
REGULAR BOARD MEETING
Monday, June 6, 2022 7:00 PM
Room 203 Central Office

- I. Call To Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of May 2, 2022 Regular Board Meeting Minutes
- V. Approval of May 16, 2022 Special Called Board Meeting Minutes
- VI. Approval of May 18, 2022 Special Called Board Meeting Minutes
- VII. Approval of Agenda
- VIII. Special Recognition
 - A. Employee of the Month
 - B. Principal of the Year
 - C. Supervisor of the Year
 - D. Employee of the Year
 - E. Friend of Education
 - F. Lifetime Transportation Award
 - G. District Championship Recognition
 - H. State Level Competitor Recognition
- IX. Communications to the Board
 - A. Director's Report
 - B. Financial Report
 - C. ESSER Updates
 - D. Family Resource Centers
 - E. Transportation Bus Routes
- X. Items Requiring Board Action
 - A. Trip Request
 - 1. EHHS HOSA National Competition
 - B. Board Meeting Schedule for 2022-2023
 - C. Annual Agenda for 2022-2023
 - D. ESSER Plan Revisions
 - E. Recommendations for Tenure
 - F. Budget Amendments
 - G. Resolution to Grant Authority To Designate Reserves
 - H. Grant Executive Committee Authority to Close Out Fiscal Year
 - I. Authorize Director of Schools to Submit Grants, Applications, Reports, Amendments and Addenda
 - J. 2022-2023 142 Federal Budget
 - K. 2022-2023 Differentiated Pay Plan
 - L. 2022-2023 Pay Scales
 - M. Personnel Decisions
 - N. TSSE Membership Dues
 - O. Capital Outlay Projects 2021-2022

P. Point of Sale Bid Approval for School Nutrition

Q. Revised Board Policy 6.204 (2nd Reading)

R. Revised Board Policy 1.108 (2nd Reading)

S. Revised Board Policy 3.3001 (2nd Reading)

T. Board Policy Review 4.300--4.408

XI. Announcements

XII. Adjourn

Monday, May 2, 2022
REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, May 2, 2022, 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, Ron Gammons, Steve Gianakos, Jane Herron, Tim Hobbs, Jim Hudgins, and Vance Willis.

Chair Amy Bryant asked the group to observe a moment of silence.

Chair Amy Bryant led the group in the Pledge of Allegiance.

Tim Hobbs made a motion to approve the minutes from the board meeting held on Monday, April 4, 2022. Steve Gianakos seconded the motion.

Monday, April 4, 2022
REGULAR BOARD MEETING MINUTES

The Hickman County Board of Education met in regular session on Monday, April 4, 2022, 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, Ron Gammons, Jane Herron, Tim Hobbs, and Vance Willis. Jim Hudgins and Steve Gianakos were absent from the meeting.

Chair Amy Bryant asked the group to observe a moment of silence.

Chair Amy Bryant led the group in the Pledge of Allegiance.

Jane Herron made a motion to approve the minutes from the meeting held on March 7, 2022. Ron Gammons seconded the motion.
On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to approve the agenda. Tim Hobbs seconded the motion.
The Hickman County Board of Education will meet in regular session on Monday, April 4, 2022, at 7:00 p.m. in room 203 of the Central Office Building. A work session will be held at 6:00 p.m. before the board meeting in Room 203.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of March 7, 2022 Regular Board Meeting Minutes
- V. Approval of Agenda
- VI. Special Recognition
 - A. Employee of the Month--Steve Gianakos
 - B. Student Recognition of ACT 29 and above--High School Principals
- VII. Communications to the Board
 - A. Director's Report--Director of Schools
 - B. Financial Report--Business Officer
 - C. ESSER Updates--ESSER Manager
 - D. Facility Use Request--Parent

VIII. Items Requiring Board Action

- A. Trip Requests
 - 1. EHHS Senior Class--Sponsor and Students
 - 2. HCHS TNStrong Conference--Sponsor and Students
 - 3. EHHS Culinary Arts Jr. Chef Competition--Sponsor and Students
- B. EHES Job Share Request for 2022-2023--EHES Principal and K-12 Supervisor
- C. CIS Job Share Request for 2022-2023--CIS Principal and K-12 Supervisor
- D. Budget Amendments--Business Officer
- E. Hygiene Paper Products Bid--Maintenance Director
- F. School Mowing Services Bid--Maintenance Director
- G. School Patch & Paving Services Bid--Maintenance Director
- H. School Parking Lot Striping Services Bid--Maintenance Director
- I. Yearly School System Technology Service Plan Bid--Technology Coordinator
- J. Best for All Grant--Director of Schools
- K. Revised Board Policy 1.102 - (1st Reading)--Director of Accountability
- L. Revised Board Policy 6.206 - (1st Reading)--Director of Accountability
- M. Board Policy Review 3.300--3.602 --Director of Accountability

IX. Announcements

X. Adjourn

On a voice vote, the motion was approved 5-0.

Beth Robinson was recognized by Amy Bryant as the Employee of the Month for April.

The Board of Education recognized students that achieved an ACT score of 29 and above:

HCHS: Houston Hudgins, John Jacobs, Sara True

EHHS: Kyla O'Guin, Amelia Reed, Kayla Dungee

Ron Gammons made a motion to accept the Director's Report. Jane Herron seconded the motion.

Memorandum

To: Board Members
 From: Michelle Gilbert
 Date: March 22, 2022
 RE: April Director's Report

Leave of Absence

- Professional
- Support Staff
- Maria Kennedy
- Kayla Pardue

Hiring

- | | |
|----------------------|--------------------------------------|
| <u>Professional</u> | |
| Lynne Anderson | EHES Special Education Teacher |
| Samuel McGreevy | EHMS Teacher |
| Gabrielle Horner | EHES Teacher |
| Joseph Slaughter | EHES/EHIS Physical Education Teacher |
| Amber Walker | CES SLP Interim |
| <u>Support Staff</u> | |
| Jennifer Kinney | Substitute Teacher |
| Staci Conner | Substitute Teacher |
| Natalie Greene | Substitute Teacher |

Resignation

Professional
Scott Hannah

ALC Teacher

Support Staff

Retirement

Professional
Support Staff

Transfers

Professional
Support Staff

Appointment

Professional
Support Staff
Robin Gilliam

EHHS Tennis Coach

Open Positions

2 Secondary Math Positions
2 Secondary Science Positions
1 Spanish Position
1 Special Education Position
1 Speech Language Position
1 Behavior Support Position
Bus Drivers

* Denotes a relationship under board policy 1.108. Applicants are qualified for the positions.

On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to accept the financial report. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Vance Willis made a motion to accept the ESSER update. Amy Bryant seconded the motion. On a voice vote, the motion was approved 5-0.

Mr. Eugene Berry spoke to the Board of Education concerning a Facility Use Request. He was concerned that his request had not been approved. Michelle Gilbert informed the board members the only outstanding issue for the application was the school employee that was needed to supervise while the facility was in use.

Ron Gammons made a motion to approve a trip request for the EHHS senior class to travel to Dollywood on May 11, 2022. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Vance Willis made a motion to approve a trip request for the HCHS TN Strong to attend a conference from June 5-7, 2022. Jane Herron seconded the motion. On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to approve the trip request for EHHS Culinary Arts to attend the Junior Chef Competition at MTSU on April 27-28, 2022. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Ron Gammons made a motion to approve the job share requests from East Hickman Elementary School for the 2022-2023 school year. Vance Willis seconded the motion. On a voice vote, the motion was approved 5-0.

Tim Hobbs made a motion to approve the job share request from Centerville Intermediate School for the 2022-2023 school year. Ron Gammons seconded the motion. On a voice vote, the motion was approved 5-0.

Amy Bryant made a motion to approve budget amendments 27-29. 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 5-0-0-2

Ron Gammons made a motion to approve the award of the hygiene paper products bid for 2022-2023 to Kelsan. They were the lowest bid. 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 5-0-0-2

Amy Bryant made a motion to approve the award of the mowing bid for 2022-2023 to Petty and Sons Mowing. 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 5-0-0-2

Vance Willis made a motion to approve the schools patch and paving services for 2022-2023 to Sessions Paving. Tim Hobbs 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 5-0-0-2

Tim Hobbs made a motion to approve the award of the school parking lot striping and painting bid to Sessions. They were the low bid. 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 5-0-0-2

Ron Gammons made a motion to approve the award of the technology services contract for \$45,000.00 for 2022-2023 to Bluegrass. 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 5-0-0-2

Ron Gammons made a motion to approve the spending plan and submission of the Best for All Grant for \$200,000.00. Tim Hobbs 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 5-0-0-2

Ron Gammons made a motion to approve revised board policy 1.102 on first reading. Amy Bryant seconded the motion. On a voice vote, the motion was approved 5-0.

Vance Willis made a motion to approve revised board policy 6.206 on first reading. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 5-0.

Amy Bryant made a motion to approve the review and update of board policies 3.300-3.602. Vance Willis seconded the motion. On a voice vote, the motion was approved 5-0.

Michelle Gilbert announced that the Board of Education would hold a work session for the 2022-2023 school budgets on Monday, April 18, 2022, at 6:00 p.m. at the Central Office.

The meeting was adjourned at 7:57 p.m.
On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the agenda for the May 2, 2022, board meeting. Jane Herron seconded the motion.

The Hickman County Board of Education will meet in regular session on Monday, May 2, 2022, at 7:00 p.m. in the library of Hickman County High School. A work session will be held at 6:00 p.m. in the library of Hickman County High School .

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of April 4, 2022 Regular Board Meeting Minutes
- V. Approval of Agenda
- VI. Special Recognition
 - A. Employee of the Month--Jane Herron
 - B. CES Teacher of the Year--Jim Hudgins
 - C. EHES Teacher of the Year--Vance Willis
 - D. CIS Teacher of the Year--Jane Herron
 - E. EHIS Teacher of the Year--Ron Gammons
 - F. EHMS Teacher of the Year--Steve Gianakos
 - G. HCMS Teacher of the Year--Tim Hobbs
 - H. EHHS Teacher of the Year--Amy Bryant
 - I. HCHS Teacher of the Year--Jim Hudgins
 - J. Hickman County Grades PK-4 Teacher of the Year--Vance Willis

- K. Hickman County Grades 5-8 Teacher of the Year--Jane Herron
- L. Hickman County Grades 9-12 Teacher of the Year--Ron Gammons
- M. District Championship Recognition--Amy Bryant
- VII. Communications to the Board
 - A. Director's Report--Director of Schools
 - B. Financial Report--Business Officer
 - C. ESSER Updates--ESSER Manager
 - D. Administrative Reports--Director of Schools
 - E. SCOPE Conference--SCOPE Attendees
 - F. OPEB Quarterly Report--Director of Schools
 - G. Director of Schools Evaluation--Board Chair
 - H. Board of Education Self-Evaluation--Board Chair
- VIII. Items Requiring Board Action
 - A. Trip Requests
 - 1. HCHS Basketball Camp--Principal
 - 2. EHHS International Bridge Building Competition--Sponsor and Students
 - 3. EHHS FBLA National Conference--Sponsor and Students
 - 4. EHHS Football Camp--Coach and Players
 - 5. EHMS Boys Basketball Camp--Coach and Players
 - B. ESSER Plan Revisions--Director of Schools
 - C. Transportation Capital Purchase--Director of Transportation
 - D. Budget Amendments--Business Officer
 - E. Athletic Practice During the School Day--Deputy Superintendent
 - F. EHHS Cafeteria HVAC Purchase--Maintenance Director
 - G. Chromebook Bid--Business Officer
 - H. Student Chromebook Management Bid--Business Officer
 - I. Chromebook Charging Cart Bid--Business Officer
 - J. School Security Camera Systems Bid--Business Officer
 - K. Cognia Accreditation--Director of Schools
 - L. 2022-2023 141, 143 Budgets--Director of Schools
 - M. Revised Board Policy 3.3001 - (1st Reading)--Director of Accountability
 - N. Revised Board Policy 1.102 - (2nd Reading)--Director of Accountability
 - O. Revised Board Policy 6.206 - (2nd Reading)--Director of Accountability
 - P. Board Policy Review 4.100-4.212 --Director of Accountability
- IX. Announcements
- X. Adjourn

On a voice vote, the motion was approved 7-0.

Amber Warren was recognized as the Employee of the Month for the month of May.

The Building Level Teachers of the Year were recognized.

CES, Amber Kelley

EHES, Rachel Smith

CIS, Amy Johnston

EHIS, Jennifer Lange

EHMS, Darrell Hanes

HCMS, Lynette Harris

EHHS, Cynthia Morgan

HCHS, Becky Cude

The District Level Teachers of the Year were recognized.

Grades PreK-4, Amber Kelley
Grades 5-8, Darrell Hanes
Grades 9-12, Becky Cude

The athletic teams that won a district championship were recognized, including HCMS Girls Golf, HCMS Boys Golf, HCMS Girls Soccer, HCMS Boys Soccer, HCMS Girls Cross Country, and EHHS Girls basketball.

Ron Gammons made a motion to accept the Director's Report. Jim Hudgins seconded the motion.

Memorandum

To: Board Members
From: Michelle Gilbert
Date: April 22, 2022
RE: May Director's Report

Leave of Absence

Professional

Sandie Luna

April 11-May 20, 2022 (FMLA)

Support Staff

Hiring

Professional

Support Staff

Brenda Lynch

EHMS Bookkeeper

Ashanti Reynolds

Food Service

Dina Binkley

Food Service

Resignation

Professional

Tommy Stanley

HCHS Business Teacher/Head Girls Basketball Coach

Charles Price

HCHS JROTC Instructor

Support Staff

Patti Edwards

Food Service

Retirement

Professional

Pam Mitchell Clark

EHHS/HCHS Art (end of 2021-2022 year)

Don Qualls

Career Technical Education Director (June 30, 2022)

Support Staff

Transfers

Professional

Support Staff

Appointment

Professional

Support Staff

Open Positions

2 Secondary Math Positions

2 Secondary English Positions
2 Secondary Science Positions
1 Spanish Position
1 Special Education Position
1 Speech Language Position
1 Behavior Support Position
Bus Drivers

* Denotes a relationship under board policy 1.108. Applicants are qualified for the positions.

On a voice vote, the motion was approved 7-0.

The financial report was not available, and it was stated both financial reports would be included in the June meeting.

Jane Herron made a motion to accept the ESSER updates. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the administrative reports. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

Attendees from the SCOPE Conference presented to the Board of Education and were presented certificates.

Ron Gammons made a motion to accept the Quarterly OPEB report. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the Director of Schools evaluation report for the 2021-2022 school year. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to accept the Board of Education self-evaluation report for the 2021-2022 school year. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve a trip request for the HCHS Girls Basketball Team to attend overnight team camp. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve the overnight trip request for Braylee Clark to attend the International Bridge Building Competition in Allentown, PA, to represent EHHS. Tim Hobbs seconded the motion. On a voice vote, the motion was approved 7-0.

Vance Willis made a motion to approve the overnight trip request for EHHS FBLA to attend the national conference in Chicago, IL, from June 28-July 2, 2022. Jim Hudgins seconded the motion. On a voice vote, the motion was approved 7-0.

Ron Gammons made a motion to approve the EHHS overnight football camp to be held at EHHS. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 7-0.

Steve Gianakos made a motion to approve the EHMS Boys Basketball overnight trip request for basketball camp at Freed-Hardeman University on June 2-June 13, 2022. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Tim Hobbs made a motion to approve the revisions to the ESSER 1.0 plan to include revisions for summer camp. Steve Gianakos 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 7-0.

Steve Gianakos made a motion to approve the capital purchase of a wheel balancer for the Department of Transportation for \$19, 393.82 as presented. Jim Hudgins 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 7-0.

Steve Gianakos made a motion to approve budget amendments 30-33 as presented. Jim Hudgins 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 7-0.

Tim Hobbs made a motion to approve the practice of allowing athletic practice during the school day for the 2022-2023 school year. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Jim Hudgins made a motion to approve the EHHS HVAC purchase of \$20,611.00 for the unit and \$6,700 for installation. 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 7-0.

Steve Gianakos made a motion to approve the chromebook bid for System Liquidation at \$271.00 per unit. 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 7-0.

Steve Gianakos made a motion to approve the student chromebook management software bid at \$16,128.82/year to Aristotle. Jim Hudgins 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 7-0.

Ron Gammons made a motion to approve the charging cart bid for chromebooks to Central Tech at \$699.00/cart. Jim Hudgins 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 7-0.

Amy Bryant made a motion to approve the purchase of security cameras and installation for HCHS to Bluegrass for \$10,700.00 and not to exceed \$50,000.00 in total. Steve Gianakos 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 7-0.

Ron Gammons made a motion to not pursue Cognia accreditation. Steve Gianakos 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 7-0.

Vance Willis made a motion to approve the 143 budget presented for the 2022-2023 school year. Tim Hobbs 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 7-0.

Vance Willis made a motion to approve the 2022-2023 141 budget with the following revisions: 1) capital outlay list as presented with the removal of projects for a total of \$1,466,600.00, 2) additional \$400,000.00 to insurance for 70/30 and a \$100/month HSA school-funded deposit, and 3) increase property tax revenue to an additional \$0.08 or an option to help with the capital outlay list from the county. Jim Hudgins seconded the motion.

Amy Bryant made a motion to amend the motion to add back the original items on the capital outlay, except for the EHHS Track, Ball Park Road Paving, and EHHS Soccer Concession stand, which would add \$348,000.00 back to the capital outlay list. 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 to amend was approved 6-1.

Vance Willis made a motion to amend the original motion to change the request for an additional \$0.08 to request an additional \$0.10. Steve Gianakos 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 amendment to the motion was approved 6-1.

Steve Gianakos made a motion to amend the original motion to remove the HSA #2 revision for an additional \$400,000.00 to insurance for 70/30 with the \$100.00/month for HSA school-funded deposit. 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 to amend the original motion failed 3-4.

Before voting on the original motion as amended, Steve Gianakos, Jane Herron, Tim Hobbs, and Vance Willis declared a conflict of interest but would vote in the best interests of their constituents.

<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 6-1.

Amy Bryant made a motion to approve revised board policy 3.3001 on first reading and revised board policies 1.102 and 6.206 on second reading. Ron Gammons seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant made a motion to approve the update and review of board policies 4.100-4.212. Vance Willis seconded the motion. On a voice vote, the motion was approved 7-0.

Amy Bryant announced that the dates for the TSBA Conference and Convention had been shared with the Board.

Amy Bryant scheduled and announced a special called board meeting for Monday, May 16, 2022, at 6:00 p.m. in Room 203 of the Central Office.

The meeting was adjourned at 9:00 p.m.

Monday, May 16, 2022
SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a special called session on Monday, May 16, 2022, at 6:00 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Ron Gammons, Steve Gianakos, Jane Herron, Tim Hobbs, Jim Hudgins, and Vance Willis. Mr. Hobbs entered the meeting at 6:04 p.m.

Chair Amy Bryant asked the group to observe a moment of silence.

Vance Willis led the group in the Pledge of Allegiance.

Steve Gianakos made a motion to approve the agenda for May 16, 2022. Jim Hudgins seconded the motion.

The Hickman County Board of Education will meet in a special called session on Monday, May 16, 2022, at 6:00 p.m. Room 203 of the Central Office building.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of Agenda
- V. Items Requiring Board Action
 - A. Board Policy 6.204 (1st reading)--Director of Schools
 - B. Board Policy 1.108 (1st reading)--Director of Schools
 - C. Budget Amendments--Business Officer
 - D. Reconsideration of the 2022-2023 141, 143 Budgets--Director of Schools
- VI. Announcements
- VII. Adjourn

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

Vance Willis made a motion to approve revised board policy 6.204 on first reading. Steve Gianakos seconded the motion. On a voice vote, the motion was approved 6-0.

Steve Gianakos made a motion to approve revised board policy 1.108 on first reading. Jane Herron seconded the motion. Tim Hobbs entered the meeting at this time.

Aye _____ Nay _____ Pass _____ Absent _____

Amy Bryant

Ron Gammons

Steve Gianakos

Jane Herron

Tim Hobbs

Jim Hudgins

Vance Willis

On a roll call vote, the motion was approved 5-2.

Steve Gianakos made a motion to approve budget amendment 34. Ron Gammons seconded the motion. Jim Hudgins left the meeting.

Aye _____ Nay _____ Pass _____ Absent _____

Monday, May 18, 2022
SPECIAL CALLED BOARD MEETING MINUTES

The Hickman County Board of Education met in a special called session on Wednesday, May 18, 2022, at 7:30 p.m. in Room 203 of the Central Office building. School board members in attendance at the meeting were Chair Amy Bryant, Ron Gammons, Jane Herron, Tim Hobbs, Jim Hudgins, and Vance Willis. Steve Gianakos was absent from the meeting. Chair Amy Bryant attended the meeting remotely.

Tim Hobbs asked the group to observe a moment of silence.

Tim Hobbs led the group in the Pledge of Allegiance.

Ron Gammons made a motion to approve the agenda. Vance Willis seconded the motion.

The Hickman County Board of Education will meet in a special called session on Monday, May 18, 2022, at 7:30 p.m. Room 203 of the Central Office building.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of Agenda
- V. Items Requiring Board Action
 - A. Reconsideration of the 2022-2023 141 Budget (if needed)--Director of Schools
- VI. Announcements
- VII. Adjourn

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

Vance Willis made a motion to revise the 141 budget with \$0.03 increase in property tax increase instead of \$0.05. Jim Hudgins seconded the motion.

Discussion was held on the motion regarding the 141 budget. The Chair, Tim Hobbs, recognized Steve Phillips to speak regarding the budget committee meetings.

Vance Willis withdrew his motion.

Vance Willis made a motion to revise the 2022-2023 141 budget to include moving an LPN position back to ESSER (\$32,000.00), remove \$326,000.00 in capital outlay projects, requesting \$150,000.00 from the county for capital outlay from adequate facilities, remove the transfer of \$165,000.00 in the budget, and increasing the budget for local option sales tax to \$250,000.00. Jim Hudgins 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 6-0-1.

The meeting was adjourned at 8:38 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

JANE HERRON

1222 Hwy. 100., Centerville, TN 37033

STEVE GIANAKOS

9792 Dogwood Dr., Bon Aqua, TN 37025

VANCE WILLIS

2868 Hwy 46 N., Nunnely, TN 37137

Michelle Gilbert

Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

The Hickman County Board of Education will meet in regular session on Monday, June 6, 2022, at 7:00 p.m. in Room 203 of the Hickman County Board of Education Central Office. A work session will be held in Room 203 at 6:00 p.m.

