp;<br/>Holidays</b> | Descriptor Code:<br><b>4.803</b> | Issued Date:<br><b>03/05/18</b> |
|   |   | Rescinds:<br><b>4.803</b>        | Issued:<br><b>07/07/14</b>      |

1 No religious belief or nonbelief shall be promoted or belittled by the school system or its employees.  
2 All students and staff members shall be tolerant of the views of others and not discriminate against  
3 anyone for a religious viewpoint or lack of a religious viewpoint. Students and staff members shall be  
4 excused from participating in practices which are contrary to their religious beliefs.<sup>1</sup>

## 5 **STUDENTS' EXPRESSIONS OF RELIGIOUS VIEWPOINTS**

6 A student's voluntary expression of a religious viewpoint on an otherwise permissible subject shall be  
7 treated in the same manner as a student's voluntary expression of a secular viewpoint.

8 Students may express religious beliefs in homework, artwork, and other written and oral assignments  
9 free from discrimination based on the religious content of their submissions. These assignments shall  
10 be judged by ordinary academic standards of substance and relevance and against other legitimate  
11 academic concerns. A student shall not be penalized or rewarded on account of the religious content of  
12 the student's work.<sup>2</sup>

## 13 **RELIGIOUS HOLIDAYS**

14 Observance of religious holidays shall be as follows:<sup>3</sup>

- 15 1. The several holidays throughout the year which have both a religious and a secular basis  
16 may be observed in the public schools;<sup>4</sup>  
17
- 18 2. The historical and contemporary values and the origin of religious holidays may be  
19 explained in an unbiased and objective manner without sectarian indoctrination;  
20
- 21 3. Music, art, literature and drama having religious themes or basis are permitted as part of the  
22 curriculum for school-sponsored activities and programs if presented in a prudent and  
23 objective manner and as a traditional part of the cultural and religious heritage of the  
24 particular holiday;  
25
- 26 4. The use of religious symbols that are part of a religious holiday are permitted as a teaching  
27 aid or resource, provided such symbols are displayed as an example of the cultural and  
28 religious heritage of the holiday and are temporary in nature; and  
29
- 30 5. The school district's calendar shall be prepared so as to attempt to minimize conflicts with  
31 religious holidays of all faiths. All students and staff members shall be tolerant of the views  
32 of others. Students and staff members shall be excused from participating in practices  
33 which are contrary to their religious beliefs.<sup>1</sup>

# Hickman County Board of Education

|  |   |                                  |                                 |
|--|---|----------------------------------|---------------------------------|
| Monitoring:<br><b>Review: Annually,<br/>                 in December</b> | Descriptor Term:<br><h2 style="text-align: center;">Religious Content of Courses</h2> | Descriptor Code:<br><b>4.804</b> | Issued Date:<br><b>03/05/18</b> |
|  |   | Rescinds:<br><b>4.804</b>        | Issued:<br><b>08/15/16</b>      |

- 1 Educational content which consists of religious themes shall be presented in a factual, objective, and  
 2 respectful manner in accordance with the following guidelines:
- 3     1. Religious themes may be a part of the curriculum for school-sponsored activities and programs  
 4         provided it is essential to the learning experience in the various fields of study and is presented  
 5         objectively;
  - 6     2. The inclusion of religion shall be for educational purposes only;<sup>1</sup>
  - 7     3. The emphasis on religious themes should be only as extensive as necessary for a balanced and  
 8         comprehensive study of the curriculum. Such studies shall never be used to proselytize, establish,  
 9         foster, or demean any particular religion, religious tenets, or beliefs; and<sup>1</sup>
  - 10    4. Student-initiated expressions to questions or assignments which reflect their beliefs or non-  
 11         beliefs about a religious theme shall be accommodated.

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Legal References

1. TCA 49-6-1005(a)

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Cross References

- Basic Curriculum Program 4.201  
 Staff Rights & Responsibilities 5.600