- I. Call to Order
- II. Moment of Silence
- III. Pledge of Allegiance
- IV. Approval of May 2, 2022 Regular Board Meeting Minutes
- V. Approval of May 16, 2022 Special Called Board Meeting Minutes
- VI. Approval of May 18, 2022 Special Called Board Meeting Minutes
- VII. Approval of Agenda
- VIII. Special Recognition
 - A. Employee of the Month--Jim Hudgins
 - B. Principal of the Year--Ron Gammons
 - C. Supervisor of the Year--Steve Gianakos
 - D. Employee of the Year--Tim Hobbs
 - E. Friend of Education--Amy Bryant
 - F. Lifetime Transportation Award--Jim Hudgins
 - G. District Championship Recognition--Tim Hobbs
 - H. State Level Competitor Recognition--Steve Gianakos
- IX. Communications to the Board
 - A. Director's Report--Director of Schools
 - B. Financial Report--Business Officer
 - C. ESSER Updates--ESSER Manager
 - D. Family Resource Centers-- Family Resource Centers Directors
 - E. Transportation Bus Routes
- X. Items Requiring Board Action
 - A. Trip Request
 1. EHHS HOSA National Competition--Sponsor and Students
 - B. Board Meeting Schedule for 2022-2023--Director of Schools
 - C. Annual Agenda for 2022-2023--Director of Schools
 - D. ESSER Plan Revisions--Director of Schools
 - E. Recommendations for Tenure--Director of Accountability

- F. Budget Amendments--Business Officer
 - G. Resolution to Grant Authority to Designate Reserves--Director of Schools
 - H. Grant Executive Committee Authority to Close Out Fiscal Year--Director of Schools
 - I. Authorize Director of Schools to Submit Grants, Applications, Reports, Amendments, and Addenda--Director of Schools
 - J. 2022-2023 142 Federal Budget--Business Officer and Federal Programs Director
 - K. 2022-2023 Differentiated Pay Plan--Director of Schools
 - L. 2022-2023 Pay Scales--Director of Schools
 - M. Personnel Decisions--Director of Schools
 - N. TSSE Membership Dues--Director of Schools
 - O. Capital Outlay Projects 2021-2022--Director of Schools
 - P. Point of Sale Bid Approval for School Nutrition--Food Service Director
 - Q. Revised Board Policy 6.204 - (2nd Reading)--Director of Schools
 - R. Revised Board Policy 1.108 - (2nd Reading)--Director of Schools
 - S. Revised Board Policy 3.3001 - (2nd Reading)--Director of Accountability
 - T. Board Policy Review 4.300--4.408 --Director of Accountability
-
- XI. Announcements

 - XII. Adjourn



Hickman County Schools

Principal of the Year

Jennifer Hudgins

2021-2022



Hickman County Schools

Supervisor of the Year

Julia Thomasson

2021-2022



Hickman County Schools

2021-2022

Employee of the Year

Floy Ann McCutchen

In Recognition of

Her contributions to the students and schools in the Hickman County School System by driving double bus routes throughout the 2021-2022 school year with high levels of attendance and maintaining a safe and positive environment for our students

June 2022



Hickman County Schools

2021-2022

Employee of the Year

Becky Malugin

In Recognition of

Her contributions to the Hickman County School System in multiple roles during the school year and her willingness to promote teamwork and adapt for the needs of the students of the school system

June 2022



Hickman County Schools

2021-2022

Friends of Education

Juanest and Eartha Cathey

In Recognition of

Their contributions and support to the Hickman County School System by providing backpacks and school supplies for the families and students of Hickman County

June 2022



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., Nunnely, TN 37137

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

Memorandum

To: Board Members
From: Michelle Gilbert
Date: May 28, 2022
RE: June Director's Report

Leave of Absence

Professional

Kendra Mayberry 2022-2023 school year

Support Staff

Hiring

Professional

David Carroll HCCHS Math

Support Staff

Glenn Devore Maintenance Technician
Tina Tidwell EHHS Guidance Secretary
Heather Jefferson Food Service
Tiffany Underwood Food Service
Anissa Western Food Service

Resignation

Professional

Anndrea Eubanks EHIS Teacher
Cayla Moulton EHMS Teacher/Athletic Director
Gabrielle Horner EHMS Teacher
Paul Ewing EHHS Teacher
Jason Terlecki EHHS Teacher

Support Staff

Kayla Pardue EHHS Guidance Secretary
Jennifer Chilton HCMS Softball Coach

Retirement

Professional

Jennifer Lynn HCMS/HCCHS Choir
Judi Culver EHIS Special Education

Support Staff

Transfers

Professional

Support Staff

Appointment

Professional

Support Staff

Open Positions

- 2 Secondary Math Positions
- 2 Secondary English Positions
- 2 Secondary Science Positions
- 1 Spanish Position
- 2 Special Education Positions
- 1 Speech Language Position
- 1 Behavior Support Position
- Bus Drivers

* Denotes a relationship under board policy 1.108. Applicants are qualified for the positions.

Account	Description	Year-To-Date		Month-To-Date		% of Avg
		Budget Estimate	Actual	Estimate Avg/Mth	Actual	
141	General Purpose School					
Revenues						
40110	Current Property Tax	2,953,439.00	(3,105,201.63)	105.14 %	246,119.92	14.84 %
40120	Trustee's Collections - Prior Year	80,000.00	(68,858.90)	86.07 %	6,666.67	4.40 %
40125	Trustee's Collections - Bankruptcy	0.00	(1,588.63)	0.00 %	0.00	0.00 %
40130	Cir Clk/Clk & Master Collections-Pr Yr	45,000.00	(32,309.20)	71.80 %	3,750.00	148.80 %
40140	Interest And Penalty	21,000.00	(13,886.87)	66.13 %	1,750.00	92.65 %
40161	Payments In Lieu Of Taxes - T. V. A.	4,000.00	(2,761.19)	69.03 %	333.33	82.31 %
40162	Payments In Lieu Of Taxes-Local	6,000.00	(6,000.00)	100.00 %	500.00	0.00 %
40210	Local Option Sales Tax	2,100,000.00	(2,184,293.76)	104.01 %	175,000.00	138.73 %
40270	Business Tax	30,000.00	(34,681.06)	115.60 %	2,500.00	705.35 %
41110	Marriage Licenses	1,300.00	(997.50)	76.73 %	108.33	122.77 %
43517	Tuition - Other	2,000.00	(2,900.00)	145.00 %	166.67	0.00 %
43570	Receipts From Individual Schools	30,000.00	(2,668.61)	8.90 %	2,500.00	0.00 %
43582	Community Service Fees - Adults	200.00	(104.20)	52.10 %	16.67	397.20 %
44120	Lease/Rentals	1,000.00	(10,601.81)	1,060.18 %	83.33	0.00 %
44170	Miscellaneous Refunds	30,000.00	(628.81)	2.10 %	2,500.00	4.00 %
44530	Sale Of Equipment	10,000.00	(11,729.10)	117.29 %	833.33	0.00 %
44560	Damages Recovered From Individuals	3,000.00	(674.03)	22.47 %	250.00	9.61 %
44570	Contributions & Gifts	15,000.00	(18,360.94)	122.41 %	1,250.00	220.00 %
46511	Basic Education Program	22,770,000.00	(20,725,090.55)	91.02 %	1,897,500.00	0.00 %
46515	Early Childhood Education	417,796.00	(320,368.79)	76.68 %	34,816.33	111.96 %
46520	School Food Service	22,000.00	(19,518.14)	88.72 %	1,833.33	0.00 %
46550	Driver Education	10,000.00	0.00	0.00 %	833.33	0.00 %
46590	Other State Education Funds	685,716.71	0.00	0.00 %	57,143.06	0.00 %
46591	Coordinated School Health	90,000.00	(76,674.23)	85.19 %	7,500.00	0.00 %
46594	Family Resource Centers	59,223.00	(59,223.30)	100.00 %	4,935.25	300.00 %
46610	Career Ladder Program	50,000.00	(54,256.78)	108.51 %	4,166.67	665.24 %
46851	State Revenue Sharing -T.V.A.	240,000.00	(150,758.28)	62.82 %	20,000.00	0.00 %
46980	Other State Grants	0.00	(271,914.00)	0.00 %	0.00	0.00 %
46981	Safe Schools	86,560.00	(0.30)	0.00 %	7,213.33	0.00 %
46990	Other State Revenues	15,000.00	(5,046.06)	33.64 %	1,250.00	0.00 %
47640	Rotc Reimbursement	70,000.00	(64,282.74)	91.83 %	5,833.33	123.77 %
48990	Other	88,676.79	(19,800.00)	22.33 %	7,389.73	0.00 %
49700	Insurance Recovery	10,000.00	0.00	0.00 %	833.33	0.00 %
49800	Transfers In	25,000.00	0.00	0.00 %	2,083.33	0.00 %
Total Revenues		29,971,911.50	(27,265,179.41)	90.97 %	2,497,659.29	26.76 %
Expenditures						
71100	Regular Instruction Program	(14,932,275.12)	12,520,475.60	83.85 %	(1,244,356.26)	41.72 %

141	General Purpose School	Account	Description	Year-To-Date			Month-To-Date		
				Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
71150		Alternative Instruction Program	(180,671.00)	158,567.83	87.77 %	(15,055.92)	24,742.77	164.34 %	
71200		Special Education Program	(3,194,103.00)	2,460,805.29	77.04 %	(266,175.25)	537,959.23	202.11 %	
71300		Career and Technical Education	(1,264,794.50)	857,014.12	67.76 %	(105,399.54)	171,074.69	162.31 %	
72110		Attendance	(175,970.00)	74,735.36	42.47 %	(14,664.17)	14,447.51	98.52 %	
72120		Health Services	(386,008.00)	340,795.98	88.29 %	(32,167.33)	63,760.75	198.22 %	
72130		Other Student Support	(1,020,144.00)	750,531.84	73.57 %	(85,012.00)	128,560.47	151.23 %	
72210		Regular Instruction Program	(1,349,864.80)	1,037,154.38	76.83 %	(112,488.73)	275,009.34	244.48 %	
72220		Special Education Program	(121,505.00)	88,383.79	72.74 %	(10,125.42)	15,639.19	154.45 %	
72230		Career and Technical Education	(126,749.29)	96,548.97	76.17 %	(10,562.44)	11,510.71	108.98 %	
72250		Technology	(339,567.00)	286,745.90	84.44 %	(28,297.25)	11,184.72	39.53 %	
72290		Other Programs	(35,000.00)	19,010.57	54.32 %	(2,916.67)	0.00	0.00 %	
72310		Board Of Education	(669,913.00)	450,728.02	67.28 %	(55,826.08)	10,512.60	18.83 %	
72320		Director Of Schools	(310,564.00)	242,486.79	78.08 %	(25,880.33)	15,948.94	61.63 %	
72410		Office Of The Principal	(1,853,785.00)	1,291,556.72	69.67 %	(154,482.08)	196,459.94	127.17 %	
72510		Fiscal Services	(45,000.00)	45,000.00	100.00 %	(3,750.00)	0.00	0.00 %	
72610		Operation Of Plant	(2,389,305.57)	1,944,889.18	81.40 %	(199,108.80)	206,726.53	103.83 %	
72620		Maintenance Of Plant	(1,185,022.00)	903,515.21	76.24 %	(98,751.83)	57,629.63	58.36 %	
72710		Transportation	(2,433,392.26)	1,767,151.18	72.62 %	(202,782.69)	180,815.41	89.17 %	
72810		Central And Other	(257,500.00)	41,626.37	16.17 %	(21,458.33)	8,105.45	37.77 %	
73100		Food Service	(77,477.96)	0.00	0.00 %	(6,456.50)	0.00	0.00 %	
73300		Community Services	(132,316.00)	104,379.60	78.89 %	(11,026.33)	23,672.08	214.69 %	
73400		Early Childhood Education	(473,041.00)	294,136.05	62.18 %	(39,420.08)	68,215.94	173.05 %	
76100		Regular Capital Outlay	(450,000.00)	249,291.00	55.40 %	(37,500.00)	0.00	0.00 %	
99100		Transfers Out	(165,000.00)	163,284.00	98.96 %	(13,750.00)	0.00	0.00 %	
Total	141	Expenditures	(33,568,968.50)	26,188,813.75	78.01 %	(2,797,414.04)	2,541,182.27	90.84 %	
		General Purpose School	(3,597,057.00)	(1,076,365.66)	-29.92 %	(299,754.75)	1,872,734.15	624.76 %	

Account	Description	Year-To-Date		Month-To-Date		% of Avg
		Budget Estimate	Actual	Estimate Avg/Mth	Actual	
142	School Federal Projects					
Revenues						
44170	Miscellaneous Refunds	0.00	0.00	0.00 %	0.00	0.00 %
47131	Vocational Educ - Basic Grants To	109,612.01	(100,724.75)	91.89 %	9,134.33	(44,973.49)
47141	Title 1 Grants To Local Educ Agencies	1,186,253.19	(862,502.43)	72.71 %	98,854.43	(137,455.20)
47143	Special Education - Grants To States	1,038,457.86	(568,475.46)	54.74 %	86,538.16	(101,197.76)
47145	Special Education Preschool Grants	38,311.92	(10,490.88)	27.38 %	3,192.66	0.00
47146	English Language Acquisition Grants	163,325.97	(21,809.59)	13.35 %	13,610.50	0.00
47148	Rural Education	136,635.33	(16,156.95)	11.82 %	11,386.28	0.00
47189	Eisenhower Prof Development State	189,897.40	(127,567.91)	67.18 %	15,824.78	(22,628.60)
47301	COVID-19 Grant #1	256,012.87	(175,566.62)	68.58 %	21,334.41	(106,687.38)
47307	COVID-19 Grant B	2,801,712.86	(72,494.59)	2.59 %	233,476.07	(22,861.69)
47309	COVID-19 Grant D	288,000.00	(86,000.00)	29.86 %	24,000.00	0.00
47401	American Rescue Plan Act Grant #1	8,171,426.08	(260,264.91)	3.19 %	680,952.17	(214,363.90)
47402	American Rescue Plan Act Grant #2	202,505.77	0.00	0.00 %	16,875.48	0.00
47403	American Rescue Plan Act Grant #3	13,501.22	0.00	0.00 %	1,125.10	0.00
47404	American Rescue Plan Act Grant #4	36,654.70	0.00	0.00 %	3,054.56	0.00
47590	Other Federal Through State	333,914.58	(269,738.77)	80.78 %	27,826.22	(99,359.30)
Total	Revenues	14,966,221.76	(2,571,792.86)	17.18 %	1,247,185.15	(749,527.32)
Expenditures						
71100	Regular Instruction Program	(4,959,266.57)	1,140,848.56	23.00 %	(413,272.21)	172,938.53
71150	Alternative Instruction Program	(75,000.00)	0.00	0.00 %	(6,250.00)	0.00
71200	Special Education Program	(1,018,649.33)	373,821.05	36.70 %	(84,887.44)	39,793.68
71300	Career and Technical Education	(86,956.81)	79,667.86	91.62 %	(7,246.40)	3,380.28
72110	Attendance	(100,000.00)	0.00	0.00 %	(8,333.33)	0.00
72120	Health Services	(63,823.20)	0.00	0.00 %	(5,318.60)	0.00
72130	Other Student Support	(811,299.86)	357,947.14	44.12 %	(67,608.32)	38,440.28
72210	Regular Instruction Program	(1,742,093.13)	415,274.52	23.84 %	(145,174.43)	78,100.78
72220	Special Education Program	(560,140.90)	269,371.68	48.09 %	(46,678.41)	37,463.15
72230	Career and Technical Education	(2,527.20)	0.00	0.00 %	(210.60)	0.00
72250	Technology	(255,000.00)	75,523.90	29.62 %	(21,250.00)	0.00
72610	Operation Of Plant	(2,050,548.17)	23,720.00	1.16 %	(170,879.01)	0.00
72710	Transportation	(3,000.00)	0.00	0.00 %	(250.00)	0.00
73100	Food Service	(219,416.80)	0.00	0.00 %	(18,284.73)	0.00
76100	Regular Capital Outlay	(3,008,003.58)	0.00	0.00 %	(250,666.97)	0.00
99100	Transfers Out	(10,496.21)	0.00	0.00 %	(874.68)	0.00
Total	Expenditures	(14,966,221.76)	2,736,174.71	18.28 %	(1,247,185.15)	370,116.70
Total	142	0.00	164,381.85	100.00 %	0.00	(379,410.62)
	School Federal Projects					29.68 %

The Centerville Family Resource Center's Goals and accomplishments for the 2020-2021 school year are as follows:

Priority 1

GOAL 1: Family Support

By May 2022, the Centerville Family Resource Center will increase the number of students enrolled in grades PreK-12 with weekend food and help with Christmas.

ACTIVITY:

1. Fliers and referral forms were given to principals, teachers and guidance counselors explaining the "Friday Friends" program. Teachers were asked to refer any student they thought might be in need of food items over the weekend.
2. Each Friday Friends packets are easy to prepare food items sent to the students at the elementary school, intermediate, middle and high school.
3. Ninety-four (94) Friday Friends bags are given out each Friday for those students in need. Overall we serve forty-six (46) families. 4.09% of the Centerville area schools population was served by this program.
4. Donations from several local churches, businesses, organizations and individuals support this program throughout the year by donating food or money. This community has done a great job supplying what it takes to run this program.
5. Second Harvest Food Pantry in Nashville donates 203 bags of food monthly to help with this project. Each January we have to re-apply for assistance for the next year.
6. Friday Friends survey was sent home with students in April to help evaluate this program and give us ideas of how to improve it.
7. Operation Santa Claus forms were sent home to students of all Centerville area schools the last week of September, 2021.
8. Two hundred three (203) children from eighty-five (85) families were helped with Christmas gifts. 13.55% of the Centerville area schools population was served by this program.
9. FRC received ninety (90) toys from the Turkey Trot hosted by Coordinated School Health and two hundred (200) toys from Toys for Tots.

Priority 1

GOAL 2: Family Wellbeing

By May, 2022 the Centerville Family Resource Center will collaborate with the AWARE program to offer free parenting classes to any parent who has a student enrolled in the system as a family outreach for social and emotional wellbeing giving parents ideas on three ways to approach raising children, identifying sources of behavior, helping build self-esteem and communicating effectively.

ACTIVITY:

1. In September, 2021 the Centerville Family Resource made and sent flyers to principals, counselors and truant officers to announce the parenting classes that the AWARE tem would begin presenting to any parent in Hickman County
2. The Centerville Family Resource Center posted on their Facebook page the information about parenting classes.
3. The Centerville Family Resource Center will provide childcare, with the help of other adults, for any parent who may need this service while attending class.
4. Only one parent signed up for parenting classes and she did not need help with childcare. This program will be replaced by a different program next school year.

Priority 2

GOAL 1: Chronically Out of School

By May 2022, the Centerville Family Resource Center will work with Hickman County Middle School to decrease by 45% the number of chronically out of school students with bi-weekly check ins

ACTIVITY:

1. By September 2021, the Centerville Family Resource Center Director will coordinate with the Skyward DBA to determine students who are missing 2 or more days from school each month.
2. Students who have missed 2 or less days per month will have their name entered into a drawing for a prize at the end of each month. One boy and one girl prized will be awarded. The parents of the monthly winners will also receive a prize. At the end of each semester, a boy and girl will be chosen to win a bicycle, skateboard or a tablet.
3. Chronic absenteeism has been reduced to 3.53% compared to 12.53% last school year. This is a 71.82% reductios from the previous school year.

Priority 2

GOAL 2: Academic, College and Career Supports

By May, 2022, 70% of students attending Smart From the Start programs will show an improvement compared to quarterly data.

Activity:

1. In August 2021, fliers and application forms for Smart from the Start were supplied to the Hickman Library and Centerville Elementary School.
2. Twenty-two (22) children are enrolled in our Smart From the Start program. This is an increase of six (6) students from last school year.
3. Smart From the Start Story Hour is provided every Wednesday and Friday at the Centerville Family Resource Center. Each Story Time is theme related. Stories, arts and crafts and snacks are provided. Occasionally, books are given to the students. At the end of each story hour, children are given a packet of educational worksheets to work on at home with the parent. At the end of each story hour, children are given a packet of educational worksheets to work on at home with their parents.
4. At the beginning of the year, students are tested to see if they know shapes, numbers, letters, colors, etc. Students tested at the beginning of the year with 11 children knew only a few colors and shapes. Verbal checks are done weekly and testing at the end of the year showed a great improvement.
5. Testing at the end of the year, 95% of students showed progress.
6. Evaluation forms were handed out in an April story hour. Information obtained from these forms will help to better improve the programs.

Priority 3

GOAL 1: Student and Family Engagement

By August, 2021, the Centerville Family Resource Center will achieve 65% participation of all students and their parents in grades 3rd, 6th and 9th through transitional orientations.

ACTIVITY:

1. In July 2021, calls with the Alert Now telephone system went out to all parents of new 3rd, 6th and 9th grade students at Centerville Intermediate, Hickman County Middle and Hickman County High about orientations. 9th graders were invited to a social distancing time to tour the school and meet with counselors to complete their schedules.
2. On Tuesday, July 27, 2021 Centerville Intermediate held orientation for 3rd graders. Forty-six (46) students and seventy-three (73) guest attended.
3. On July 29, 2021 Hickman County Middle School held orientation for 6th graders. A total of sixty-one (61) students with 113 guests attended.
3. On Friday, July 29, 2021 Hickman County High School held 9th grade orientation with seventy-nine (79) students and one hundred forty-two (142) guests in attendance.
4. A total of two hundred eighty-six (186) students with three hundred twenty-eight (328) guests attended the orientations. A total of 56.19% of the students were in attendance.
5. Surveys were given to parents to see if orientations were helpful.

Priority 3

GOAL 2: Collaboration/Partnership

By October, 2021 the Centerville Family Resource Center will serve 100% of teachers and students in grades K-5th through the Adopt A Class Program. If Covid-19 prevents visitors in schools, this program will not be fulfilled.

ACTIVITY:

1. Centerville Family Resource Center director began contacting businesses by telephone in August 2021 to explain the Adopt-A-Class program. A total of thirty-six (36) sponsors have been matched with thirty-five (35) classrooms.
2. Sponsors were so happy to be able to return to the classrooms to visit with the children and present programs for them.
3. In April, 2022 survey forms were sent to all teachers and sponsors participating in the Adopt-A-Class program. Information was requested regarding satisfaction levels with the program. The result of these surveys will help improve the program for the next school year.

The East Hickman Family Resource Center's Goals and accomplishments for the 2021-2022 school year are as follows:

Priority 1

GOAL 1: Family Support

By May 2022, the East Hickman Family Resource Center will increase the number of students enrolled in grades PreK-12 with weekend food and help with Christmas.

ACTIVITY:

1. Fliers and referral forms were given to principals, teachers and guidance counselors explaining the "Friday Friends" program. Teachers were asked to refer any student they thought might be in need of food items over the weekend.
2. Each Friday Friends packets are easy to prepare food items sent to the students at the elementary school, intermediate, middle and high school.
3. One hundred twenty (120) Friday Friends bags are given out each Friday for students in need. Overall we serve fifty-nine (59) families. This is an increase of thirty-eight (38) from last school year. 7.7% of East Hickman School's student population was served through this program.
4. Donations from several local churches, businesses, organizations and individuals support this program throughout the year by donating food or money. This community has done a great job supplying what it takes to run this program.
5. Second Harvest Food Pantry in Nashville donates 203 bags of food monthly to help with this project. Each April we have to re-apply for assistance for the next year.
6. Friday Friends survey was sent home with students in April to help evaluate this program and give us ideas of how to improve it.
7. Operation Santa Claus forms were sent home to students of all East Hickman schools the first week of October, 2021.
8. Two hundred eighty-four (284) children from one hundred ten (110) families requested help with Christmas gifts. This was an increase of six (6) children from last school year. 16.75% of East Hickman School's student population was served through this program.
9. The East Hickman FRC received ninety (90) toys from the Turkey Trot hosted by Coordinated School Health and two hundred (200) toys from Toys for Tots.

Priority 1

Goal 2: Family Wellbeing

By May, 2022 the East Hickman Family Resource Center will collaborate with the AWARE program to offer free parenting classes to any parent who has a student enrolled in the system as a family outreach for social and emotional wellbeing giving parents ideas on three ways to approach raising children, identifying sources of behavior, helping build self-esteem and communicating effectively.

Activity:

1. The East Hickman Family Resource Center made and sent flyers principals, counselors and truant officer to announce the parenting classes that the AWARE team would begin presenting to any parent in Hickman County.
2. The East Hickman Family Resource Center posted on their Facebook page the information about parenting classes.
3. The East Hickman Family Resource Center will provide childcare, with the help of other adults, for any parent who may need this service while attending class.
4. Only one parent signed up for parenting classes and she did not need childcare. This program will be replaced by a different program next year.

Priority 2

GOAL 1: Chronically Out of School

By May 2022, East Hickman Family Resource Center will work with East Hickman Elementary school to decrease by 45% the number of chronically out of school students/families for bi-weekly check-ins, compared to the previous school year.

1. The East Hickman Family Resource Center Director will coordinate with the Skyward DBA to determine students who are missing 2 or more days from school each month.
2. Students who have missed 2 or less days monthly will have their names entered for a prize at the end of the month. One boy and one girl prize will be awarded. Parents of these winners will also receive a prize. At the end of each semester, a boy and girl will be chosen to win a bicycle, scooter or tablet.
3. Chronic absenteeism has been reduced to 7% compared to 11% last school year.

Priority 2

GOAL 2: Academic, College and Career Supports

By May, 2022, 70% of students attending Smart From the Start programs will show an improvement compared to quarterly data.

ACTIVITY:

1. In August 2021, fliers and application forms for Smart from the Start were supplied to the East Hickman Library and East Hickman Elementary School.
2. Seventeen (17) children from thirteen (13) families are enrolled in our Smart From the Start program
3. Preschool in A Bag Story Hour is provided every Thursday and Friday at the East Hickman Public Library. At the end of each story hour, children are given a packet of educational worksheets to work on at home with the parent.
4. Toddler Time and Preschool-In-A Bag Story Time is theme related. Stories, arts and crafts and snacks are provided. At the end of each story hour, children are given a packet of educational worksheets to work on at home with their parents.
5. At the beginning of the year, students are tested to see if they know shapes, numbers, letters, colors, etc. Only 18% of students tested at the beginning of the year knew all the information on the test. Verbal checks are done weekly and testing at the end of the year showed a great improvement.
6. Testing at the end of the year, 95% of students showed progress.
7. Evaluation forms were handed out in an April story hour. Information obtained from these forms will help to better improve the programs.

Priority 3

GOAL 1: Student and Family Engagement

By August, 2021, the East Hickman Family Resource Center will achieve 65% participation of all students and their parents in grades 3rd, 6th and 9th through transitional orientations.

ACTIVITY:

1. In July 2021, calls with the Alert Now telephone system went out to all parents of new 3rd, 6th and 9th grade students at East Hickman Intermediate, East Hickman Middle and East Hickman High about "Virtual" orientations. 9th graders were invited to a social distancing time to tour the school and meet with counselors to complete their schedules.
2. On Tuesday, July 27, 2021 East Hickman Intermediate and East Hickman Middle School held orientation for 3rd and 6th graders. A total of 67 students with 113 guests attended East Hickman Intermediate orientation. A total of 57 students and 98 guests attended East Hickman Middle School orientation.
3. On Friday, July 29, 2021 the East Hickman High School held 9th grade orientation with 107 students and 149 guests in attendance.
4. A total of two hundred thirty-one (231) students with three hundred sixty (360) guests attended the orientations. A total of 66% of the students were in attendance.

Priority 3

GOAL 2: Collaboration/Partnership

By October, 2021 the East Hickman Family Resource Center will serve 100% of teachers and students in grades K-5th through the Adopt A Class Program. If Covid-19 prevents visitors in schools, this program will not be fulfilled.

ACTIVITY:

1. East Hickman Family Resource Center director began contacting businesses by telephone in August 2021 to explain the Adopt-A-Class program. A total of forty (40) sponsors have been matched with forty (40) classrooms.
2. Sponsors were so happy to be able to return to the classrooms to visit with the children and present programs for them.
3. In April, 2022 survey forms were sent to all teachers and sponsors participating in the Adopt-A-Class program. Information was requested regarding satisfaction levels with the program. The result of these surveys will help improve the program for the next school year.



Hickman County Schools Board Agenda Item Request

Date: 4/27/22

Name of School: East Hickman High School

Item Request: EHHS HOSA National Competition

Explanation:

2 students placed at state level and will be competing in the HOSA national competition. 4 students will be assigned duties for courtesy corps. I will be driving students in a school van and Michelle O'Guin will drive her car and stay with us. We will stay 3 nights June 22-24 at Towne Place Suites, Nashville near the airport.

Attachments (if necessary and appropriate):

transportation request form

Signature of Person requesting to be placed on the agenda:

Bonnie Kelley, PE

Signature of Building Principal:

Kimberly Williams



2022-2023

Hickman County Board of Education Meeting Dates

July 11, 2022

August 1, 2022

September 12, 2022 Work Session

October 3, 2022

November 7, 2022

December 5, 2022

January 9, 2023

February 6, 2023

March 6, 2023

April 3, 2023

May 1, 2023

June 5, 2023

Hickman County Board of Education
Annual Agenda 2022-2023

July 2022

Work Session	Board Meeting
Evaluation tool selected for the Director of Schools for the 2022-2023 school year	Student Discipline Hearing Authority Designation
	Approval of School Fees
Board Policy Review	Board Policy Review

August 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review

September 2022

Work Session	Board Meeting
Strategic Plan and Goals	

October 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Election of Officers of the Board
	Compliance Report
	Textbook Certification
	Approval of School Calendar
	Honor Retirees

November 2022

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Approval of Supplement Splitting

December 2022

Work Session	Board Meeting
--------------	---------------

January 2023

Work Session	Board Meeting
Set Date(s) for Board Retreat	
Board Policy Review	Board Policy Review

February 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2022-2023 Budget Discussion	2022-2023 Budget Calendar

March 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
2022-2023 Budget Discussion	Set Attendance Zones
Evaluation Distribution	

April 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review

2022-2023 Budget Discussion	Textbook Adoption Approval
-----------------------------	----------------------------

May 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Tuition Rate Approval for Out of County Students
	Teacher Tenure
2022-2023 Budget	2022-2023 Budget (141, 142, 143)
	Authorize Superintendent to Submit Grants, Applications, Reports, Amendments, and Addenda
	Recognize Teachers of the Year

June 2023

Work Session	Board Meeting
Board Policy Review	Board Policy Review
	Personnel Decisions and Placement
Annual Agenda	Annual Agenda
Meeting Schedule 2022-2023	Adopt Board Meeting Schedule 2022-2023
	Annual Budget 2022-2023 (if needed)
	Grant Executive Committee authority to close out fiscal year
Director of Schools Evaluation	Director of Schools Evaluation
	Recognize Employee of the Year and Friend of Education



ESSER Plan Revisions

June 2022-2023

LPN position for health services and the promotion of healthy habits	\$32,000
--	----------



Recommendations for Tenure

June 2022

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

Charlotte Boehms

Patricia Qualls

Cheri Cutelle

Kendra Mayberry

Leah Isenberg*

Tracy Rivers*

Rebecca Powers

Allison Gilbert

Amber Warren

Approved: _____

Director of Schools

*tenure reinstated after two years of employment due to previous tenure in the system

Resolution 22-01

Assignment Authority
GASB 54

BE IT RESOLVED by the Board of Education of Hickman County, Tennessee, assembled in regular session this 6th day of June, 2022, 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, 2022.

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:

Closing out 2021-2022 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, including budget amendments. All members will be provided with a report at the next board meeting.

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

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 2021-2022 school year and for the rising 2022-2023 school year on behalf of the Hickman County School System.

Hickman County Finance
FY 2023 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		142		Sub Fund :		010 Consolidated Admin	
Acct #		Acct Description		Budget Amount			
47141		Title 1 Grants To Local Educ Agencies		\$		167,000.00	
72210		Regular Instruction Program					
105		Supervisor/Director				(82,535.00)	
161		Secretary(s)				(34,500.00)	
201		Social Security				(8,700.00)	
204		State Retirement				(3,300.00)	
207		Medical Insurance				(12,000.00)	
336		Maintenance And Repair Services-Equipment				(3,000.00)	
355		Travel				(3,000.00)	
499		Other Supplies And Materials				(5,000.00)	
524		Inservice				(2,000.00)	
790		Other Equipment				(12,965.00)	
Total	72210	Regular Instruction Program		\$		(167,000.00)	
Total For Fund:		142	010 Consolidated Admin			0.00	

Fund :		142		Sub Fund :		101 Title I	
Acct #		Acct Description		Budget Amount			
47141		Title 1 Grants To Local Educ Agencies		\$		843,934.74	
71100		Regular Instruction Program					
189		Other Salaries & Wages				(622,500.00)	
198		Non-Certified Substitute Teachers				(1,000.00)	
201		Social Security				(45,846.00)	
204		State Retirement				(63,822.00)	
207		Medical Insurance				(70,000.00)	
429		Instructional Supplies And Materials				(6,000.00)	
722		Regular Instruction Equipment				(1,827.39)	
Total	71100	Regular Instruction Program		\$		(810,995.39)	
72130		Other Student Support					
307		Communication				(500.00)	
499		Other Supplies And Materials				(11,439.35)	
599		Other Charges				(4,500.00)	
Total	72130	Other Student Support		\$		(16,439.35)	
72210		Regular Instruction Program					
336		Maintenance And Repair Services-Equipment				(7,500.00)	
524		Inservice				(6,000.00)	
Total	72210	Regular Instruction Program		\$		(13,500.00)	
72710		Transportation					
599		Other Charges				(3,000.00)	
Total	72710	Transportation		\$		(3,000.00)	
Total	70000			\$		(843,934.74)	
Total For Fund:		142	101 Title I			0.00	

Hickman County Finance
FY 2023 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		142		Sub Fund : 201 Title II	
Acct #	Acct Description			Budget Amount	
47189	Eisenhower Prof Development State Grants			\$ 128,405.22	
				125,468.00	
72210	Regular Instruction Program				
189	Other Salaries & Wages			(88,030.22)	
198	Non-Certified Substitute Teachers			(100.00)	
201	Social Security			(7,864.00)	
204	State Retirement			(11,022.00)	
207	Medical Insurance			(15,800.00)	
212	Employer Medicare			(1,839.00)	
355	Travel			(1,400.00)	
499	Other Supplies And Materials			(1,050.00)	
524	Inservice			(500.00)	
599	Other Charges			(800.00)	
Total	72210	Regular Instruction Program		\$ (128,405.22)	
Total For Fund:		142	201 Title II	0.00	

Fund :		142		Sub Fund : 401 Title IV	
Acct #	Acct Description			Budget Amount	
47146	English Language Acquisition Grants			\$ 76,375.64	
72210	Regular Instruction Program				
189	Other Salaries & Wages			(33,510.00)	
196	In-Service Training			(8,750.00)	
201	Social Security			(3,534.00)	
204	State Retirement			(4,681.22)	
207	Medical Insurance			(2,000.00)	
212	Employer Medicare			(1.00)	
499	Other Supplies And Materials			(3,000.00)	
524	Inservice			(19,399.42)	
599	Other Charges			(1,500.00)	
Total	72210	Regular Instruction Program		\$ (76,375.64)	
Total For Fund:		142	401 Title IV	0.00	

Hickman County Finance
FY 2023 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		Sub Fund :		Title V
Acct #		Acct Description		Budget Amount
47148		Rural Education		\$ 91,442.47
71100		Regular Instruction Program		
189		Other Salaries & Wages		(10,000.00)
201		Social Security		(2,506.00)
204		State Retirement		(2,582.42)
429		Instructional Supplies And Materials		(18,255.00)
722		Regular Instruction Equipment		(3,556.47)
Total	71100	Regular Instruction Program		\$ (36,899.89)
72130		Other Student Support		
307		Communication		(8,500.00)
499		Other Supplies And Materials		(4,100.00)
Total	72130	Other Student Support		\$ (12,600.00)
72210		Regular Instruction Program		
189		Other Salaries & Wages		(30,500.00)
196		In-Service Training		(1,200.00)
201		Social Security		(2,333.25)
204		State Retirement		(3,553.55)
524		Inservice		(4,100.00)
Total	72210	Regular Instruction Program		\$ (41,686.80)
Total	70000			\$ (91,186.69)
99100		Transfers Out		
504		Indirect Cost		(255.78)
Total	99100	Transfers Out		\$ (255.78)
Total For Fund:	142	601	Title V	0.00

Hickman County Finance
FY 2023 - Consolidated Budget (Federal)
Placeholder Amounts

Fund :		Sub Fund :		
142		901 IDEA Part B		
Acct #		Acct Description		Budget Amount
47143		Special Education - Grants To States		\$ 872,038.00
71200		Special Education Program		
163		Educational Assistants		(375,000.00)
189		Other Salaries & Wages		(100.00)
198		Non-Certified Substitute Teachers		(100.00)
201		Social Security		(27,850.40)
204		State Retirement		(51,957.36)
207		Medical Insurance		(59,640.95)
212		Employer Medicare		(6,342.03)
399		Other Contracted Services		(5,000.00)
429		Instructional Supplies And Materials		(100.00)
725		Special Education Equipment		(100.00)
Total	71200	Special Education Program		\$ (526,190.74)
72220		Special Education Program		
105		Supervisor/Director		(6,950.00)
124		Psychological Personnel		(143,000.00)
131		Medical Personnel		(60,188.00)
161		Secretary(s)		(48,567.00)
201		Social Security		(15,608.81)
204		State Retirement		(24,033.00)
207		Medical Insurance		(25,000.00)
212		Employer Medicare		(3,650.45)
312		Contracts With Private Agencies		(100.00)
348		Postal Charges		(50.00)
399		Other Contracted Services		(11,100.00)
499		Other Supplies And Materials		(50.00)
790		Other Equipment		(50.00)
Total	72220	Special Education Program		\$ (338,347.26)
Total	70000			\$ (864,538.00)
99000		Other Uses		
99100		Transfers Out		
504		Indirect Cost		(7,500.00)
Total	99100	Transfers Out		\$ (7,500.00)
Total For Fund:		142	901 IDEA Part B	0.00

**Hickman County Finance
FY 2023 - Consolidated Budget (Federal)
Placeholder Amounts**

Fund :		142		Sub Fund :		911 IDEA Preschool	
Acct #	Acct Description			Budget Amount			
47145	Special Education Preschool Grants			\$	26,361.00		
71200	Special Education Program						
163	Educational Assistants				(14,618.00)		
189	Other Salaries & Wages				(1,000.00)		
201	Social Security				(970.00)		
204	State Retirement				(1,725.00)		
207	Medical Insurance				(2,000.00)		
212	Employer Medicare				(227.00)		
499	Other Supplies And Materials				(2,245.08)		
725	Special Education Equipment				(1,072.79)		
Total	71200	Special Education Program		\$	(23,857.87)		
72220	Special Education Program						
399	Other Contracted Services				(2,000.00)		
Total	72220	Special Education Program		\$	(2,000.00)		
Total	70000				\$	(25,857.87)	
99000	Other Uses						
99100	Transfers Out						
504	Indirect Cost				(503.13)		
Total	99100	Transfers Out		\$	(503.13)		
Total For Fund:		142	911 IDEA Preschool		0.00		

Hickman County Finance
FY 2023 - CTE Perkins Basic (Federal)
Placeholder Amounts

Fund :	142	Sub Fund :	801 CTE Perkins Basic	
Acct #		Acct Description		Budget Amount
47131		Vocational Educ - Basic Grants To States		\$ 65,196.32
71300		Career and Technical Education Program		
163		Educational Assistants		(17,100.00)
201		Social Security		(1,400.00)
204		State Retirement		(2,550.00)
207		Medical Insurance		(1,800.00)
210		Unemployment Compensation		(100.00)
399		Other Contracted Services		(4,696.32)
499		Other Supplies And Materials		(5,500.00)
730		Vocational Instruction Equipment		(11,000.00)
Total	71300	Career and Technical		\$ (44,146.32)
72130		Other Student Support		
189	PD	Other Salaries & Wages		(6,500.00)
355	C	Travel		(12,000.00)
Total	72130	Other Student Support		\$ (18,500.00)
72230		Career and Technical Education Program		
162		Clerical Personnel		(1,900.00)
201		Social Security		(150.00)
204		State Retirement		(300.00)
207		Medical Insurance		(200.00)
Total	72230	Career and Technical		(2,550.00)
Total	70000	Career and Technical		(65,196.32)
Total For Fund:	142	801 CTE Perkins Basic		0.00

**Hickman County Finance
 FY 2023 -Project AWARE (Federal)
 Placeholder Amounts**

Fund :		Sub Fund :		Project AWARE	
Acct #	Acct Description				Budget Amount
44170	Miscellaneous Refunds			\$	285,000.00
72130	Other Student Support				
105	Supervisor/Director				(65,000.00)
189	Other Salaries & Wages				(125,000.00)
198	Non-Certified Substitute Teachers				(2,100.00)
201	Social Security				(14,535.00)
204	State Retirement				(17,674.67)
207	Medical Insurance				(15,600.00)
212	Employer Medicare				0.00
307	Communication				(2,100.00)
355	Travel				(6,000.00)
399	Other Contracted Services				(16,000.00)
435	Office Supplies				(4,000.00)
499	Other Supplies And Materials				(3,610.00)
524	Inservice				(3,000.00)
599	Other Charges				(10,380.33)
Total	72130	Other Student Support		\$	(285,000.00)
Total For Fund:		142			0.00

Hickman County Finance
FY 2023 -ARP Related Programs (Federal)
Placeholder Amounts

Fund :	142	Sub Fund :	709 ARP HOMELESS 2.0	
Acct #	Acct Description			Budget Amount
47404	American Rescue Plan Act Grant #4			\$ 26,009.13
72130	Other Student Support			
189	Other Salaries & Wages			(20,000.00)
201	Social Security			(1,240.00)
204	State Retirement			(2,060.00)
212	Employer Medicare			(290.00)
499	Other Supplies And Materials			(2,419.13)
Total	72130	Other Student Support		\$ (26,009.13)
Total For Fund:		142	709 ARP HOMELESS 2.0	0.00

Fund :	142	Sub Fund :	909 ARP IDEA Part B	
Acct #	Acct Description			Budget Amount
47402	American Rescue Plan Act Grant #2			\$ 144,953.84
71200	Special Education Program			
189	Other Salaries & Wages			(9,000.00)
201	Social Security			(558.00)
204	State Retirement			(927.00)
212	Employer Medicare			(130.50)
429	Instructional Supplies And Materials			(28,695.73)
499	Other Supplies And Materials			0.00
725	Special Education Equipment			(33,439.24)
Total	71200	Special Education Program		\$ (72,750.46)
72000	Support Services			
72220	Special Education Program			
189	Other Salaries & Wages			(3,500.00)
201	Social Security			(217.00)
204	State Retirement			(360.50)
212	Employer Medicare			(50.75)
312	Contracts With Private Agencies			(40,804.92)
399	Other Contracted Services			(3,288.06)
499	Other Supplies And Materials			(6,748.83)
790	Other Equipment			(17,233.32)
Total	72220	Special Education Program		\$ (72,203.38)
Total	70000			\$ (144,953.84)
Total For Fund:		142	909 ARP IDEA Part B	0.00

Hickman County Finance
FY 2023 -ARP Related Programs (Federal)
Placeholder Amounts

Fund :		Sub Fund :			
Acct #		Acct Description		\$	Budget Amount
142		919 ARP IDEA Preschool			
47403		American Rescue Plan Act Grant #3		\$	11,038.16
71200		Special Education Program			
429		Instructional Supplies And Materials			(4,774.72)
725		Special Education Equipment			(6,022.35)
Total	71200	Special Education Program		\$	(10,797.07)
72220		Special Education Program			
399		Other Contracted Services			(241.09)
Total	72220	Special Education Program		\$	(241.09)
Total	70000			\$	(11,038.16)
Total For Fund:					0.00

Fund :		Sub Fund :			
Acct #		Acct Description		\$	Budget Amount
142		937 TN ALL Corps			
47401		American Rescue Plan Act Grant #1		\$	107,325.72
72210		Regular Instruction Program			
189		Other Salaries & Wages			(96,696.42)
201		Social Security			(5,997.08)
212		Employer Medicare			(1,402.10)
429		Instructional Supplies And Materials			(2,205.12)
524		Inservice			(1,025.00)
Total	72210	Regular Instruction Program		\$	(107,325.72)
Total For Fund:					0.00

Fund :		Sub Fund :			
Acct #		Acct Description		\$	Budget Amount
142		938 BEST FOR ALL GRANT			
47307		COVID-19 Grant B		\$	200,000.00
71100		Regular Instruction Program			
722		Regular Instruction Equipment			(122,000.00)
Total	71100	Regular Instruction Program		\$	(122,000.00)
72130		Other Student Support			
130		Social Workers			(45,000.00)
201		Social Security			(2,790.00)
204		State Retirement			(4,500.00)
207		Medical Insurance			(8,000.00)
212		Employer Medicare			(652.50)
790		Other Equipment			(17,057.50)
Total	72130	Other Student Support		\$	(78,000.00)
Total	70000			\$	(200,000.00)
Total For Fund:					0.00

Hickman County Finance
FY 2023 -ARP Related Programs (Federal)
Placeholder Amounts

Fund :	142	Sub Fund :	939 ESSER Planning Grant	Budget Amount
Acct #	Acct Description		\$	Budget Amount
47401	American Rescue Plan Act Grant #1		\$	86,795.65
72210	Regular Instruction Program			
189	Other Salaries & Wages			(68,700.00)
201	Social Security			(4,259.40)
204	State Retirement			(7,076.10)
212	Employer Medicare			(996.15)
355	Travel			(5,000.00)
524	Inservice			(764.00)
Total	72210	Regular Instruction Program	\$	(86,795.65)
Total For Fund:		142	939 ESSER Planning Grant	0.00

Fund :	142	Sub Fund :	951 FY22 Literacy Training Teacher Stipend	Budget Amount
Acct #	Acct Description		\$	Budget Amount
47309	COVID-19 Grant D		\$	125,000.00
71100	Regular Instruction Program			
189	Other Salaries & Wages			(107,103.08)
201	Social Security			(8,193.39)
204	State Retirement			(9,703.53)
Total	71100	Regular Instruction Program	\$	(125,000.00)
Total For Fund:		142	951 FY22 Literacy Training Teacher St	0.00

Fund :	142	Sub Fund :	955 Early Literacy Networks	Budget Amount
Acct #	Acct Description		\$	Budget Amount
47309	COVID-19 Grant D		\$	40,510.00
72210	Regular Instruction Program			
399	Other Contracted Services			(40,510.00)
Total	72210	Regular Instruction Program	\$	(40,510.00)
Total For Fund:		142		0.00

Hickman County Finance
FY 2023 -ESSER Programs (Federal)
Placeholder Amounts

Fund :	142	Sub Fund :	932 ESSER 2.0		
Acct #		Acct Description		Budget Amount	
47307		COVID-19 Grant B		\$ 2,513,579.90	
71100		Regular Instruction Program			
189		Other Salaries & Wages		(82,309.50)	
201		Social Security		(5,103.19)	
204		State Retirement		(10,179.02)	
212		Employer Medicare		(1,193.49)	
722		Regular Instruction Equipment		(12,729.69)	
Total	71100	Regular Instruction Program		\$ (111,514.89)	
72130		Other Student Support			
189		Other Salaries & Wages		(16,527.63)	
201		Social Security		(1,047.21)	
204		State Retirement		(1,702.35)	
212		Employer Medicare		(239.65)	
Total	72130	Other Student Support		\$ (19,516.84)	
72610		Operation Of Plant			
720		Plant Operation Equipment		(1,232,548.17)	
Total	72610	Operation Of Plant		\$ (1,232,548.17)	
76100		Regular Capital Outlay			
321		Engineering Services		(30,000.00)	
399		Other Contracted Services		(120,000.00)	
707		Building Improvements		(1,000,000.00)	
Total	76100	Regular Capital Outlay		\$ (1,150,000.00)	
Total	70000			\$ (2,513,579.90)	
Total For Fund:	142	932 ESSER 2.0		0.00	

Hickman County Finance
FY 2023 -ESSER Programs (Federal)
Placeholder Amounts

72130	Other Student Support		
189	Other Salaries & Wages		(78,504.60)
201	Social Security		(5,301.00)
204	State Retirement		(9,319.05)
207	Medical Insurance		(6,900.00)
212	Employer Medicare		(1,287.85)
399	Other Contracted Services		(9,750.00)
Total	72130 Other Student Support	\$	(111,062.50)
72210	Regular Instruction Program		
105	Supervisor/Director		(153,495.00)
138	Instructional Computer Personnel		(203,860.00)
201	Social Security		(21,928.16)
204	State Retirement		(36,429.04)
207	Medical Insurance		(31,600.00)
212	Employer Medicare		(5,128.36)
524	Inservice		(12,000.00)
Total	72210 Regular Instruction Program	\$	(464,440.56)
72250	Technology		
162	Clerical Personnel		(121,980.00)
201	Social Security		(9,300.00)
204	State Retirement		(16,545.00)
212	Employer Medicare		(2,175.00)
399	Other Contracted Services		0.00
790	Other Equipment		(29,476.10)
Total	72250 Technology	\$	(179,476.10)
72610	Operation Of Plant		
328	Janitorial Services		(24,280.00)
720	Plant Operation Equipment		(770,000.00)
Total	72610 Operation Of Plant	\$	(794,280.00)
73100	Food Service		
710	Food Service Equipment		(200,000.00)
Total	73100 Food Service	\$	(200,000.00)
76100	Regular Capital Outlay		
321	Engineering Services		(60,000.00)
399	Other Contracted Services		(240,000.00)
706	Building Construction		(421,235.20)
707	Building Improvements		(1,136,768.38)
Total	76100 Regular Capital Outlay	\$	(1,858,003.58)
Total	70000	\$	(6,421,690.16)
Total For Fund:	142	933	ESSER 3.0
			0.00

Hickman County (410)

2022-2023 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>Hard-to-Staff (School, Subject, or Placement)</p>	<p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2022-2023 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, secondary English, Secondary Science, K-12 School Counselors, K-12 Principals, and</p>	<p>The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2022 and one half on or about 1 May 2023. Amounts are negotiable from \$1,000.00 to \$5,000.00.</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 \$65,000.00 for the 2022-2023 school year.</p>	<p>The bonus will be approximately 1% of salary expenditures.</p>

	Secondary Foreign Language teachers.				
Performance	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2021-2022 school year based on the LOE scores calculated in TNCompass.	Compensation will be given as a bonus on or about 1 December 2021 with \$225,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00: level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).	All teachers and assistant principals (who are not under a performance contract) are eligible to receive the bonus.	It is estimated this stipend will be approximately \$225,000.00 for the 2022-2023 school year.	This bonus is estimated to be approximately 2% of salary expenditures.
Additional Instructional Roles or Responsibilities	Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.	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. Social emotional learning liaisons, foster care liaisons, and child abuse coordinators will be paid a stipend of	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.	The district estimates the bonus payments will total approximately \$60,000.00 for the 2022-2023 school year.	The bonus is estimated to be approximately less than 1% of salary expenditures.

	<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 for teacher leaders that serve as child abuse coordinators and foster care liaisons in school buildings, as required in T.C.A.</p> <p>Hickman County will pay a stipend to bookkeepers at the middle and high school level to complete the additional responsibilities of student instructional clubs, competitions, scholarships, and athletic programs.</p>	<p>\$1,500.00 per year for additional duties.</p> <p>Middle and high school level bookkeepers will receive an additional \$5,000.00 per year for additional bookkeeping requirements and responsibilities.</p>			
Education*	The District will continue to pay for education training in	Compensation is given as a base pay increase.	All teachers are eligible.	The District estimates that the degree increase will	The cost will be less than 1% of salary expenditures.

	<p>five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)</p>	<p>Qualifying teachers, depending on their degree, receive an increase of \$1,000.00 - \$3,000.00.</p>	<p>All teachers participate.</p>	<p>be \$15,000.00 for the 2022-2023 school year.</p>	
<p>Experience*</p>	<p>The District will continue to pay for experience up to 30 years of experience.</p>	<p>Each year a teacher earns a base step increase as indicated on the salary schedule.</p>	<p>All teachers are eligible. All teachers participate.</p>	<p>The District estimates that the 2022-2023 step experience increase will be approximately \$250,000.00.</p>	<p>The cost will be less than 5% of salary expenditures.</p>

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

**BEP SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2023
Proposed June 6, 2022**

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$41,600	\$43,300	\$45,200	\$46,400	\$48,700
1	\$42,300	\$44,200	\$46,800	\$48,000	\$50,300
2	\$43,000	\$45,100	\$47,700	\$48,600	\$51,400
3	\$43,100	\$45,300	\$47,800	\$48,800	\$51,600
4	\$43,200	\$45,600	\$47,900	\$48,900	\$51,800
5	\$43,400	\$46,100	\$48,600	\$49,300	\$52,000
6	\$44,400	\$47,400	\$49,100	\$49,800	\$52,200
7	\$45,000	\$47,700	\$49,800	\$50,500	\$53,200
8	\$45,300	\$47,900	\$50,400	\$51,100	\$54,300
9	\$45,700	\$48,500	\$50,800	\$51,700	\$55,300
10	\$46,100	\$49,000	\$51,300	\$52,100	\$56,500
11	\$47,100	\$51,400	\$52,800	\$53,900	\$57,700
12	\$47,400	\$52,300	\$53,400	\$54,500	\$58,100
13	\$47,600	\$52,400	\$53,500	\$54,900	\$58,400
14	\$47,800	\$52,500	\$53,700	\$55,100	\$59,600
15	\$48,000	\$52,700	\$54,100	\$55,600	\$59,900
16	\$49,900	\$54,500	\$56,200	\$58,000	\$62,200
17	\$50,900	\$55,100	\$56,800	\$58,900	\$63,400
18	\$51,000	\$55,200	\$57,100	\$59,500	\$64,200
19	\$51,200	\$55,300	\$57,200	\$59,800	\$64,300
20	\$51,300	\$55,400	\$58,100	\$60,300	\$65,200
21	\$52,900	\$57,100	\$59,700	\$61,900	\$66,900
22	\$53,000	\$57,200	\$59,900	\$62,200	\$67,100
23	\$53,100	\$57,300	\$60,000	\$62,300	\$67,300
24	\$53,200	\$57,400	\$60,100	\$62,400	\$67,500
25	\$53,400	\$57,500	\$60,200	\$62,500	\$67,700
26	\$53,500	\$57,700	\$60,300	\$62,600	\$67,900
27	\$53,700	\$57,800	\$60,400	\$62,800	\$68,200
28	\$53,800	\$57,900	\$60,500	\$62,900	\$68,400
29	\$53,900	\$58,000	\$60,600	\$63,000	\$68,600
30	\$54,500	\$58,300	\$61,200	\$63,400	\$70,300

**HICKMAN COUNTY SCHOOLS
Principal Salaries FY 2023
Proposed June 6, 2022**

12 Month Employment			
Years Exp.	Elementary	Middle School	High School
0	\$ 74,620	\$ 77,605	\$ 80,590
1	\$ 77,818	\$ 80,931	\$ 84,043
2	\$ 77,818	\$ 80,931	\$ 84,043
3	\$ 77,818	\$ 80,931	\$ 84,043
4	\$ 77,818	\$ 80,931	\$ 84,043
5	\$ 77,818	\$ 80,931	\$ 84,043
6	\$ 80,483	\$ 83,702	\$ 86,922
7	\$ 80,483	\$ 83,702	\$ 86,922
8	\$ 80,483	\$ 83,702	\$ 86,922
9	\$ 80,483	\$ 83,702	\$ 86,922
10	\$ 80,483	\$ 83,702	\$ 86,922
11	\$ 82,615	\$ 85,920	\$ 89,224
12	\$ 82,615	\$ 85,920	\$ 89,224
13	\$ 82,615	\$ 85,920	\$ 89,224
14	\$ 82,615	\$ 85,920	\$ 89,224
15	\$ 84,747	\$ 88,137	\$ 91,527
Degree Supplement			
EdS	\$ 1,500	\$ 1,500	\$ 1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$ 2,500

Hickman County Schools
Assistant Principal Salaries FY 2023
Proposed June 6, 2022

12 Month - High School	
Years Exp.	Steps
0	\$ 72,488.00
1	\$ 75,608.00
2	\$ 75,608.00
3	\$ 75,608.00
4	\$ 75,608.00
5	\$ 75,608.00
6	\$ 78,208.00
7	\$ 78,208.00
8	\$ 78,208.00
9	\$ 78,208.00
10	\$ 78,208.00
11	\$ 80,288.00
12	\$ 80,288.00
13	\$ 80,288.00
14	\$ 80,288.00
15	\$ 82,368.00
Degree Supplement	
EdS	\$ 1,500
PhD/EdD	\$ 2,500

*11 Month Positions would be prorated

**HICKMAN COUNTY SCHOOLS
FY 2023**

**School Psychologist
11 Month Salary**

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

Hard to Fill/Retention \$ 2,500

**FY 2023
Speech Pathologist**

BEP Salary Scale
Pathologist Adjustment \$ 5,000

**FY 2023
Occupational Therapist**

BEP Scale Salary
Occupational Therapist Adjustment \$ 15,000

**FY 2023
Registered Nurse (RN)**

BEP Salary scale

**FY 2023
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 1st Year As Supervisor

\$3,000.00 Base 2nd Year And Beyond As Supervisor

\$500.00 Added Per Program Supervised

**Hickman County Schools
School Psychologist
FY 2023 - 11 Month Salary Schedule
Proposed June 6, 2022**

BEP Salary by Training and Experience (Teacher Pay Scale)

x 1.1 (Eleventh Month)

+28% of base BEP Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.S.
PSY - 0	\$59,754	\$62,376	\$64,032	\$67,206
PSY - 1	\$60,996	\$64,584	\$66,240	\$69,414
PSY - 2	\$62,238	\$65,826	\$67,068	\$70,932
PSY - 3	\$62,514	\$65,964	\$67,344	\$71,208
PSY - 4	\$62,928	\$66,102	\$67,482	\$71,484
PSY - 5	\$63,618	\$67,068	\$68,034	\$71,760
PSY - 6	\$65,412	\$67,758	\$68,724	\$72,036
PSY - 7	\$65,826	\$68,724	\$69,690	\$73,416
PSY - 8	\$66,102	\$69,552	\$70,518	\$74,934
PSY - 9	\$66,930	\$70,104	\$71,346	\$76,314
PSY - 10	\$67,620	\$70,794	\$71,898	\$77,970
PSY - 11	\$70,932	\$72,864	\$74,382	\$79,626
PSY - 12	\$72,174	\$73,692	\$75,210	\$80,178
PSY - 13	\$72,312	\$73,830	\$75,762	\$80,592
PSY - 14	\$72,450	\$74,106	\$76,038	\$82,248
PSY - 15	\$72,726	\$74,658	\$76,728	\$82,662
PSY - 16	\$75,210	\$77,556	\$80,040	\$85,836
PSY - 17	\$76,038	\$78,384	\$81,282	\$87,492
PSY - 18	\$76,176	\$78,798	\$82,110	\$88,596
PSY - 19	\$76,314	\$78,936	\$82,524	\$88,734
PSY - 20	\$76,452	\$80,178	\$83,214	\$89,976
PSY - 21	\$78,798	\$82,386	\$85,422	\$92,322
PSY - 22	\$78,936	\$82,662	\$85,836	\$92,598
PSY - 23	\$79,074	\$82,800	\$85,974	\$92,874
PSY - 24	\$79,212	\$82,938	\$86,112	\$93,150
PSY - 25	\$79,350	\$83,076	\$86,250	\$93,426
PSY - 26	\$79,626	\$83,214	\$86,388	\$93,702
PSY - 27	\$79,764	\$83,352	\$86,664	\$94,116
PSY - 28	\$79,902	\$83,490	\$86,802	\$94,392
PSY - 29	\$80,040	\$83,628	\$86,940	\$94,668
PSY - 30	\$80,454	\$84,456	\$87,492	\$97,014

**SOCIAL WORKER SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2023
Proposed June 6, 2022**

YEARS	Social Worker (BA/BS)	Social Worker (MA/BS)	*LCSW- **LPC	Ph.D.
0	\$41,600	\$43,300	\$45,200	\$48,700
1	\$42,300	\$44,200	\$46,800	\$50,300
2	\$43,000	\$45,100	\$47,700	\$51,400
3	\$43,100	\$45,300	\$47,800	\$51,600
4	\$43,200	\$45,600	\$47,900	\$51,800
5	\$43,400	\$46,100	\$48,600	\$52,000
6	\$44,400	\$47,400	\$49,100	\$52,200
7	\$45,000	\$47,700	\$49,800	\$53,200
8	\$45,300	\$47,900	\$50,400	\$54,300
9	\$45,700	\$48,500	\$50,800	\$55,300
10	\$46,100	\$49,000	\$51,300	\$56,500
11	\$47,100	\$51,400	\$52,800	\$57,700
12	\$47,400	\$52,300	\$53,400	\$58,100
13	\$47,600	\$52,400	\$53,500	\$58,400
14	\$47,800	\$52,500	\$53,700	\$59,600
15	\$48,000	\$52,700	\$54,100	\$59,900
16	\$49,900	\$54,500	\$56,200	\$62,200
17	\$50,900	\$55,100	\$56,800	\$63,400
18	\$51,000	\$55,200	\$57,100	\$64,200
19	\$51,200	\$55,300	\$57,200	\$64,300
20	\$51,300	\$55,400	\$58,100	\$65,200
21	\$52,900	\$57,100	\$59,700	\$66,900
22	\$53,000	\$57,200	\$59,900	\$67,100
23	\$53,100	\$57,300	\$60,000	\$67,300
24	\$53,200	\$57,400	\$60,100	\$67,500
25	\$53,400	\$57,500	\$60,200	\$67,700
26	\$53,500	\$57,700	\$60,300	\$67,900
27	\$53,700	\$57,800	\$60,400	\$68,200
28	\$53,800	\$57,900	\$60,500	\$68,400
29	\$53,900	\$58,000	\$60,600	\$68,600
30	\$54,500	\$58,300	\$61,200	\$70,300

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
12 Month Technology/Maintenance/Transportation/Food Service/Community
Services Supervisor*/Coordinated School Health
Salary Schedule
FY 2023
Proposed June 6, 2022

Years of Experience	FY 2023 Step
SNE - 0	\$ 52,002
SNE - 1	\$ 55,253
SNE - 2	\$ 57,419
SNE - 3	\$ 57,419
SNE - 4	\$ 57,419
SNE - 5	\$ 57,419
SNE - 6	\$ 60,669
SNE - 7	\$ 60,669
SNE - 8	\$ 60,669
SNE - 9	\$ 60,669
SNE - 10	\$ 60,669
SNE - 11	\$ 65,003
SNE - 12	\$ 65,003
SNE - 13	\$ 65,003
SNE - 14	\$ 65,003
SNE - 15	\$ 68,253
SNE - 16	\$ 68,253
SNE - 17	\$ 68,253
SNE - 18	\$ 68,253
SNE - 19	\$ 68,253
SNE - 20	\$ 68,253
SNE - 21	\$ 68,253
SNE - 22	\$ 68,253
SNE - 23	\$ 68,253
SNE - 24	\$ 68,253
SNE - 25	\$ 68,253
SNE - 26	\$ 68,253
SNE - 27	\$ 68,253
SNE - 28	\$ 68,253
SNE - 29	\$ 68,253
SNE - 30	\$ 68,253

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.

*Includes responsibility for Student Database Management System

Hickman County Schools
Central Office - 12 Month Administrative Assistant
Salary Schedule
FY 2023
Proposed June 6, 2022

Years of Experience	FY 2023 Step
AA - 0	\$ 21,720
AA - 1	\$ 21,861
AA - 2	\$ 22,015
AA - 3	\$ 23,167
AA - 4	\$ 23,891
AA - 5	\$ 25,953
AA - 6	\$ 26,600
AA - 7	\$ 27,916
AA - 8	\$ 28,717
AA - 9	\$ 29,442
AA - 10	\$ 30,823
AA - 11	\$ 31,592
AA - 12	\$ 31,953
AA - 13	\$ 32,864
AA - 14	\$ 33,775
AA - 15	\$ 34,695
AA - 16	\$ 35,683
AA - 17	\$ 38,754
AA - 18	\$ 40,334
AA - 19	\$ 42,791
AA - 20	\$ 43,712
AA - 21	\$ 44,820
AA - 22	\$ 45,610
AA - 23	\$ 46,268
AA - 24	\$ 46,970
AA - 25	\$ 47,858
AA - 26	\$ 49,174
AA - 27	\$ 50,304
AA - 28	\$ 50,820
AA - 29	\$ 51,216
AA - 30	\$ 53,014

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

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
 Central Office - 12 Month Programs/Grants
 Salary Schedule
 FY 2023
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
PG - 0	\$ 30,407
PG - 1	\$ 30,769
PG - 2	\$ 31,131
PG - 3	\$ 31,492
PG - 4	\$ 31,855
PG - 5	\$ 32,217
PG - 6	\$ 32,578
PG - 7	\$ 32,940
PG - 8	\$ 33,303
PG - 9	\$ 33,664
PG - 10	\$ 33,917
PG - 11	\$ 34,389
PG - 12	\$ 34,750
PG - 13	\$ 35,112
PG - 14	\$ 35,474
PG - 15	\$ 35,835
PG - 16	\$ 36,199
PG - 17	\$ 36,561
PG - 18	\$ 36,922
PG - 19	\$ 37,284
PG - 20	\$ 37,646
PG - 21	\$ 38,009
PG - 22	\$ 38,370
PG - 23	\$ 38,732
PG - 24	\$ 39,095
PG - 25	\$ 39,456
PG - 26	\$ 39,818
PG - 27	\$ 40,181
PG - 28	\$ 40,542
PG - 29	\$ 40,904
PG - 30	\$ 41,266

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

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

**Hickman County Schools
Central Office - 12 Month Secretary
Salary Schedule
FY 2023
Proposed June 6, 2023**

Years of Experience	FY 2023 Step
SCO - 0	\$ 20,710
SCO - 1	\$ 20,853
SCO - 2	\$ 20,994
SCO - 3	\$ 21,138
SCO - 4	\$ 21,292
SCO - 5	\$ 21,433
SCO - 6	\$ 21,577
SCO - 7	\$ 21,720
SCO - 8	\$ 21,861
SCO - 9	\$ 22,015
SCO - 10	\$ 22,443
SCO - 11	\$ 22,586
SCO - 12	\$ 22,739
SCO - 13	\$ 22,882
SCO - 14	\$ 23,024
SCO - 15	\$ 23,463
SCO - 16	\$ 23,605
SCO - 17	\$ 23,749
SCO - 18	\$ 23,891
SCO - 19	\$ 24,033
SCO - 20	\$ 24,472
SCO - 21	\$ 24,615
SCO - 22	\$ 24,758
SCO - 23	\$ 24,911
SCO - 24	\$ 25,054
SCO - 25	\$ 25,481
SCO - 26	\$ 25,635
SCO - 27	\$ 25,777
SCO - 28	\$ 25,920
SCO - 29	\$ 26,063
SCO - 30	\$ 26,502

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

**Hickman County Schools
LPN
Hourly Rate Schedule
FY 2023
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
LPN - 0	\$ 29,077
LPN - 1	\$ 29,077
LPN - 2	\$ 29,077
LPN - 3	\$ 29,621
LPN - 4	\$ 29,621
LPN - 5	\$ 29,621
LPN - 6	\$ 30,183
LPN - 7	\$ 30,183
LPN - 8	\$ 30,183
LPN - 9	\$ 31,288
LPN - 10	\$ 31,288
LPN - 11	\$ 31,288
LPN - 12	\$ 32,341
LPN - 13	\$ 32,341
LPN - 14	\$ 32,341
LPN - 15	\$ 32,341
LPN - 16	\$ 32,341
LPN - 17	\$ 32,341
LPN - 18	\$ 32,341
LPN - 19	\$ 32,341
LPN - 20	\$ 32,341
LPN - 21	\$ 32,341
LPN - 22	\$ 32,341
LPN - 23	\$ 32,341
LPN - 24	\$ 32,341
LPN - 25	\$ 32,341
LPN - 26	\$ 32,341
LPN - 27	\$ 32,341
LPN - 28	\$ 32,341
LPN - 29	\$ 32,341
LPN - 30	\$ 32,341

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.

**Hickman County Schools
School Secretary/Bookkeeper
Salary Schedule
FY 2023
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SSB - 0	\$ 15,971
SSB - 1	\$ 16,860
SSB - 2	\$ 17,222
SSB - 3	\$ 17,287
SSB - 4	\$ 17,507
SSB - 5	\$ 17,727
SSB - 6	\$ 17,890
SSB - 7	\$ 18,066
SSB - 8	\$ 18,241
SSB - 9	\$ 18,418
SSB - 10	\$ 18,604
SSB - 11	\$ 18,780
SSB - 12	\$ 18,955
SSB - 13	\$ 19,131
SSB - 14	\$ 19,306
SSB - 15	\$ 19,492
SSB - 16	\$ 19,668
SSB - 17	\$ 19,843
SSB - 18	\$ 20,008
SSB - 19	\$ 20,183
SSB - 20	\$ 20,380
SSB - 21	\$ 20,545
SSB - 22	\$ 20,721
SSB - 23	\$ 20,896
SSB - 24	\$ 21,072
SSB - 25	\$ 21,268
SSB - 26	\$ 21,444
SSB - 27	\$ 21,619
SSB - 28	\$ 21,795
SSB - 29	\$ 21,971
SSB - 30	\$ 22,159

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.

**Hickman County Schools
Educational Assistants
Salary Schedule
FY 2023
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
TA - 0	\$ 15,641
TA - 1	\$ 16,432
TA - 2	\$ 16,641
TA - 3	\$ 16,838
TA - 4	\$ 17,046
TA - 5	\$ 17,244
TA - 6	\$ 17,408
TA - 7	\$ 17,562
TA - 8	\$ 17,727
TA - 9	\$ 17,890
TA - 10	\$ 18,044
TA - 11	\$ 18,209
TA - 12	\$ 18,362
TA - 13	\$ 18,527
TA - 14	\$ 18,681
TA - 15	\$ 18,834
TA - 16	\$ 18,999
TA - 17	\$ 19,163
TA - 18	\$ 19,317
TA - 19	\$ 19,481
TA - 20	\$ 19,657
TA - 21	\$ 19,811
TA - 22	\$ 19,975
TA - 23	\$ 20,128
TA - 24	\$ 20,293
TA - 25	\$ 20,468
TA - 26	\$ 20,633
TA - 27	\$ 20,787
TA - 28	\$ 20,952
TA - 29	\$ 21,106
TA - 30	\$ 21,292

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.

Hickman County Schools
12 Month High School Athletic Directors - Salary
FY 2023 Proposed

Years of Experience	FY 2023 Step
SSAD - 0	\$ 41,600
SSAD - 1	\$ 42,300
SSAD - 2	\$ 43,000
SSAD - 3	\$ 43,100
SSAD - 4	\$ 43,200
SSAD - 5	\$ 43,400
SSAD - 6	\$ 44,400
SSAD - 7	\$ 45,000
SSAD - 8	\$ 45,300
SSAD - 9	\$ 45,700
SSAD - 10	\$ 46,100
SSAD - 11	\$ 47,100
SSAD - 12	\$ 47,400
SSAD - 13	\$ 47,600
SSAD - 14	\$ 47,800
SSAD - 15	\$ 48,000
SSAD - 16	\$ 49,900
SSAD - 17	\$ 50,900
SSAD - 18	\$ 51,000
SSAD - 19	\$ 51,200
SSAD - 20	\$ 51,300
SSAD - 21	\$ 52,900
SSAD - 22	\$ 53,000
SSAD - 23	\$ 53,100
SSAD - 24	\$ 53,200
SSAD - 25	\$ 53,400
SSAD - 26	\$ 53,500
SSAD - 27	\$ 53,700
SSAD - 28	\$ 53,800
SSAD - 29	\$ 53,900
SSAD - 30	\$ 54,500

**Hickman County Schools
 General Grounds Maintenance (Hourly Rate)
 Pay Schedules
 FY 2023
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
GGM - 0	\$ 10.05
GGM - 1	\$ 10.39
GGM - 2	\$ 10.48
GGM - 3	\$ 10.54
GGM - 4	\$ 10.60
GGM - 5	\$ 10.66
GGM - 6	\$ 10.74
GGM - 7	\$ 10.88
GGM - 8	\$ 11.02
GGM - 9	\$ 11.17
GGM - 10	\$ 11.30
GGM - 11	\$ 11.41
GGM - 12	\$ 11.51
GGM - 13	\$ 11.57
GGM - 14	\$ 11.62
GGM - 15	\$ 11.71
GGM - 16	\$ 11.78
GGM - 17	\$ 11.88
GGM - 18	\$ 11.93
GGM - 19	\$ 11.99
GGM - 20	\$ 12.07
GGM - 21	\$ 12.11
GGM - 22	\$ 12.19
GGM - 23	\$ 12.27
GGM - 24	\$ 12.35
GGM - 25	\$ 12.40
GGM - 26	\$ 12.45
GGM - 27	\$ 12.52
GGM - 28	\$ 12.63
GGM - 29	\$ 12.68
GGM - 30	\$ 12.85

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

Hickman County Schools
Maintenance Mechanic (Hourly Rate)
Pay Schedules
FY 2023
Proposed June 6, 2022

Years of Experience	FY 2023 Step
MM - 0	\$ 14.06
MM - 1	\$ 14.77
MM - 2	\$ 15.09
MM - 3	\$ 15.46
MM - 4	\$ 15.80
MM - 5	\$ 16.14
MM - 6	\$ 16.51
MM - 7	\$ 16.83
MM - 8	\$ 17.19
MM - 9	\$ 17.54
MM - 10	\$ 17.87
MM - 11	\$ 18.24
MM - 12	\$ 18.56
MM - 13	\$ 18.92
MM - 14	\$ 19.25
MM - 15	\$ 19.61
MM - 16	\$ 19.96
MM - 17	\$ 20.29
MM - 18	\$ 20.66
MM - 19	\$ 21.00
MM - 20	\$ 21.33
MM - 21	\$ 21.69
MM - 22	\$ 22.03
MM - 23	\$ 22.36
MM - 24	\$ 22.73
MM - 25	\$ 23.07
MM - 26	\$ 23.43
MM - 27	\$ 23.75
MM - 28	\$ 24.12
MM - 29	\$ 24.47
MM - 30	\$ 24.78

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

**Hickman County Schools
 Bus Drivers - Salary Schedule
 FY 2023
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
BUS - 0	\$ 12,443
BUS - 1	\$ 13,515
BUS - 2	\$ 13,602
BUS - 3	\$ 13,689
BUS - 4	\$ 13,775
BUS - 5	\$ 13,851
BUS - 6	\$ 13,938
BUS - 7	\$ 14,024
BUS - 8	\$ 14,111
BUS - 9	\$ 14,198
BUS - 10	\$ 14,285
BUS - 11	\$ 14,371
BUS - 12	\$ 14,458
BUS - 13	\$ 14,545
BUS - 14	\$ 14,631
BUS - 15	\$ 14,718
BUS - 16	\$ 14,805
BUS - 17	\$ 14,880
BUS - 18	\$ 14,967
BUS - 19	\$ 15,054
BUS - 20	\$ 15,141
BUS - 21	\$ 15,227
BUS - 22	\$ 15,314
BUS - 23	\$ 15,401
BUS - 24	\$ 15,487
BUS - 25	\$ 15,574
BUS - 26	\$ 15,661
BUS - 27	\$ 15,736
BUS - 28	\$ 15,834
BUS - 29	\$ 15,910
BUS - 30	\$ 16,094

- 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 Schools
Part-Time Mechanic (Hourly Rate)
Pay Schedules
FY 2023
Proposed June 6, 2022

Years of Experience	FY 2023 Step
0	\$ 12.20
1	\$ 12.36
2	\$ 12.47
3	\$ 12.62
4	\$ 12.74
5	\$ 12.89
6	\$ 13.02
7	\$ 13.16
8	\$ 13.29
9	\$ 13.45
10	\$ 13.58
11	\$ 13.73
12	\$ 13.86
13	\$ 13.96
14	\$ 14.09
15	\$ 14.15
16	\$ 14.27
17	\$ 14.39
18	\$ 14.66
19	\$ 14.79
20	\$ 14.91
21	\$ 15.04
22	\$ 15.19
23	\$ 15.31
24	\$ 15.46
25	\$ 15.57
26	\$ 15.70
27	\$ 15.81
28	\$ 15.95
29	\$ 16.07
30	\$ 16.29

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.

**Hickman County Schools
Supervising Mechanic
Salary Schedule
FY 2023
Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SM - 0	\$ 33,304
SM - 1	\$ 34,066
SM - 2	\$ 34,829
SM - 3	\$ 35,592
SM - 4	\$ 36,354
SM - 5	\$ 37,119
SM - 6	\$ 37,282
SM - 7	\$ 37,897
SM - 8	\$ 38,234
SM - 9	\$ 38,576
SM - 10	\$ 38,913
SM - 11	\$ 39,251
SM - 12	\$ 39,591
SM - 13	\$ 39,928
SM - 14	\$ 40,267
SM - 15	\$ 40,607
SM - 16	\$ 40,944
SM - 17	\$ 41,281
SM - 18	\$ 41,619
SM - 19	\$ 41,958
SM - 20	\$ 42,296
SM - 21	\$ 42,634
SM - 22	\$ 42,974
SM - 23	\$ 43,313
SM - 24	\$ 43,650
SM - 25	\$ 43,989
SM - 26	\$ 44,604
SM - 27	\$ 45,218
SM - 28	\$ 45,833
SM - 29	\$ 46,450
SM - 30	\$ 47,065

- 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.

Hickman County Schools
Full-Time Mechanic
Salary Schedule
FY 2023
Proposed June 6, 2022

Years of Experience	FY 2023 Step
FTM - 0	\$ 30,142
FTM - 1	\$ 30,477
FTM - 2	\$ 30,850
FTM - 3	\$ 31,210
FTM - 4	\$ 31,571
FTM - 5	\$ 31,935
FTM - 6	\$ 32,298
FTM - 7	\$ 32,659
FTM - 8	\$ 33,019
FTM - 9	\$ 33,383
FTM - 10	\$ 33,747
FTM - 11	\$ 34,105
FTM - 12	\$ 34,470
FTM - 13	\$ 34,832
FTM - 14	\$ 35,194
FTM - 15	\$ 35,554
FTM - 16	\$ 35,916
FTM - 17	\$ 36,282
FTM - 18	\$ 36,641
FTM - 19	\$ 37,001
FTM - 20	\$ 37,365
FTM - 21	\$ 37,726
FTM - 22	\$ 38,089
FTM - 23	\$ 38,450
FTM - 24	\$ 38,813
FTM - 25	\$ 39,176
FTM - 26	\$ 39,539
FTM - 27	\$ 39,898
FTM - 28	\$ 40,261
FTM - 29	\$ 40,621
FTM - 30	\$ 40,986

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 CDI. 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.

**Hickman County Schools
Chief Mechanic
Salary Schedule
FY 2023
Proposed June 6, 2023**

Years of Experience	FY 2023 Step
CM - 0	\$ 36,366
CM - 1	\$ 37,066
CM - 2	\$ 37,762
CM - 3	\$ 38,463
CM - 4	\$ 39,162
CM - 5	\$ 39,864
CM - 6	\$ 40,559
CM - 7	\$ 41,262
CM - 8	\$ 41,960
CM - 9	\$ 42,660
CM - 10	\$ 43,357
CM - 11	\$ 44,058
CM - 12	\$ 45,850
CM - 13	\$ 46,599
CM - 14	\$ 47,295
CM - 15	\$ 47,998
CM - 16	\$ 48,695
CM - 17	\$ 49,395
CM - 18	\$ 50,092
CM - 19	\$ 50,796
CM - 20	\$ 51,492
CM - 21	\$ 52,192
CM - 22	\$ 52,890
CM - 23	\$ 53,593
CM - 24	\$ 53,871
CM - 25	\$ 54,290
CM - 26	\$ 55,688
CM - 27	\$ 56,390
CM - 28	\$ 57,088
CM - 29	\$ 57,789
CM - 30	\$ 58,484

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.

Hickman County Schools
12 Month School Nutrition Coordinator (CO) - Salary
Schedule
FY 2023
Proposed June 6, 2022

Years of Experience	FY 2023 Step
NC - 0	\$ 21,720
NC - 1	\$ 21,821
NC - 2	\$ 21,963
NC - 3	\$ 22,118
NC - 4	\$ 23,275
NC - 5	\$ 24,003
NC - 6	\$ 24,730
NC - 7	\$ 25,457
NC - 8	\$ 26,185
NC - 9	\$ 26,912
NC - 10	\$ 27,639
NC - 11	\$ 29,083
NC - 12	\$ 29,821
NC - 13	\$ 30,549
NC - 14	\$ 31,276
NC - 15	\$ 33,822
NC - 16	\$ 34,857
NC - 17	\$ 36,104
NC - 18	\$ 37,878
NC - 19	\$ 39,376
NC - 20	\$ 42,551
NC - 21	\$ 43,574
NC - 22	\$ 44,357
NC - 23	\$ 44,941
NC - 24	\$ 45,768
NC - 25	\$ 46,484
NC - 26	\$ 47,189
NC - 27	\$ 47,542
NC - 28	\$ 47,905
NC - 29	\$ 48,258
NC - 30	\$ 49,273

**Hickman County School Food Service
 Hourly Pay Scale
 Cashiers
 FY 2023
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
FSC - 0	\$ 10.81
FSC - 1	\$ 11.03
FSC - 2	\$ 11.30
FSC - 3	\$ 11.40
FSC - 4	\$ 11.46
FSC - 5	\$ 11.48
FSC - 6	\$ 11.52
FSC - 7	\$ 11.58
FSC - 8	\$ 11.60
FSC - 9	\$ 11.68
FSC - 10	\$ 11.77
FSC - 11	\$ 11.83
FSC - 12	\$ 11.87
FSC - 13	\$ 11.90
FSC - 14	\$ 11.93
FSC - 15	\$ 11.96
FSC - 16	\$ 11.99
FSC - 17	\$ 12.03
FSC - 18	\$ 12.06
FSC - 19	\$ 12.09
FSC - 20	\$ 12.12
FSC - 21	\$ 12.16
FSC - 22	\$ 12.19
FSC - 23	\$ 12.22
FSC - 24	\$ 12.25
FSC - 25	\$ 12.28
FSC - 26	\$ 12.32
FSC - 27	\$ 12.35
FSC - 28	\$ 12.38
FSC - 29	\$ 12.41
FSC - 30	\$ 12.44

**Hickman County School Food Service
Hourly Pay Scale
Regular Employees
FY 2023**

Proposed June 6, 2022

Years of Experience	FY 2023 Step
FSH - 0	\$ 10.17
FSH - 1	\$ 10.43
FSH - 2	\$ 10.70
FSH - 3	\$ 10.75
FSH - 4	\$ 10.81
FSH - 5	\$ 10.86
FSH - 6	\$ 10.91
FSH - 7	\$ 10.97
FSH - 8	\$ 11.02
FSH - 9	\$ 11.07
FSH - 10	\$ 11.13
FSH - 11	\$ 11.18
FSH - 12	\$ 11.21
FSH - 13	\$ 11.25
FSH - 14	\$ 11.28
FSH - 15	\$ 11.31
FSH - 16	\$ 11.34
FSH - 17	\$ 11.37
FSH - 18	\$ 11.41
FSH - 19	\$ 11.44
FSH - 20	\$ 11.47
FSH - 21	\$ 11.50
FSH - 22	\$ 11.53
FSH - 23	\$ 11.57
FSH - 24	\$ 11.60
FSH - 25	\$ 11.63
FSH - 26	\$ 11.66
FSH - 27	\$ 11.70
FSH - 28	\$ 11.73
FSH - 29	\$ 11.76
FSH - 30	\$ 11.79

**Hickman County School Food Service
 Manager's Salary Schedule
 FY 2023
 Proposed June 6, 2022**

Years of Experience	FY 2023 Step
SNM - 0	\$ 21,054
SNM - 1	\$ 21,953
SNM - 2	\$ 22,853
SNM - 3	\$ 23,464
SNM - 4	\$ 24,075
SNM - 5	\$ 24,197
SNM - 6	\$ 24,298
SNM - 7	\$ 24,408
SNM - 8	\$ 24,508
SNM - 9	\$ 24,619
SNM - 10	\$ 24,718
SNM - 11	\$ 24,830
SNM - 12	\$ 24,930
SNM - 13	\$ 25,052
SNM - 14	\$ 25,186
SNM - 15	\$ 25,308
SNM - 16	\$ 25,430
SNM - 17	\$ 25,563
SNM - 18	\$ 25,684
SNM - 19	\$ 25,819
SNM - 20	\$ 25,952
SNM - 21	\$ 26,074
SNM - 22	\$ 26,206
SNM - 23	\$ 26,340
SNM - 24	\$ 26,473
SNM - 25	\$ 26,608
SNM - 26	\$ 26,740
SNM - 27	\$ 26,874
SNM - 28	\$ 27,007
SNM - 29	\$ 27,141
SNM - 30	\$ 27,273

Number of Days

Serve Children	175
Cleaning or Reports	3
Holidays	2
In-Service or Other Work Related Time	7
Total Days	187

**Hickman County Schools
 Certified Licensed Maintenance Technician
 Pay Schedules
 FY 2023**

Proposed June 6, 2022

Years of Experience	FY 2023 Step
CMT - 0	\$ 36,400
CMT - 1	\$ 36,816
CMT - 2	\$ 37,232
CMT - 3	\$ 37,648
CMT - 4	\$ 38,064
CMT - 5	\$ 38,480
CMT - 6	\$ 38,896
CMT - 7	\$ 39,650
CMT - 8	\$ 40,498
CMT - 9	\$ 41,323
CMT - 10	\$ 40,560
CMT - 11	\$ 41,184
CMT - 12	\$ 41,808
CMT - 13	\$ 42,432
CMT - 14	\$ 43,056
CMT - 15	\$ 43,680
CMT - 16	\$ 47,840
CMT - 17	\$ 48,880
CMT - 18	\$ 49,920
CMT - 19	\$ 50,960
CMT - 20	\$ 52,000
CMT - 21	\$ 53,040
CMT - 22	\$ 54,080
CMT - 23	\$ 55,120
CMT - 24	\$ 56,160
CMT - 25	\$ 57,200
CMT - 26	\$ 58,240
CMT - 27	\$ 59,280
CMT - 28	\$ 60,320
CMT - 29	\$ 61,360
CMT - 30	\$ 62,400

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

Requires Electrical and/or HVAC/Refrigeration license and certification

System-Wide

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election Yes/No</u>
Michael Beem	7	Yes
Kara Hobbs	3	Yes
Andy Daniels	1	Yes
Christy Uhl	2	Yes
Cecily Dotson	2	Yes
Marcy Tidwell	2	Yes
Jana Acy	2	Yes
Kimberly Williams	1	Yes
Andy Daniels	2	Yes
Ronnie Brewer	1	Yes
Rose Korte	5	Yes

System-Wide

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
For Re-Election
Yes/No

Name

Years Service

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

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

Name

Returning 2022-2023
Yes/No

Position
Last Held

System-Wide

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 Position</u>	<u>Is To Be Re-Elected Yes/No</u>
-------------	-----------------------------	---

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
Courtney Crawford
Katrina Davis
Michael Elkins
Tara Gilbert
Pauline Hibbs
Jennifer Hudgins
Cynthia Hughes
Tarrah Lawson
Becky Malugin
Angie Manor
Ron Puckett
Julie Rice
Misty Shelton
Shelda Qualls
Ashley Totty
Katelyn Tanner
Tina Thigpen
Julia Thomasson

System-Wide

Signature of Principal

Date

Date Reviewed _____ Concur Yes / No

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed _____ Concur Yes / No

Signature of Special Programs Director

Date

Date Reviewed 5/20/22 Concur Yes / No

Michelle Silver

Signature of Director of Schools

5/20/22

Date

Exceptions:

System-Wide
2022-2023
Support Staff Re-Election

Support Staff to be Re-Elected

Mike Plunkett
Steven George
Brad Gilbert
James Atkinson
Toby Warren
Barry Talley
Bill Lynch
RJ Hill
Steve Anglin
Sharon Burns
Michelle Bates
Cissy Fitts
Debbie Breece
Amanda Bowman
Brenda Burchard
Elaine Dean
Shirley Krueger
Becky Coleman
Alison Stanley
Mislessa Orton
Tanya Williams

Support Staff Not to be Re-Elected

Supervisor Signature and Date

Supervisor Signature and Date

Supervisor Signature and Date

Michelle Hebert
Director of Schools Signature and Date

HICKMAN COUNTY FOOD SERVICE

EMPLOYEES 2022-2023

Centerville Elementary
Jera Petrowski
Wendy Long
Jacky Lyn Ambaooa
Mary Hams
Briana Arnold

HICKMAN COUNTY HIGH
Pam Graham
Carrie Watson
Kandy Treadwell
Deborah McCoy
Heather Jefferson

EAST ELEMENTARY
Denise Graves
Rita Griffin
Elena Leblanc
Sara Kirby
Corey Jones
Rebekah Manor

CENTERVILLE INTERMEDIATE
Tammy King
Maria Kennedy
Anissa Western
Michelle Tuten
Dina Binkley

EAST HICKMAN MIDDLE
Stella Clem
Kayla Hill
Deborah England
Cynthia Monroe
Tiffany Pugh

EAST INTERMEDIATE
Diane Jackson
Elaine Engler
Melinda Rhea
Pam Allen
Debbie Lampley
Kim Gunther

HICKMAN MIDDLE
Renee Hurst
Dorenda Strickland
Tiffany Underwood
Shaina Schwartz
Amy Goins

EAST HIGH
Jessica Thomas
Shelly Wann
Sheila Griggs
Lori Overby
Margie Clark
Kaitlin Aulidge

Subs:

Michelle Hurst 5/20/22

East Hickman High School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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>Recommendation For Re-Election Yes/No</u>
Myles Williams	9	Yes
Lyndsey Spain	7	Yes
Aaron Saunders	3	Yes
Bonnie Kelly	3	Yes
Kittie Atencio	3	Yes
Billy Sawyer	2	Yes
Wesley Whitaker	1	Yes
Gavin Gordon	3	Yes
Charles Thompson	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

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 For Re-Election Yes/No</u>
Cheri Cutulle	7	Yes
Charlotte Boehms	6	Yes

East Hickman High School

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Daniel Irvine	2	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>
Pam Mitchell-Clark	Retiring

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

<u>Name</u>	<u>Returning 2020-2021 Yes/No</u>	<u>Position 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 Position</u>	<u>Is To Be Re-Elected Yes/No</u>
-------------	-----------------------------	---

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

<u>Name</u>
Scott Angell
David Carter
Robin Castleberry
Todd Collins
Dana Cook

East Hickman High School

Alice Guardo
Sheryl Guire
Greg Gunther
Mickey Mathis
Greg Matney
Leanna McCaleb
Cyndi Morgan
Kenda Polk
Tracy Poth
Beth Robinson
Teresa Tharpe
Jennifer Turpin
Crystal Wilson
Amy Matney
Drew Smith
Connie Graves
Chris Austin
Robyn Emerson
Emily Cross
Brett Lovett
Robert Phillips

Kimberly Williams

Signature of Principal

5/18/2022

Date

Date Reviewed _____ Concur Yes / No

Signature of Instructional Supervisor

Date

Signature of Instructional Supervisor

Date

Date Reviewed _____ Concur Yes / No

Signature of Special Programs Director

Date

East Hickman High School

Signature of Principal _____

Date _____

Date Reviewed _____ Concur Yes / No

Don Swales

5/16/22

Signature of Instructional Supervisor _____

Date

Misty K. Nelson

Julia Shavano

5/16/22

Signature of Instructional Supervisor _____

Date

Date Reviewed _____ Concur Yes / No

Eric Cannon

5/16/22

Signature of Special Programs Director _____

Date

Date Reviewed *5/20/22* Concur Yes / No

Michelle Hebert

5/20/22

Signature of Director of Schools _____

Date

Exceptions:

East Hickman High School

2022-2023

Support Staff Re-Election

Support Staff to be Re-Elected

Missy Collins
Lisa Gordon
Donna Holt
JoJo Nordike
Shelly Patterson
Mark Pawlak
Aaron Taylor
Condi Wallace
Lisa Williams

Support Staff Not to be Re-Elected

Kayla Pardue - Resigned

Kimberly Williams 5/18/2022

Principal Signature and Date

Supervisor Signature and Date

Supervisor Signature and Date

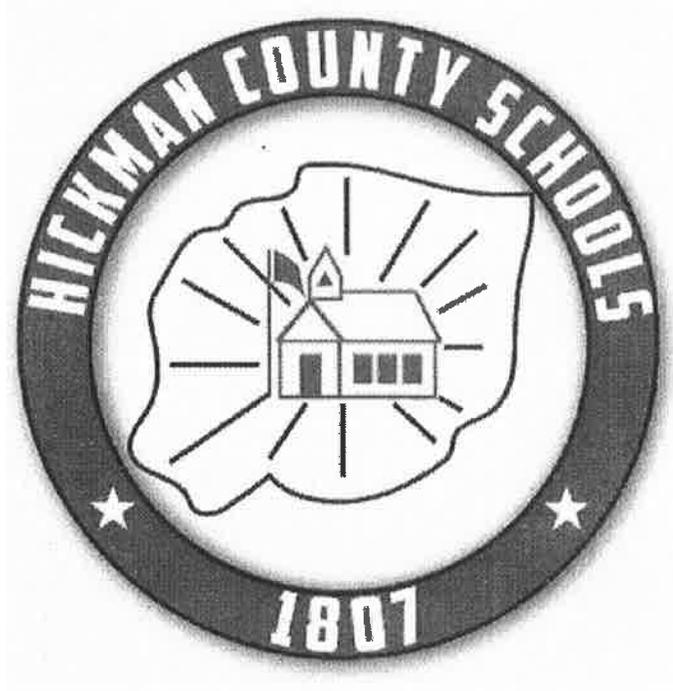
Supervisor Signature and Date

Michelle Silver 5/20/22

Director of Schools Signature and Date

Hickman County High School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election Yes/No</u>
Lucindi Johnson	1	Yes
Scott Riley	7	Yes
Heather McCord	4	Yes
Ed Medford	4	Yes
Levi Griego	3	Yes
Chris Dawson	7	Yes
Jennifer Cooper	8	Yes
Roger McDonald	5	Yes
Dray Mercer	1	Yes
Scott Brown	1	Yes
Barry Jones	>1 year	Yes
Ben Bentley	>1 year	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 For Re-Election Yes/No</u>
Amber Warren	7	Yes

Hickman County High School

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

<u>Name</u>	<u>Position</u>
Wesley Roberts	Spanish
Lori Lanham	ELA

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>
Pam Mitchell-Clark	Retiring
Jennifer Lynn	Retiring
Tony Choate	Retiring

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

<u>Name</u>	<u>Returning 2020-2021</u> <u>Yes/No</u>	<u>Position</u> <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> <u>Position</u>	<u>Is To Be</u> <u>Re-Elected</u> <u>Yes/No</u>
-------------	-----------------------------------	---

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

<u>Name</u>
Jennifer Turpin

Hickman County High School

Terri Barber
Charlene Hunt
Sarah Delaney
Mark Delaney
Bruce Jackson
Eric Istre
Becky Cude
Clay Chessor
Raven Davidson
Libby Claud
Larry Rochelle
Ron Mayberry
Wanda Warren
Brian Qualls
Tabby Plunkett
Jim Herron
Matthew Dotson
Talitha Beard
Julie Rice
Eddie Boone
Emily Cross
Kristin Carter
Tracy Rivers

Hickman County High School

2022-2023

Support Staff Re-Election

Support Staff to be Re-Elected

Lena Frazier
Jenny Weber
Shelia Plunkett
Hannah Parks
Brian Buttrey
Patsy Pinckard
Tonya Bragg
Jennie Morley

Support Staff Not to be Re-Elected

<u>Julie Rice</u>	<u>5/11/22</u>	Principal Signature and Date
<u>Misty Shelton</u>	<u>5/16/22</u>	Supervisor Signature and Date
<u>Eri Cannon</u>	<u>5/16/2022</u>	Supervisor Signature and Date
<u>Julia Bronsson</u>	<u>5/16/22</u>	Supervisor Signature and Date
_____	_____	Director of Schools Signature and Date

Hickman County High School

Annie Hill 6/1/22
Signature of Principal Date

Date Reviewed _____ Concur Yes / No

Don Lewis 5/16/22
Signature of Instructional Supervisor Date

Misty Whelton 5/16/22
Signature of Instructional Supervisor Date

Date Reviewed _____ Concur Yes / No

Eric Cannon 5/16/22
Signature of Special Programs Director Date

Date Reviewed 5/31/22 Concur Yes / No

Michelle Helvert 5/31/22
Signature of Director of Schools Date

Exceptions:

East Hickman Middle School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election Yes/No</u>
Kristin Dunn	3	Yes
Preston Hall	4	Yes
Tori McClanahan	4	Yes
Elizabeth Roberson	6	No
Jennifer Clendenion	6	Yes
Lauren Sauls	6	Yes
Cayla Moulton	6	Yes
Tara Rhea	6	Yes
Jared Berg	1	Yes
Vicki Beerman	2	No
Bert Buchler	2	Yes
Brandy Warren	7	Yes
Shelley Wood	1	Yes
Sam McGreevy	.5	No

*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 For Re-Election Yes/No</u>
-------------	----------------------	--

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

<u>Name</u>	<u>position</u>
Vicki Beerman	ELA
Elizabeth Roberson	Special Education
Sam McGreevy	ELA

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 Middle School

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

<u>Name</u>	<u>Returning 2022-2023</u> <u>Yes/No</u>	<u>Position</u> <u>Last Held</u>
Melinda Stone		8th ELA

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> <u>Position</u>	<u>Is To Be</u> <u>Re-Elected</u> <u>Yes/No</u>
-------------	-----------------------------------	---

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

- Name
- Melanie Livengood
- Darrell Hanes
- Christian Fisher
- Melinda Stone
- Bethany Ring
- Brian Graham
- Kerri Crafton
- Greg Gunther
- Shannon Nolen
- Karen Cost
- Michael Redding

East Hickman Middle School

Bryan Ault
Signature of Principal

5/31/22
Date

Date Reviewed _____ Concur Yes / No

Misty Ishell
Signature of Instructional Supervisor

5/16/22
Date

[Signature]
Signature of Instructional Supervisor

5/16/22
Date

Date Reviewed _____ Concur Yes / No

Eric Cannon
Signature of Special Programs Director

5/10/22
Date

Date Reviewed 5/31/22 Concur Yes / No

Michelle Gilbert
Signature of Director of Schools

5/31/22
Date

Exceptions:

East Hickman Middle School

2022-2023
Support Staff Re-Election

Support Staff to be Re-Elected

Michelle Weatherspoon	Yes
Liz Bruinsma	Yes
Mary S. Green	Yes
Casey Lawhon	Yes
Shelitta Sowell	Yes
Crystal Webb	Yes
Sarah Garrett	Yes
Tiffany Plunk	Yes
Kim McCaleb Martin	Yes

Support Staff Not to be Re-Elected

<u>Bryan Ande</u> 5/31/22	Principal Signature and Date
<u>Misty Shellen</u> 5/16/22	Supervisor Signature and Date
<u>Julia Shorsson</u> 5/16/22	Supervisor Signature and Date
<u>Eric Cannon</u> 5/16/22	Supervisor Signature and Date
_____	Director of Schools Signature and Date

Hickman County Middle School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School Year**

Hickman County Middle School

I. 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 For Re-Election Yes/No</u>
Abigail Loveless	2	yes
Ryan Harrison	2	yes
Ethan Horner	10	yes
Shannon Tays	4	yes
Fatih Armstrong Tanner	3	yes
Amanda Kelly	3	yes
Zach Bentley	3	yes
Chastity Lampley	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 For Re-Election Yes/No</u>
-------------	----------------------	--

Hickman County Middle 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

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

Name Returning 2020-2021 Position
Yes/No Last Held

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)

Name Current Is To Be
Position Re-Elected
Yes/No

Hickman County Middle School

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Shelby Owens
Jennifer Brewer
Beth Copley
Lynette Harris
Lonnie Mayberry
Robin DeVault
Jeff Church
Paul Gilbert
Tammy Worley
Christie Carter
Gayle Mathis
Tony Roder
Shaun Lawson
Ron Puckett
Mary Ellen Hatton
Cynthia Gasparro

Hickman County Middle School

Tina S. Thiipen

Friday, February 11, 2022

Signature of Principal

Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / No	
<u>Misty K. Sullivan</u>			<u>5/16/22</u>
Signature of Instructional Supervisor			Date
<u>Julia Hennessy</u>			<u>5/16/22</u>
Signature of Instructional Supervisor			Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / No	
<u>Eric Cannon</u>			<u>5/16/22</u>
Signature of Special Programs Director			Date

Date Reviewed <u>5/20/22</u>	Concur	<input checked="" type="radio"/> Yes / No	
<u>Michelle Gilbert</u>			<u>5/20/22</u>
Signature of Director of Schools			Date

Exceptions:

Hickman County Middle School

2022-2023

Support Staff Re-Election

Support Staff to be Re-Elected

Kim Totty
Sarah Eisenhuth
Anita Long
Jody Loveless
Glenda Newsom
Mitzi Wolcott
Tammy Carroll
Leah Owens

Support Staff Not to be Re-Elected

Tina S. Thigpen *Friday, February 11, 2022*

Principal Signature and Date

Misty Ashlock *5/16/22*

Supervisor Signature and Date

Opelington Thomas *5/16/22*

Supervisor Signature and Date

Eric Cannon *5/16/22*

Supervisor Signature and Date

Michelle Hilvert *5/20/22*

Director of Schools Signature and Date

East Hickman Intermediate School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election Yes/No</u>
*upon two years of service, returning teachers who were previously awarded tenure would be eligible for tenure to be reinstated if requirements are met		
Kelly Cochran	3	Yes
Sandra Schumann	3	Yes
Dillon Shelby	4	Yes
Mason Rochelle	4	Yes
Elizabeth Odom	5	Yes
Sandie Luna	5	Yes
Erin Morrow	2	Yes
Melinda Parchman	1	Yes
Lori Isbell	1	Yes
Stephanie Hastings	1	Yes
Hannah Stevens	1	Yes
Sarah Booker	8	Yes
Dereck Hale	7	Yes
Sandra Pape	6	Yes
Chenille Bonin	7	Yes

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 For Re-Election Yes/No</u>
Patricia Qualls	5	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>
Judi Culver	Retirement

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

<u>Name</u>	<u>Returning 2020-2021 Yes/No</u>	<u>Position 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 Position</u>	<u>Is To Be Re-Elected Yes/No</u>
-------------	-----------------------------	---

East Hickman Intermediate School

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

Name

Debbie Gross
Celine Powell
Eden Creasy
Tiffany Semore
Tonia Breece
Lora (Nicki) Cole
Cassie Hale
Michael Hanes
Cheryl Kiessling
Anndrea Eubanks
Michelle Lambert
Jennifer Lange
Diana Lankford
Deana Graham
Kim Smith
Nick Simmons

East Hickman Intermediate School

Marcy Tidwell
Signature of Principal

2-28-22
Date

Date Reviewed _____	Concur	Yes / No
Signature of Instructional Supervisor _____		Date
Signature of Instructional Supervisor _____		Date

Date Reviewed _____	Concur	Yes / No
Signature of Special Programs Director _____		Date

Date Reviewed _____	Concur	Yes / No
Signature of Director of Schools _____		Date

Exceptions:

East Hickman Intermediate School

Signature of Principal

Date

Date Reviewed _____	Concur <input checked="" type="radio"/> Yes / No
<u>Christy Shelton</u>	<u>5/16/22</u>
Signature of Instructional Supervisor	Date
<u>Julia Thomason</u>	<u>5/16/22</u>
Signature of Instructional Supervisor	Date

Date Reviewed _____	Concur <input checked="" type="radio"/> Yes / No
<u>Eric Cannon</u>	<u>5/16/22</u>
Signature of Special Programs Director	Date

Date Reviewed <u>5/30/22</u>	Concur <input checked="" type="radio"/> Yes / No
<u>Michelle Gilbert</u>	<u>5/30/22</u>
Signature of Director of Schools	Date

Exceptions:

East Hickman Intermediate School

2022-2023
Support Staff Re-Election

Support Staff to be Re-Elected

- Rhonda Deal
- Ashlie Gillette
- Jill Atchison
- Kari Thomason
- Donna Qualls
- Hillarie Barber
- Crissy Goodwin
- Lindsey Deal
- Cameron Bowdoin
- Lauren Johnson

Support Staff Not to be Re-Elected

Wanda Lemaster (Retiring)

Marcy Stowell 2-28-22

Principal Signature and Date

Supervisor Signature and Date

Supervisor Signature and Date

Supervisor Signature and Date

Director of Schools Signature and Date

East Hickman Intermediate School

2022-2023

Support Staff Re-Election

Support Staff to be Re-Elected

Rhonda Deal
Ashlie Gillette
Jill Atchison
Kari Thomason
Donna Qualls
Hillarie Barber
Crissy Goodwin
Lindsey Deal
Cameron Bowdoin
Lauren Johnson

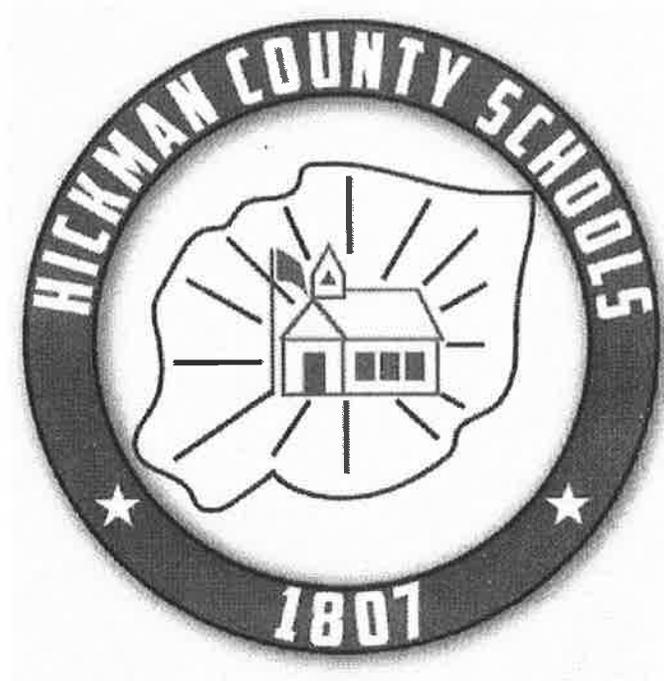
Support Staff Not to be Re-Elected

Wanda Lemaster (Retiring)

_____	Principal Signature and Date
<u>Misty Shelton 5/16/22</u>	Supervisor Signature and Date
<u>Opelia Sherman 5/16/22</u>	Supervisor Signature and Date
<u>Eric Cannon 5/16/22</u>	Supervisor Signature and Date
_____	Director of Schools Signature and Date

Centerville Intermediate School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election</u>
Sky Kelly	2	Yes
Kimberly Clark	1.5	Yes
Jennifer Prosser	6	Yes
Amy Johnston	5	Yes
Brooke Rogers	4	Yes
Shelby Hoover	4	Yes
Shamekia Jenkins	7	Yes
Bethany Powers	7	Yes
Meredith Qualls	8	Yes
Edward Holeman	1	No
Paula Coble	1	Yes
Jennifer Litton	.5	Yes
Madelyn Owens	1	No
Suzanne Lewis	21	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 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 For Re-Election Yes/No</u>
Becky Powers	10	Yes

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

<u>Name</u>	<u>position</u>
Edward Holeman	Science/Social Studies
Madelyn Owens	ELA

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 Yes/No</u>	<u>Position Last Held</u>

Centerville 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) Is To Be

<u>Name</u>	<u>Current Position</u>	<u>Re-Elected 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
Ashley Rochelle
Kevin Johnston
Linda Warren
Daniel Bey
Tara Chessor
Dusty Covington
Karissa Campbell
Tarrah Lawson
Jamie Lawson
Craig Shelton
Allie Sue Hughes
Patricia Qualls

Centerville Intermediate School

Rosa
Signature of Principal

5/16/22
Date

Date Reviewed _____ Concur Yes / No

Misty Schmitt
Signature of Instructional Supervisor

5/16/22
Date

Julia Sherman
Signature of Instructional Supervisor

5/16/22
Date

Date Reviewed _____ Concur Yes / No

Eric Cannon
Signature of Special Programs Director

5/16/22
Date

Date Reviewed 5/30/22 Concur Yes / No

Michelle Hebert
Signature of Director of Schools

5/30/22
Date

Exceptions:

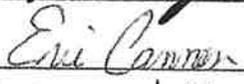
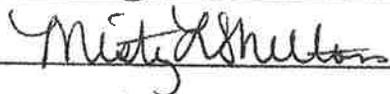
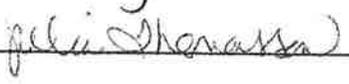
Centerville Intermediate School

2022-2023
Support Staff Re-Election

Support Staff to be Re-Elected

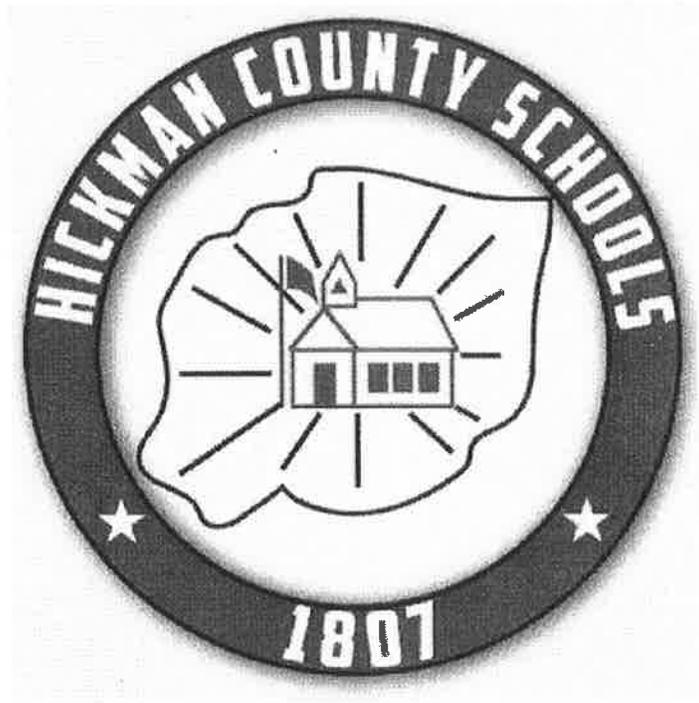
Renee Hill
Brandy Wesbrooks
Megan Holloway
Terri Perkins
Tiwanna Booker
Misty Willis
Jill Ward
Mary Copley

Support Staff Not to be Re-Elected

	5/16/22	Principal Signature and Date
	5/16/22	Supervisor Signature and Date
	5/16/22	Supervisor Signature and Date
	5/16/22	Supervisor Signature and Date
_____		Director of Schools Signature and Date

East Hickman Elementary School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election Yes/No</u>
Tonda Gainey	5.5	yes
Ashley Wenner	4.5	yes
Justin Warren	4	yes
Michele Griggs	3	yes
Cathy Morgan	3	yes
Rebekah Sorensen	3	yes
Heather Turner	3	yes
Landry Wade	2	Yes
Rachel Smith	8	Yes
Sarah Vander Leest	2	Yes
Lauren Powell	3	Yes
Catherine Shelby	3	Yes
Erin Morrow	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

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

<u>Name</u>	<u>Years Service</u>	<u>Recommendation For Re-Election Yes/No</u>
Allison Gilbert	7	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>
-------------	---------------

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

<u>Name</u>	<u>Returning 2020-2021 Yes/No</u>	<u>Position 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)

East Hickman Elementary School

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

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

<u>Name</u>		
Jessica Armstrong		
Beth Beard		
Lori Bentley		
Angela Campbell		
Elizabeth Cannon		
Yvonne Daniel		
Angelica Essary		
Alisa Keller		
Ella Lissan		
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		
Sara Lawson		

East Hickman Elementary School

Leigha Coble
Signature of Principal

5/31/22
Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / <input type="radio"/> No
<u>Michelle A. Nelson</u>		<u>5/16/22</u>
Signature of Instructional Supervisor		Date
<u>[Signature]</u>		<u>5/16/22</u>
Signature of Instructional Supervisor		Date

Date Reviewed _____	Concur	<input checked="" type="radio"/> Yes / <input type="radio"/> No
<u>Eric Cannon</u>		<u>5/16/22</u>
Signature of Special Programs Director		Date

Date Reviewed <u>5/31/22</u>	Concur	<input checked="" type="radio"/> Yes / <input type="radio"/> No
<u>Michelle Hebert</u>		<u>5/31/22</u>
Signature of Director of Schools		Date

Exceptions:

East Hickman Elementary School

2022-2023
Support Staff Re-Election

Support Staff to be Re-Elected

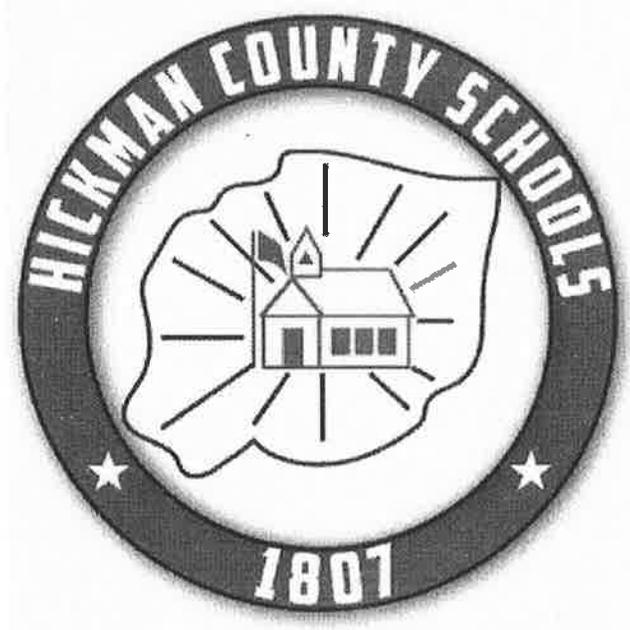
1. Tabby Breece-attendance	Yes
2. Darlene Saleh-bookkeeping	Yes
3. Stephanie Bodine	Yes
4. Donna Gossett	Yes
5. Tatia Capley-Sped K & 1st	Yes
6. Amanda Adcox-Prek	Yes
7. Trina Capps-Sped Prek	Yes
8. Shayna Scoggins-Prek	No
9. Jennifer Morgan-Sped ELC	Yes
10. Brian Armstrong-Sped 2nd & ELC	Yes
11. Valerie King-Sped 2nd	Yes
12. Hope Clark-Sped Prek part-time	Yes
13. Shyla Lampley-PE	Yes
14. McKensey Patrick-ELC	Yes
15. Jolean McNatt-ELC	Yes
16. Amber Malloy- one on one	Yes

Support Staff Not to be Re-Elected

Leigha Coble 5/31/22 Principal Signature and Date
Misty Shelton 5/16/22 Supervisor Signature and Date
Julie Harrison 5/16/22 Supervisor Signature and Date
Eric Cannon 5/16/22 Supervisor Signature and Date
Michael Hiebert 5/31/22 Director of Schools Signature and Date

Centerville Elementary School

HICKMAN COUNTY SCHOOLS



**Recommendations For Re-Election or Dismissal of Professional Staff
For The 2022-2023 School 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 For Re-Election Yes/No</u>
Justin Warren	5	Yes
Brandy Mayberry	5	Yes
Savannah Barber	3	Yes
Meagan Lynam	3	Yes
Valerie Gonzalez	3	Yes
Sierra Kelly	1	No

*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 For Re-Election Yes/No</u>
Kendra Beard Mayberry	6	Yes
Leah Isenberg*	3	Yes

Centerville Elementary School

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

Name

position

Sierra Kelly

kindergarten teacher

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

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

(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)

Current

Is To Be
Re-Elected

Centerville Elementary School

Name

Position

Yes/No

VIII. Tenured And Recommended for Re-Election

(Administrators are not to recommend themselves)

Name

Savannah Anglin
Shelda Qualls
Kim Jenkins
Amber Kelley
Dionne Yablonski
Heather Martin
Stephanie Spitzer
Marissa Tidwell
Teresa Totty
Mendy Davis
Andrea Ragsdale
Justin Warren
Lori Cochran
Kathy French
Carol Anderson
Dawn Mayberry
Cary Wright
Allison Tucker
Christine Hoover
Rachael Atkinson
Tessa Tucker
Emily Atkinson
Michelle Atkinson
Donna Barber
Ashley Maddox
Mindy James
Emily Mobley
Stacy Larue

Centerville Elementary School

Jennifer Hudgins 5/31/22
Signature of Principal Date

Date Reviewed _____ Concur Yes / No

Misty K. Nelson 5/16/22
Signature of Instructional Supervisor Date

Celia Shanahan 5/16/22
Signature of Instructional Supervisor Date

Date Reviewed _____ Concur Yes / No

Eric Cannon 5/16/22
Signature of Special Programs Director Date

Date Reviewed 5/31/22 Concur Yes / No

Michelle Gilbert 5/31/22
Signature of Director of Schools Date

Exceptions:

Centerville Elementary School

2022-2023
Support Staff Re-Election

Support Staff to be Re-Elected

Chelsea Anglin
Dana Atkinson
Vaness McMullin
Tina Truett
Cookie Mays
Beverly Smith
Patricia Shultz
Breanna Orton
Lauren Sanders
Carol Bateman

Support Staff Not to be Re-Elected

Janna Smithson- did not request a position
Ally Piper- Esser -Part time
Cassidy Lacasse -Part time

<u>Jennifer Hudgins</u> 5/31/22	Principal Signature and Date
<u>Misty Shulton</u> 5/16/22	Supervisor Signature and Date
<u>Julia Thomassen</u> 5/16/22	Supervisor Signature and Date
<u>Eric Cannon</u> 5/16/22	Supervisor Signature and Date
_____	Director of Schools Signature and Date

Tennessee School Systems for Equity

Wayne Qualls, Executive Director

2022 – 2023 Membership Dues Invoice

HICKMAN COUNTY

Board of Education

Dues Structure

ADM Used is 6th Month of Current FY AS Reported To TDOE By LEA
\$1.50 Per Student Up To First 1500 ADM
\$0.75 Per Student Up To Next 3000 ADM
Calculation Capped At 4500 ADM

3080 6th Month FY 2021-2022 ADM

I. \$1.50 X $\frac{1500}{\text{ADM Up To First 1500 Students}}$ = \$ 2250.00

II. \$0.75 X $\frac{1580}{\text{ADM Up To Next 3000 Students (Capped at 4500 ADM by TSSE Board)}}$ = \$ 1185.00

III. Total Amount of Dues for 2022–2023 (I+II) = \$ 3435.00

Member systems are encouraged to make a voluntary contribution of \$250.00 to the TSSE Legal Fund to help pay for legal (lawsuit) expenses TSSE has incurred representing member systems in court.

IV. Contribution Amount to TSSE Legal Fund = \$ _____

IV. Total Amount Enclosed (III + IV) = \$ _____

Due and Payable From May 30, 2022 To August 31, 2022

Please Remit To: **TSSE**
2880 Dodd Hollow Road
Centerville, TN 37033



Additional Capital Outlay Projects
2021-2022

Resurfacing Tennis Court	\$20,000.00
HCMS Resurfacing/Restriping	\$32,000.00
HCHS Resurfacing/Restriping	\$62,000.00

Vendor "B"

Itemized Cost Proposal

Product	Required or Optional	Unit	Price per Unit	# Needed	Price Per Unit Years 2-8 Renewals
TITAN Student Management with Application Processing (Includes Accountability and Front Office) Annual Subscription Fee, Each School Site	Required	Per Site	\$321.75	TBD	\$321.75
TITAN Point of Service Annual Subscription Fee, Per POS Device	Required	Per POS device	\$169	TBD	\$169
Family Portal (family.titank12.com) - Online Applications are included FREE with the Student Management module - there is no cost to the district. - Online Meal Payment Processing Fee of \$2.60 (Credit Card) or \$1.60 (ACH) is collected from the parent with each transaction - there is no cost to the district.	Required	Per District	\$0	1	\$0
TITAN Menu Planning with Nutrient Analysis Annual Subscription Fee, Per District	Required	Per District	\$581.75	1	\$581.75
TITAN Production Records Annual Subscription Fee, Each Site	Required	Per Site	\$126.75	TBD	\$126.75
TITAN Inventory Management Annual Subscription Fee, Each Warehouse	Required	Per Warehouse	\$292.50	TBD	\$292.50
TITAN Purchasing Annual Subscription Fee, Per District	Required	Per District	\$516.75	1	\$516.75

Optional/Additional Subscription Fees:

Product	Required or Optional	Unit	Price per Unit	# Needed	Price Per Unit Years 2-8 Renewals
Fee Management Annual Subscription, Per District 3.95% (minimum of \$2.60) Processing Fee is collected from the parent with each transaction – there is no cost to the district.	Optional	Per District	\$0	1	\$0
TITAN Central Kitchen Annual Subscription Fee, Each Central Kitchen	Optional	Per Central Kitchen	\$516.75	1	\$516.75
TITAN Inventory Scanning Annual Subscription Fee, Per Scanning Device (Additional Hardware Required)	Optional	Per Scanning Device	\$260	TBD	\$260
Vending Interface Annual Subscription Fee, Per Vending Machine	Optional	Per Vending Machine	\$516.75	TBD	\$516.75
Accounts Receivable Annual Subscription Fee	Optional	Per District	\$516.75	1	\$516.75
Accounts Payable Annual Subscription Fee	Optional	Per District	\$516.75	1	\$516.75
General Ledger Annual Subscription Fee	Optional	Per District	\$516.75	1	\$516.75
Production Record Temperature Capture Annual Subscription Fee, Each Thermometer	Optional	Per Thermometer	\$140	TBD	\$140

Volunteer State Cooperative
 220 McLemore Street
 Dickson, TN 37055

RFP #CMR 2023-019

Voice Notification Annual Subscription Fee, Each Enrolled Student	Optional	Per Enrolled Student	\$.32	TBD	\$.32
Text/SMS Notification Annual Subscription Fee, Each Enrolled Student	Optional	Per Enrolled Student	\$.32	TBD	\$.32
ISITE Digital Menu and Web Suite Annual Subscription Fee, Per District	Optional	Per Site	\$195	TBD	\$195
ISITE Digital Menu Displays Annual Subscription, Per District	Optional	Per Digital Display	\$295	TBD	\$295
ISITE Online Ordering Annual Subscription, Per District	Optional	Per Site	\$195	TBD	\$195

Annual Subscription Fee \$TBD

Professional Services:

Professional Services are a one-time fee.

Product	Required or Optional	Unit	Price per Unit	# Needed
TITAN Academy TITAN's online training portal, consists of training courses designed by module, and by user. Unlimited, 24/7 access to TITAN Academy is available to all TITAN users.	Required	Per District	\$0	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Student Management w/Application Processing, TITAN Family Portal and Point of Service	Required	Fixed, Per District	\$1200	1
Professional Services, Remote Fixed (SERV101)	Required	Fixed, Per District	\$750	1

Implementation & Training of Menu Planning w/Nutrient Analysis				
Professional Services, Remote Fixed (SERV101) Implementation & Training of Production Records	Required	Fixed, Per District	\$150	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Inventory	Required	Fixed, Per District	\$1200	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Purchasing	Required	Fixed, Per District	\$150	1
Professional Services, Remote Fixed (SERV101) Implementation & Training of Central Kitchen	Optional	Fixed, Per District	\$300	1
ISITE Professional Services, Remote Fixed (SERV101) Implementation & Training of Digital Displays and/or Digital Menu Suite	Optional	Fixed, Per District	\$500	1
Professional Services, Remote - Hourly (SERV101) Additional Remote Services	Optional	Per Hour	\$150	TBD
Professional Services, On-site (SERV102) Professional Services. Services will be performed onsite according to the agreed upon project plan. The price covers (1) TITAN Application Consultant, per day.	Optional	Per Day	\$900	TBD
Travel & Expenses Travel and Expenses <i>are not to exceed</i> \$750 per day, per individual. T&E Expenses can include per diem, lodging, airfare, car rental, parking and other incurred travel expenses. Accounting will invoice actual travel expenses if less than the not to exceed amount.	Optional	Per Day	\$750	TBD

Optional Hardware:

One-Time Hardware Purchase

Product	Required or Optional	Unit	Price per Unit	# Needed
Genovation 905 Keypad 12 Key programmable USB Keypad w/LED Readout 1 Year Warranty	Optional	Each	\$220.00	TBD
Genovation 905-S Keypad w/Scanner 12 Key programmable USB Keypad w/LED Readout & Front Barcode Scanner, 1 Year Warranty	Optional	Each	\$385.00	TBD
Scanner Honeywell Voyager 1470g 2D Hand-Free 2D USB Barcode Scanner w/1 & 2-dimensional scanning, 1 Year Warranty	Optional	Each	\$240.00	TBD
Tabletkiosk (THW401) All-in-One Touch Screen Computer: 17.1" 1920 x 1080 Panel with Capacitive Multi-Touch Screen, i5 Processor, 4GB RAM, 128GB SSD, 802.11 a/b/g/AC Wi-Fi networking + Bluetooth 4.0, RS232 Port, 9750 mAh Battery, 75mm x75mm VESA Mounting, Windows 10 Professional O/S, three (3) year Warranty, Pedestal Desk Stand	Optional	Each	\$1,910.00	TBD
Credit Card Scanner (THW220) Magtek Level 3 USB Security Credit Card Scanner, 1 Year Warranty Note: Price does not include transaction fee of 3.55%, per transaction.	Optional	Each	\$160.00	TBD
iPhone Inventory Scanner (THW301) Linea Pro 7 iPhone 7/8 Hardware Scanning Sled, 1 Year Warranty Note: Price does not include iPhone, these will need to be provided by the district.	Optional	Each	\$605.00	TBD

Pod Inventory Scanner (THS302) Linea Pro 5 iPod Sled, 1 Year Warranty Note: Price does not include iPod, these will need to be provided by the district.	Optional	Each	\$605.00	TBD
Thermapen (THW310) Thermapen-Blue Thermometer, 1 Year Warranty	Optional	Each	\$255.00	TBD
Thermapen Boot (THW311) Thermapen Boot, 1 Year Warranty Glow in the Dark Silicone Boot	Optional	Each	\$20.00	TBD

Hardware as a Service (HaaS), Annual Subscription

Hardware as a Service (HaaS) is a 4-year agreement, paid annually. At the end of the 4-year term the district will return the hardware and can elect to renew for another 4 years, at which time all new hardware will be provided.

Product	Required or Optional	Unit	Price per Unit	# Needed
HaaS Genovation 905 Keypad 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each 12 Key programmable USB Keypad w/LED Readout (Left side), 4-Year Warranty	Optional	Each	\$70.00	TBD
HaaS Genovation 905 Keypad w/Scanner 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each 12 Key programmable USB Keypad w/LED Readout & Front Barcode Scanner (Left), 4 Year Warranty	Optional	Each	\$120.00	TBD
HaaS Scanner Honeywell Voyager 1470g 2D 4-year Subscription:	Optional	Each	\$60.00	TBD

Annual Hardware Subscription Fee (HaaS), Each Hand-Free USB Barcode Scanner w/1 & 2- dimensional scanning, 4 Year Warranty				
HaaS Tabletkiosk Terminal m170T 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each All-in-One Touch Screen Computer: 17.3" 1920 x 1080 Panel with Capacitive Multi- Touch Screen, i5 Processor, 4GB RAM, 128GB SSD, 802.11 a/b/g/AC Wi-Fi networking + Bluetooth 4.0, RS232 Port, 9750 mAh Battery, 75mm x75mm VESA Mounting, Windows 10 Professional O/S, four (4) year Warranty, Pedestal Desk Stand	Optional	Each	\$675.00	TBD
HaaS Credit Card Scanner Magtek 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each Magtek Level 3 USB Security Credit Card Scanner, 4 Year Warranty Note: Price does not include transaction fee of 3.95%, per transaction.	Optional	Each	\$50	TBD
HaaS iPhone Inventory Scanner Linea Pro, 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each Linea Pro 7 iPhone 7/8 Hardware Scanning Sled, 4 Year Warranty Note: Price does not include iPhone, these will need to be provided by the district.	Optional	Each	\$185.00	TBD
HaaS iPod Inventory Scanner Linea Pro, 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each	Optional	Each	\$185.00	TBD

<p>Linea Pro 5 iPod Sled, 4 Year Warranty</p> <p>Note: Price does not include iPod, these will need to be provided by the district.</p>				
<p>HaaS Thermapen, 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each</p> <p>Thermapen-Blue Thermometer, 4 Year Warranty</p>	<p>Optional</p>	<p>Each</p>	<p>\$80.00</p>	<p>TBD</p>
<p>HaaS Thermapen Boot, 4-year Subscription: Annual Hardware Subscription Fee (HaaS), Each</p> <p>Glow in the Dark Silicone Boot, 4 Year Warranty</p>	<p>Optional</p>	<p>Each</p>	<p>\$5.00</p>	<p>TBD</p>

DRAFT PROPOSAL

Hickman County Board of Education			
	Descriptor Term: Attendance of Non-Resident Students	Descriptor Code: 6.204	Issued Date: 01/04/21
		Rescinds: 6.204	Issued: 12/03/18

1 Students residing outside the boundaries of the school system may attend schools within the school
2 system under the following conditions:

- 3 1. They must be approved by the director of schools.¹
- 4 2. They must pay a tuition fee established annually by the board. Annual tuition may not exceed
5 per student, per annum, an amount equal to the amount of local funds actually used for school
6 purposes by the school system per student during the preceding school year minus any funds
7 received from the student's resident system. Tuition for out-of-state non-resident students shall
8 be charged at the same rate as the average cost per student (state and local funds) in the system
9 attended.²
- 10 3. Non-resident students must make application at least two weeks prior to the first day of school.³
- 11 4. Requests from students from adjoining states to attend school shall be considered on a case-by-
12 case basis.⁴
- 13 5. Students who become residents of the school system shall be refunded any unused portion of the
14 tuition on a pro-rata basis.
- 15 6. When payment is not made on all or any part of the required tuition for a previous year, the
16 student(s) shall be excluded from future attendance until all prior and current tuition is paid.
- 17 7. If a teacher of this school system has a residence outside the school system, his/her children
18 may be allowed to attend if the appropriate tuition requirements are met, provided that there is
19 available room and teaching capacity and other determinations made by the board according to
20 applicable law.⁵

21 **EXCEPTIONS TO OUT OF COUNTY TUITION**

- 22 1. The children of employees that are employed full-time by the Hickman County Board of
23 Education may attend school in Hickman County without paying out-of-county tuition.
- 24 2. The children of business owners that pay taxes in Hickman County may attend school in
25 Hickman County without paying out-of-county tuition provided that there is available room and
26 teaching capacity.
- 27

insert → residing in the same household

Legal References

1. TCA 49-6-3104
2. TCA 49-6-3003; TCA 49-6-403(f)
3. TCA 49-6-3105
4. TCA 49-6-3108
5. TCA 49-6-3113; TCA 49-6-3103

DRAFT PROPOSAL

Hickman County Board of Education			
	Descriptor Term: Nepotism	Descriptor Code 1.108	Issued Date: 08/02/21
		Rescinds 1.108	Issued, 05/06/19

1 Whenever a person is considered by the director of schools for initial employment or transfer in the
 2 system and that person is related to a member of the Board, the director of schools, an administrator in
 3 the system, a county commissioner, or any appointed or elected county official, the relationship shall
 4 be publicly made known to the Board prior to the employment of such person.¹

5 If a member of the Board has a relative who is an employee in the system, prior to voting on any
 6 matter of business that may have an effect upon the employment of the relative, the member shall
 7 declare such relationship. In making such a declaration, the member shall certify that his/her vote on
 8 the pending matter will be in the best interest of the school system.¹

* 9 No person shall supervise or be supervised by an employee if he/she is related to the employee.

10 For purposes of this policy, the terms "related to" and "relative" include the following relationships:
 11 spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother,
 12 sister, uncle, aunt, nephew, niece, or any person who resides in the same household.²

From law : (replacement for line 9)

* If two (2) or more employees who are relatives are within the same line of supervision, or become within the same direct line of supervision by marriage or promotion, the director shall attempt to resolve this issue by transfer of one of the employees. If the director finds that transfer is not feasible or is not in

Legal References

- 1. TCA 49-2-202(a)(3)
- 2. TCA 49-2-202(a)(3)(B)

Cross References

- Supervision 5.108
- Assignment/Transfer 5.115

the best interest of students, then an alternative evaluation plan shall be devised for one of the employees.

Hickman County Board of Education

Descriptor Term: Use of Phones and Faxes	Descriptor Code: 3.3001	Issued Date: 04/04/22
	Rescinds: 3.3001	Issued: 01/06/20

1 Telephones, faxes and cellular/mobile telephones funded with school district funds shall comply with
2 the following procedures:

- 3 1. Absolutely no personal and/or non-school district use is allowed.
- 4
- 5 2. Long-distance calls shall be held to a minimum and a monthly long distance log sheet must be
6 maintained for cellular/mobile telephones.
- 7
- 8 3. Official or employee must have a narrative explaining need on file with the director of schools'
9 office and the finance office for any cellular/mobile telephone.
- 10
- 11 4. The director of schools' office and the finance office reserves the right to obtain a complete list
12 of monthly calls for audit purposes.
- 13
- 14 5. The Board will not be responsible for the loss of any cellular/mobile telephones, or for damages
15 to privately owned vehicles vandalized as a result of an attempt to steal the phone.
- 16
- 17 6. Optimum rates must be obtained, through competitive bids for any cellular/mobile telephone,
18 and placed on file with the director of schools' office and finance office. If the monthly bill
19 reflects charges greater than the customary minimum monthly bill, the excess portion shall
20 become the responsibility of the employee to whom the cell phone has been issued.
- 21
- 22 7. Only the director of schools' office or designee are authorized to sign contracts for
23 cellular/mobile telephones and service.
- 24
- 25 8. The director of schools by this policy has the authority to cancel contracts for cellular/mobile
26 service, when in his/her opinion, abuse has occurred, and he/she has the authority to require
27 that identified abuse shall be reimbursed to the County.
- 28
- 29 9. Facsimile transmissions shall be for official school district business only.

Hickman County Board of Education

Descriptor Term: Extracurricular Activities	Descriptor Code: 4.300	Issued Date: 03/02/20
	Rescinds: 4.300	Issued: 01/08/18

1 The following guidelines shall be followed in administering the student activities program:

- 2 1. The Board shall initially approve each specific extracurricular activity so that proper
3 support and supervision may be assured.
- 4
- 5 2. The principal, after obtaining the recommendation of the faculty and the director of
6 schools, shall determine which clubs and organizations will be permitted.
- 7
- 8 3. Each student activity must be under the guidance and direction of a certificated staff
9 member.
- 10
- 11 4. All student activities must have the approval of the principal.
- 12
- 13 5. Student activities occurring before or after regularly scheduled school hours must be
14 under the supervision of the principal or his/her designee.
- 15
- 16 6. Secret organizations shall not be operated in any school.
- 17
- 18 7. A student shall not be required to attend a school-sponsored student activity that is
19 scheduled at a time which conflicts with his religious practices.¹
- 20
- 21 8. School-sponsored student activities during vacation periods shall be restricted to
22 regularly scheduled athletic programs and major events which cannot be scheduled
23 otherwise.
- 24
- 25 9. Student groups shall not participate in state or national activities which are not listed as
26 approved activities by regional accrediting associations or state and national principals'
27 associations without the approval of the director of schools.
- 28
- 29 10. A student on out-of-school suspension shall not be permitted to participate in school-
30 sponsored activities.
- 31
- 32 11. Activities which restrict participation because of race, color, religion, sex, disabilities,
33 or national origin are forbidden.²
- 34
- 35 12. Activities sponsored by outside groups or agents will be approved only if they are co-
36 sponsored by the school.

Legal References

1. TCA 49-6-1002(c)
2. 34 CFR § 106.41

Cross References

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

Hickman County Board of Education

	Descriptor Term: <p style="text-align: center;">Interscholastic Athletics</p>	Descriptor Code: <p style="text-align: center;">4.301</p>	Issued Date: <p style="text-align: center;">08/02/21</p>
		Rescinds: <p style="text-align: center;">4.301</p>	Issued: <p style="text-align: center;">03/02/20</p>

1 No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, be
 2 treated differently from another person or otherwise be discriminated against in any athletic program of
 3 the school. Equal athletic opportunities shall be provided for members of both sexes.¹ Student athletes
 4 shall only be allowed to participate in athletic activities or events that align with the student's sex
 5 indicated on his/her original birth certificate.² The Director of Schools/designee shall require the
 6 parent/guardian to provide the student's original birth certificate prior to participation in any
 7 interscholastic athletics. If the original birth certificate is not available or does not indicate the student's
 8 sex at the time of birth, the parent/guardian shall provide medical documentation showing evidence of
 9 the student's sex at birth.

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

15 Bylaws of the Tennessee Secondary School Athletic Association shall regulate the operation and control
 16 of athletics.³ The Director of Schools shall develop a code of conduct for all coaches to follow in order
 17 to ensure the health and safety of athletes.⁴

18 In the event that the school's insurance provider does not extend coverage to an athlete, that athlete must
 19 provide proof of independently secured catastrophic coverage and liability coverage, with the school
 20 system as a named insured, of not less than the limits set forth in TCA § 29-20-403.⁵ It shall be the
 21 responsibility of the parent(s)/guardian(s) to provide health and hospitalization insurance for all students
 22 participating in interscholastic athletics.

23 Prior to participation in interscholastic athletics, every student must complete an annual physical
 24 examination.⁶ The parents/guardians of each student shall be responsible for covering the cost of the
 25 examination, and these records shall be on file in the principal's office. It shall be the responsibility of
 26 the parent(s) or guardian to provide health and hospitalization insurance for all students participating in
 27 interscholastic athletics.

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

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

- 1 **SEVERE WEATHER**⁴
- 2 Severe weather is any type of weather that could impede the safety of any athlete by compromising the
3 playing conditions of the interscholastic sport. Severe weather includes, but is not limited to, thunder,
4 lightning, and extreme temperatures. When severe weather is forecasted, suspension of play shall be
5 discussed with all players, coaches, and officials, if applicable.
- 6 All coaches who oversee or participate in outdoor training, practice, or competition shall annually
7 complete a heat illness prevention course approved by the Tennessee Department of Health as well as
8 receive training on activity modifications based on environmental conditions.
- 9 Coaches, employees, and volunteers of the school district shall not encourage, permit, condone or
10 tolerate hazing activities.⁹

Legal References

1. 34 CFR § 106.41; 20 USCA § 1681 et seq.
2. Public Acts of 2021, Chapter No. 40
3. TRR/MS 0520-01-02-.08(1)
4. Public Acts of 2021, Chapter No. 272
5. TCA 29-20-403
6. 20 USCA § 1232h(c); TRR/MS 0520-01-13-.01(1)(a)
7. TCA 49-6-1002(a)
8. TCA 49-6-1002(c)
9. TCA 49-2-120

Cross References

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

Hickman County Board of Education

	Descriptor Term: Athletic Regulation	Descriptor Code: 4.3011	Issued Date: 03/02/20
		Rescinds: 4.3011	Issued: 02/05/18

1 Athletics are co-curricular sports activities under the direct control of the principal. The principal will
2 be directly accountable to the director of schools and the Board in all matters pertaining to athletics
3 according to the following guidelines:
4

5 **1. GENERAL REGULATIONS APPLICABLE TO BOTH MIDDLE AND HIGH SCHOOL**
6 **ATHLETICS**
7

- 8 a. Any student desiring to participate in interschool competitive athletics must have a physical
9 examination prior to participating in the first regular practice session. A report of this
10 medical examination must be on file in the principal's office before this requirement will be
11 considered as having been met. Cost of the examination shall be borne by the parent or
12 guardian.
13
- 14 b. No out-of-state contests will be scheduled without written permission from the Board.
15
- 16 c. The participant of any varsity sport must maintain academic eligibility according to
17 TSSAA/TMSAA guidelines. However, jointly, the principals of the middle schools, or the
18 principal of the high school, may require additional eligibility standards if submitted as
19 written administrative policy to the director of schools and approved by the Board.
20
- 21 d. The conduct of players, spectators, or school personnel reflects directly upon the school
22 system as a whole. Therefore, conduct of players, spectators, or school personnel that does
23 not exemplify the best sportsmanship will result in that school being suspended from
24 athletic participation in the sport concerned with the infraction. The Board will determine
25 the duration of the suspension.
26
- 27 e. No athletic contest will begin at any of the schools unless the principal of the host school or
28 his designated representative is present and remains for the entire contest. The principal or
29 his designee shall accompany each team on trips.
30
- 31 f. The player's conduct must be acceptable before participation in any school athletics.
32

- 1 g. It shall be the responsibility of the parent(s) or guardian to provide health and
2 hospitalization insurance for all students participating in interscholastic events.
3
- 4 h. Every effort should be made to have a certified sports trainer, nurse practitioner or
5 physician present at all home varsity football and basketball games.
6
- 7 i. The head coach and principal must see that insurance forms are completed as soon as
8 possible after an injury.
9
- 10 j. The physician in charge of the treatment will make the final decision as to when the student
11 may resume participation in athletics.
12
- 13 k. The organized athletic program shall not take up any part of the required school day.¹
14

15 **2. REGULATIONS APPLICABLE TO HIGH SCHOOL VARSITY ATHLETICS ONLY**
16

- 17 a. All football games must be scheduled on an afternoon or night that does not precede a
18 regular school day with students in attendance.
19
- 20 b. TSSAA by-laws shall control the operation of high school athletics.
21
- 22 c. All students in the secondary school shall be urged to participate in intramural activities.
23 Students not registered in physical education classes should be especially encouraged to
24 participate in the program.
25

26 **3. REGULATIONS APPLICABLE TO K-8 ATHLETICS ONLY**
27

- 28 a. The total basketball games allowed per team in a school which serves any combination of
29 grades K-8 shall not exceed twenty (20) during a school year. Tournaments shall count as
30 two games notwithstanding the number of games in which each team participates in a
31 tournament. Practice can begin no earlier than four (4) weeks prior to the first scheduled
32 game and shall end after the last tournament or regular season game in which the team
33 participates.²
34
- 35 b. If competitive contests are held with other schools, scout troops, church teams, etc., the
36 principal(s) of the school(s) involved shall be in charge at all times.
37
- 38 c. No out-of-town athletic contest shall be scheduled without permission from the principal.
39

- 1 d. All other rules applicable to athletics will be determined by a committee of Principals and
2 Athletic Directors from each of the schools and approved by the Board.

Legal References

1. TCA 49-6-1002
2. TRR/MS 0520-01-02-.08(2)

Hickman County Board of Education

	Descriptor Term: <p style="text-align: center;">Field Trips / Excursions / Competitions</p>	Descriptor Code: <p style="text-align: center;">4.302</p>	Issued Date: <p style="text-align: center;">05/04/20</p>
		Rescinds: <p style="text-align: center;">4.302</p>	Issued: <p style="text-align: center;">03/02/20</p>

- 1 The Board encourages field trips when the experiences are an integral part of the school curriculum
 2 and contribute to the Board's desired educational goals.
- 3 The following guidelines shall be followed in planning and conducting field trips and excursions:
- 4 1. Any teacher desiring to take a group of students on an educational field trip must obtain
 5 advance approval of the principal and the director of schools;
 - 6 2. The trip must have a definite purpose and reflect careful planning. Students should be
 7 prepared by general class discussion and/or research;
 - 8 3. If bus transportation is required, the principal or his/her designee shall make the necessary
 9 arrangements. A fee will be charged to the school for mileage when school system buses
 10 are used;
 - 11 4. Signed parental permission forms must be obtained for every student making an off-campus
 12 trip beyond the immediate vicinity of the school. The principal shall ensure that these
 13 forms are kept on file for the remainder of the school year. The form for parental
 14 permission must include: purpose, date, time of departure and return, travel plans,
 15 destination, number of chaperones, personal expense involved, rules of conduct and
 16 penalties for violation, and other facts necessary for parents to be fully informed. This
 17 information is to be completed by the school before the form is signed by the parent;
 18
 - 19 5. No day field trip shall extend beyond twelve (12) hours.
 - 20 6. Overnight educational trips and chaperones must be approved by the principal and the
 21 director of schools in advance. These groups must be accompanied by at least one regular
 22 staff member and others from the school who are appropriate for adequate supervision and
 23 shall be responsible for student conduct while away. There must be at least one female and
 24 one male chaperone if the trip is for a mixed group;
 25
 - 26 7. Students shall not be penalized for participating in approved school-sponsored trips and
 27 activities. Teachers shall permit students to make up class assignments missed because of a
 28 trip or activity;
 - 29 8. All accidents that occur on a school-sponsored trip must be reported by the teacher to the
 30 principal immediately upon returning to school. Serious accidents involving personal
 31 injury must be reported immediately to the principal and/or director of schools. An

1 emergency shall be dealt with promptly by the teacher or other members of the school staff
2 by taking appropriate action, including sending the student to the hospital or summoning
3 medical aid or ambulance. In cases where it is necessary to send the student to the hospital,
4 reasonable effort must be made to notify the parents.

- 5 9. Any school-sponsored trip which is out-of-state and/or overnight must have prior approval
6 by the Board.

7 **INDEPENDENTLY PLANNED TRIPS**

8 Trips privately planned by school district employees, acting outside the scope of their employment, are
9 not authorized by the school district.

10 These trips are not approved by the Board and are not considered a part of the curriculum. Total
11 responsibility for privately planned trips rests with the chaperone(s) as well as with the
12 parent(s)/guardian(s) of the students participating in the trip. The following restrictions shall apply:

- 13 1. Board funds or resources shall not be used;
14
15 2. School district materials shall not be used;
16
17 3. The Board shall not assume any liability;
18
19 4. Employees are not authorized to act on behalf of the school district;
20
21 5. Recruitment efforts made by an employee shall not occur during the instructional school day;
22 and
23
24 6. Absences caused by participation in privately planned trips shall be considered unexcused.
25

Cross References

Special Use of School Vehicles 3.402
Extracurricular Activities 4.300
Attendance 6.200
Advertising and Distribution of Materials in the Schools
1.806

Hickman County Board of Education

	Descriptor Term: Instructional Materials	Descriptor Code: 4.400	Issued Date: 03/02/20
		Rescinds: 4.400	Issued: 03/05/18

- 1 All classrooms and learning centers shall be equipped with the instructional materials needed to
2 provide quality learning experiences for students.
- 3 The Board seeks to provide a wide range of instructional materials that cover all levels of difficulty,
4 generate critical thinking, and support the educational programs. The director of schools shall develop
5 procedures to review and reconsider instructional materials that are allegedly inappropriate.
- 6 A list of instructional materials adopted for use across the school system shall be revised annually by
7 building administrators under the direction of the director of schools.
- 8 Upon request, parents/guardians shall have the ability to inspect the following items: instructional
9 materials; teaching materials; teaching aids; handouts; and tests that are developed by and graded by
10 their child's teacher. The director of schools shall develop procedures for the inspection of materials
11 and distribute these procedures to each principal.¹

Legal References

1. 20 USCA § 1232h; 34 C.F.R. §98.3; TCA 49-6-7003

Hickman County Board of Education

	Descriptor Term: Textbooks	Descriptor Code: 4.401	Issued Date: 11/01/21
		Rescinds: 4.401	Issued: 01/04/21

1 **SELECTION ¹**

2 The selection of textbooks shall be completed according to the laws and policies required by the State
3 of Tennessee and the State Textbook Commission. The responsibility for textbook selection rests with
4 the local textbook selection committees subject to approval by the Board. Use of textbooks and
5 instructional materials not on the list approved by the State Textbook Commission is permissible if the
6 Board submits a waiver to the State Board of Education and such waiver is approved. The director of
7 schools shall establish a procedure for providing citizens of the community with an opportunity to
8 examine proposed textbooks prior to their final adoption,² including public notice of time and location
9 at which textbooks may be examined. Once the proposed textbooks have been approved by the Board,
10 the director of schools shall post the list of all approved textbooks and instructional materials adopted
11 for use across the school system on the school system’s website and send a copy of the list to the
12 commissioner of education.¹

13 **COMPLAINTS & RECONSIDERATION**

14 The director of schools shall develop forms and procedures to enable citizens to file complaints regarding
15 the selection or content of approved textbooks. Following the conclusion of this administrative process,
16 a complainant may appeal an outcome to the Board.

17 **DISTRIBUTION**

18 The director of schools shall designate an employee to be responsible for the purchase and distribution
19 of textbooks in each school. The principal shall be responsible for seeing that each student receives the
20 required textbooks at no cost to the student.

21 **CARE OF TEXTBOOKS³**

22 Textbooks are property of the Board and shall be returned at the end of the school year, upon completion
23 of the course or upon withdrawal from a course or school. Parents are to sign an agreement stating they
24 shall be responsible for the textbooks received and used by their children.

25 The following reimbursement schedule shall be used as a guide for collecting fines for lost or destroyed
26 books:

	Age of Book	Amount Collected
28	1 - 2 years	100% of replacement cost
29	3 - 4 years	75% of replacement cost
30	5 or more years	50% of replacement cost

1 CARE OF DEVICES

2 Electronic devices used for instruction are property of the Board and shall be returned at the end of the
3 year, upon completion of the course, or upon withdrawal from a school. Parents are to sign an agreement
4 stating they will be responsible for the electronic devices received and used by their students. The signed
5 agreement will include a reimbursement schedule for damages to electronic devices up to 100%
6 replacement cost.

7 The Board shall approve and periodically review a schedule of fines for damaged books. In cases where
8 the book is damaged to the extent it is no longer useable, the amount collected shall conform to the
9 reimbursement schedule for lost books. A fine may only be assessed in cases where the pupil or parent
10 damages, loses or defaces the textbook either through willful intent or neglect.⁴

11 Following an interview with parties and an investigation, if needed, the principal may assess the
12 appropriate fine and notify the parents in writing.

13 The principal may include with the notice a provision stating that failure to pay the fine imposed
14 within a reasonable time may result in the imposition of one of the following sanctions:³

- 15 1. Refusal to issue any additional textbooks until restitution is made;
- 16 2. Withholding of all grade cards, diplomas, certificates of progress, or transcripts until restitution
17 is made;
- 18 3. Not allowing the pupil to take interim or final examinations or to earn course credit in the
19 course for which the textbook is prescribed until restitution is made; or
- 20 4. Reducing the pupil's grade in the course for which the textbook is prescribed by one (1) letter
21 grade or ten (10) percentage points until restitution is made.

22 The principal may waive the assessment of fines when in his/her judgment the student is the victim of
23 uncontrollable circumstances and not responsible for the damages.

24 **INSPECTION²**

25 A list of textbooks used by the schools shall be revised annually by building administrators under the
26 direction of the director of schools. Textbooks shall be available for inspection by parents/guardians
27 upon request, and the director of schools shall develop procedures for the inspection of materials and
28 distribute these procedures to each principal.

Legal References

1. TCA 49-6-2207(c), (e)-(f); TCA 49-6-2202(d);
TRR/MS 0520-01-18-.02
2. 20 USCA § 1232h(a); TCA 49-6-7003
3. TCA 49-3-310(1)(B); TRR/MS 0520-01-02-.16(2)
4. TCA 49-3-310(1)(C)

Cross References

Surplus Property Sales 2.403
Reconsideration of Instructional Materials 4.403
Controversial Materials 4.801
Student Fees and Fines 6.709

Hickman County Board of Education

	Descriptor Term:	Descriptor Code: 4.402	Issued Date: 03/02/20
	Selection of Instructional Materials (Other than Textbooks)	Rescinds: 4.402	Issued: 04/02/18

1 The Board will seek to provide a wide range of instructional materials¹ on all levels of difficulty, with
2 diversity of appeal, and the presentation of different points of view, and will provide procedures for
3 review and reconsideration of allegedly inappropriate instructional materials.

4 **OBJECTIVES OF SELECTION**

5 In order to assure that instructional materials are an integral part of the educational program, the
6 following selection objectives are adopted:

- 7 1. To provide materials that will enrich and support the curriculum and personal needs of the
8 students, taking into consideration their varied interests, abilities and learning styles;
9
- 10 2. To provide materials that will stimulate growth in factual knowledge, literary appreciation,
11 aesthetic values and ethical standards;
12
- 13 3. To provide a background of information which will enable students to make intelligent
14 judgments in their daily lives;
15
- 16 4. To provide materials on opposing sides of controversial issues so that the students may develop
17 under guidance the practice of critical analysis;
18
- 19 5. To provide materials which realistically represent our pluralistic society and reflect the
20 contributions made by these groups and individuals to our American heritage;
21
- 22 6. To place principles above personal opinion and reason above prejudice in the selection of
23 materials of the highest quality in order to assure a comprehensive media collection appropriate
24 for the students.

25 **RESPONSIBILITY FOR MATERIALS SELECTION**

26 The responsibility for selection of instructional materials is delegated to the professionally trained
27 personnel employed by the school system.

28 Selection of materials involves many people, including staff, students, and members of the community

29 There is included in the Tennessee BEP an amount of money sufficient to pay two hundred dollars
30 (\$200) for every teacher in kindergarten through grade twelve (K-12). This money shall be used by the
31 teachers for instructional supplies and shall be given to each teacher by October 31 of each school year

1 so that the teacher may spend it at any time during that school year on instructional supplies as
2 determined necessary by the teacher.² \$200.00 BEP allocations will be distributed by August 1st of
3 each school year, unless otherwise explained by the Director of Schools.

4 **SELECTION CRITERIA AND PROCEDURES**

5 In selecting materials for school media centers the following practices are to be observed:

- 6 1. The librarian in each school is responsible for selecting books and materials for her school;
7
- 8 2. Selection shall be a continuing process throughout the school year as new suggestions of staff
9 members and students are evaluated and materials already purchased are reevaluated to
10 determine their current or lasting contributions to the educational program of the school; and
11
- 12 3. Gift materials shall be judged upon the same basis as the library media center's own purchases.
13 Gift materials meeting the selection standards may be accepted with the recommendation of the
14 library media specialist and the approval of the principal.

Legal References

1. TSS/MS 0520-01-03-.07(3)
2. TCA 49-3-359

Cross References

Controversial Materials 4.801

Hickman County Board of Education

	Descriptor Term: Reconsideration of Instructional Materials and Textbooks	Descriptor Code: 4.403	Issued Date: 03/02/20
		Rescinds: 4.403	Issued: 01/08/18

1 The Board supports principles of intellectual freedom inherent in the First Amendment of the
2 Constitution of the United States¹ and expressed in the *Library Bill of Rights* of the American Library
3 Association.

4 Because opinions differ, there may be questions concerning some instructional and library materials
5 despite the quality of the selection process. If a complaint is made, the following procedure is to be
6 followed:

- 7 1. Inform the complainant of the selection procedures and make no commitments.
- 8 2. Request the complainant to submit a formal "Request for Reconsideration of Instructional
9 Materials".
- 10 3. Inform the director of schools (and other appropriate personnel).
- 11 4. Keep challenged materials available for use during the reconsideration process.
- 12 5. Upon receipt of the completed form, the principal requests review of the challenged
13 materials by an ad hoc materials review committee within fifteen (15) working days, and
14 notifies the appropriate supervisor and director of schools that such review is being done.
15 The review committee is appointed by the principal, and includes certificated library media
16 personnel, representatives from classroom teachers, one or more parents, and may include
17 one or more students.
- 18 6. The review committee shall take the following steps after receiving the challenged
19 materials:
 - 20 a. Read, view or listen to the material in its entirety;
 - 21 b. Check general acceptance of the material by reading recognized and evaluative reviews;
 - 22 c. Determine the extent to which the material supports the curriculum;
 - 23 d. Complete the appropriate "Checklist for Reconsideration of Instructional Materials",
24 judging the material for its strength and value; and
 - 25 e. Present recommendation to principal for further action and to the director of schools for
26 purposes of information.

- 1 7. If the complainant desires further action after receiving the recommendation of the
2 committee and the decision of the principal, an appeal may be made to the Board.

Legal References

1. *Board of Education, Island Trees Union Free School District No. 26 v. Pico*, 457 U.S. 853, 102 S. Ct. 2799 (1982)

Cross References

Textbooks 4.401
School and System Websites 4.407
Controversial Materials 4.801

Hickman County Board of Education

	Descriptor Term: <h2 style="text-align: center;">Use of Copyrighted Materials</h2>	Descriptor Code: 4.404	Issued Date: 03/02/20
		Rescinds: 4.404	Issued: 01/08/18

1 In order to define the fair and reasonable use that employees may make of copyrighted work for
 2 educational purposes without the permission of the copyright owner and to reduce the risk of copyright
 3 infringement, the Board shall require the following:

- 4 1. All employees shall adhere to the provisions of the United States Code regarding the
 5 copying and/or the use of copyrighted materials;¹
 6
- 7 2. In the case of computer software, the ethical and practical problems caused by computer
 8 software piracy shall be taught in all computer courses;
 9
- 10 3. The director of schools shall establish specific regulations regarding the copying,
 11 distribution and use of copyrighted materials for instructional purposes; and
 12
- 13 4. The principal of each school shall establish practices which will enforce this policy at the
 14 school level.

Legal References

1. 17 USCA §§ 106, 107, 110

Cross References

- School and System Websites 4.407
 Use of Multimedia 4.408
 Student Publications 6.704

Hickman County Board of Education

Descriptor Term: Use of the Internet	Descriptor Code: 4.406	Issued Date: 03/02/20
	Rescinds: 4.406	Issued: 01/08/18

1 The Board supports the right of staff and students to have reasonable access to various information
2 formats and believes that it is incumbent upon staff and students to use this privilege in an appropriate
3 and responsible manner.

4 **Employees**

5 Before any employee is allowed use of the district's Internet or intranet access, the employee shall sign
6 a written agreement, developed by the director/designee that sets out the terms and conditions of such
7 use. Any employee who accesses the district's computer system for any purpose agrees to be bound by
8 the terms of that agreement, even if no signed written agreement is on file.

9 The director of schools shall develop and implement procedures for appropriate Internet use which
10 shall address the following:

- 11 1. Development of the Network and Internet Use Agreement.
- 12 2. General rules and ethics of Internet access.
- 13 3. Guidelines regarding appropriate instruction and oversight of student Internet use.
- 14 4. Prohibited and illegal activities, including but not limited to the following:¹
 - 15 • Sending or displaying offensive messages or pictures
 - 16 • Using obscene language
 - 17 • Harassing, insulting, defaming or attacking others
 - 18 • Damaging computers, computer systems or computer networks
 - 19 • Hacking or attempting unauthorized access to any computer
 - 20 • Violation of copyright laws
 - 21 • Trespassing in another's folders, work or files
 - 22 • Intentional misuse of resources
 - 23 • Using another's password or other identifier (impersonation)
 - 24 • Use of the network for commercial purposes
 - 25 • Buying or selling personal items on the Internet

26 **Students**

27 The director of schools shall develop and implement procedures for appropriate Internet use by
28 students. Procedures shall address the following:

- 29 1. General rules and ethics of Internet use.
- 30 2. Prohibited or illegal activities, including, but not limited to:¹
 - 31 • Sending or displaying offensive messages or pictures
 - 32 • Using obscene language

- 1 • Harassing, insulting, defaming or attacking others
- 2 • Damaging computers, computer systems or computer networks
- 3 • Hacking or attempting unauthorized access
- 4 • Violation of copyright laws
- 5 • Trespassing in another's folders, work or files
- 6 • Intentional misuse of resources
- 7 • Using another's password or other identifier (impersonation)
- 8 • Use of the network for commercial purposes
- 9 • Buying or selling on the Internet

10 INTERNET SAFETY MEASURES²

11 Internet safety measures shall be implemented that effectively address the following:

- 12 • Controlling access by students to inappropriate matter on the Internet and World Wide
- 13 Web
- 14 • Safety and security of students when they are using electronic mail, chat rooms, and
- 15 other forms of direct electronic communications
- 16 • Preventing unauthorized access, including "hacking" and other unlawful activities by
- 17 students on-line
- 18 • Unauthorized disclosure, use and dissemination of personal information regarding
- 19 students
- 20 • Restricting students' access to materials harmful to them

21 The director of schools/designee shall establish a process to ensure the district's education technology
22 is not used for purposes prohibited by law or for accessing sexually explicit materials. The process
23 shall include, but not be limited to:

- 24 • Utilizing technology that blocks or filters Internet access (for both students and adults)
- 25 to material that is obscene, child pornography or harmful to students
- 26 • Maintaining and securing a usage log
- 27 • Monitoring on-line activities of students

28 The Board shall provide reasonable public notice of, and at least one (1) public hearing or meeting to
29 address and communicate, its Internet safety measures.

30 A written parental consent shall be required prior to the student being granted access to electronic
31 media involving district technological resources. The required permission/agreement form, which shall
32 specify acceptable uses, rules of on-line behavior, access privileges and penalties for policy/
33 procedural violations, must be signed by the parent/legal guardian of minor students (those under 18
34 years of age) and also by the student. This document shall be executed each year and shall be valid
35 only in the school year in which it was signed unless parent(s) provide written notice that consent is
36 withdrawn. In order to rescind the agreement, the student's parent/guardian (or the student who is at
37 least 18 years old) must provide the director of schools with a written request.

38 E-MAIL

1 Users with network access shall not utilize district resources to establish electronic mail accounts
2 through third-party providers or any other nonstandard electronic mail system. All data including e-
3 mail communications stored or transmitted on school system computers shall be monitored.
4 Employees/students have no expectation of privacy with regard to such data. E-mail correspondence
5 may be a public record under the public records law and may be subject to public inspection.³

6 **INTERNET SAFETY INSTRUCTION⁴**

7 Students will be given appropriate instruction in internet safety as a part of any instruction utilizing
8 computer resources. The director shall provide adequate in-service instruction on internet safety.
9 Parents and students will be provided with material to raise awareness of the dangers posed by the
10 internet and ways in which the internet may be used safely.

11 **SOCIAL NETWORKING**

- 12 1. District staff who have a presence on social networking websites are prohibited from posting
13 data, documents, photographs, or inappropriate information that is likely to create a material
14 and substantial disruption of classroom activity.
- 15 2. District staff are prohibited from accessing personal social networking sites on school
16 computers or during school hours except for legitimate instructional purposes.
- 17 3. The board discourages district staff from socializing with students on social networking
18 websites. The same relationship, exchange, interaction, information, or behavior that would be
19 unacceptable in a non-technological medium is unacceptable when done through the use of
20 technology.

21 **VIOLATIONS**

22 Violations of this policy or a procedure promulgated under its authority shall be handled in accordance
23 with the existing disciplinary procedures of this District.

Legal References

1. TCA 39-14-602
2. Children's Internet Protection Act (Public Law 106-554)
3. TCA 10-7-512
4. TCA 49-1-221

Cross References

Use of Electronic Mail (e-mail) 1.805
Web Pages 4.407

Hickman County Board of Education

	Descriptor Term: Web Pages	Descriptor Code: 4.407	Issued Date: 03/02/20
		Rescinds: 4.407	Issued: 01/08/18

1 **CONTENT STANDARDS**

2 In order to take advantage of the opportunities the Internet provides, the Board authorizes the creation
3 of school and/or district web pages on the Internet. Only those web pages maintained in accordance with
4 Board policy and established procedures shall be recognized as official representations of the district or
5 individual schools. All information on a school or district web page must accurately reflect the mission,
6 goals, policies, program and activities of the school and district. The web page must have a purpose
7 which falls within at least one of three categories:

- 8 1. Support of curriculum and instruction — intended to provide links to Internet resources for
9 students, parents, and staff in the district;
- 10 2. Public information —intended to communicate information about the schools and district to
11 students, staff, parents, community and the world at large; and
- 12 3. District technology support —intended to provide and respond to instructional and
13 administrative technology needs of students and staff.

14 All material on a school web site shall be either original to the school, in the public domain or posted
15 with the express permission of its rightful owner. This includes, but is not limited to, text, graphics,
16 pictures, video, sounds, music, characters, logos and trademarks. Web page publications shall follow all
17 applicable copyright laws and guidelines.

18 Web sites developed under contract for the school district or within the scope of employment by district
19 employees are the property of the school district.

20 **PRIVACY STANDARDS¹**

- 21 1. Because Internet publications are available to the entire world, special care shall be taken to
22 protect the privacy of students and staff. Web pages may not include personally identifying
23 information regarding a student¹ such as: telephone numbers, addresses, names of other
24 family members, names of friends, e-mail addresses, specific location of a student at any
25 given time, grades or any other academic information. No confidential information shall be
26 published on or linked to the web site.
- 27 2. Student work may be published on web pages only with written consent of the student's
28 parent/guardian or the eligible student before each incident of publication. The authoring
29 student shall also sign a copyright consent form.

1 3. Links to student e-mail accounts are prohibited.

2
3 4. Pictures of students may be included only under the following conditions:

- 4
5 • Individual student pictures may be published on the web site only with written consent
6 of the student's parent/guardian or eligible student.
7 • Pictures of groups of students involved in a school-related activity may be published
8 without consent; however, the students shall only be identified by the group name.
9 • Students shall not be individually identified in pictures unless there is a special reason
10 for doing so, such as recognition for receiving an award. In such cases, the student's
11 parent/guardian or eligible student must give written consent.

12 **ADVERTISING/SPONSORSHIPS**

13 Any use of advertising or sponsorships that appears on a school web site must be approved by the school
14 web administrator, the principal or the director of schools/designee. Guidelines for approval shall be
15 established by the director of schools/designee and must be consistent with the board's policies and
16 guidelines used in other school and district publications.

17 **ADMINISTRATIVE PROCEDURES**

18 The director of schools shall develop administrative procedures for development of web pages including
19 content, quality and consistency standards and shall designate an individual(s) to be responsible for
20 maintaining the official district web page and monitoring all district web page activity. A building
21 principal shall make such designation for an individual school. Schools or departments who wish to
22 publish a web page must identify the webmaster's name, e-mail address and phone number on the web
23 page.

24 **CONCERNS/COMPLAINTS**

25 As with any instructional materials or publication used by or representing the school or district, the
26 building principal or director of schools, respectively, is ultimately responsible for accuracy and
27 appropriateness of the information made available on the web site. Concern about the content of any
28 page(s) created by students or staff should be directed to the building principal or the director of schools'
29 office when related to the district web site. If the concern is not resolved, persons who wish to file a
30 formal complaint shall submit a written request for reconsideration of instructional material.

Legal References

- I. 20 USCA § 1232g (a)(5)(A)-(B); ESEA (20 USCA § 7908) Sect. 9528; 10 USCA § 503

Cross References

- Reconsideration of Instructional Materials 4.403
Use of Copyrighted Materials 4.404
Employee-Developed Materials 4.405
Use of the Internet 4.406
Controversial Materials 4.801
Student Publications 6.704

Hickman County Board of Education

	Descriptor Term: Use of Multimedia	Descriptor Code: 4.408	Issued Date: 05/04/20
		Rescinds: 4.408	Issued: 02/05/18

- 1 All multimedia used in the classroom must either be provided by the school or have the prior approval
- 2 of the principal.

- 3 Movies, songs or other multimedia may be rented or purchased for use in the classroom for education
- 4 purposes only. No movie, song or other multimedia will be used in the classroom for entertainment
- 5 purposes.

Cross References

Use of Copyrighted Materials 4.404

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name Beta Club

Proposed fundraising activities: Concessions at Field Day

Purposed Uses of funds raised
Convention costs/Teacher Appreciation gifts/
next year's expenses

Expected student involvement (school-wide or specific school organization) _____
school-wide involvement

Method by which school will receive profit cash

Requested by Faith Tanner - Beta Sponsor Date 05-02-22
Name/Title

Approved by Jina S. Higgins Date 5-3-22
Principal

Approved by Michelle Hewitt Date 5/6/22
Director of Schools*

* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

PROPOSED FUNDRAISING ACTIVITIES

Fund/account name 011 Boys Soccer

Proposed fundraising activities: Calendar Sale

Purposed Uses of funds raised Equipment (balls), paint,
grass seed

Expected student involvement (school-wide or specific school organization) Boys Soccer Team

Method by which school will receive profit Cash/Check from
Calendar Day donations

Requested by 1st Barry Scott O'Leary Date 4/18/2022
Name/Title

Approved by [Signature] Date 5/3/22
Principal

Approved by Michelle Hivent Date 5/9/22
Director of Schools*

* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

PROPOSED FUNDRAISING ACTIVITIES



East Hickman High School
7700 Hwy 7, Lyles, TN 37098
Phone 931-670-1366 Fax 931-670-1039

Fund/Account Name EHS Cheerleading

Account Number _____

Proposed fundraising activities: Youth Cheer Camp
June 20 - 22nd 8am - 2pm

Purposed Uses of funds raised: Assist with competitions,
transportation to games

Expected Student involvement (school-wide or specific school organization): Community based

Method by which school will receive profit: Cash, Check

Requested by: Audrea M Jenkins, Head Coach 5/4/2022
Name/Title Date

Acknowledge by: _____
Bookkeeper Date

Approved by: Kimberly Williams 5/9/22
Principal Date

Approved by: Michelle Hivert 5/9/22
Director of Schools* Date

* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

Joe Nordke 5/5/22

PROPOSED FUNDRAISING ACTIVITIES



East Hickman High School
7700 Hwy 7, Lyles, TN 37098
Phone 931-670-1366 Fax 931-670-1039

Fund/Account Name Football

Account Number 601

Proposed fundraising activities: Youth Football Camp (for rising 3rd grades - 8th grades)
June 13th - 14th 9am - 12am

Purposed Uses of funds raised: Field Maintenance

Expected Student involvement (school-wide or specific school organization): Football players
will help at the camp with coach supervision

Method by which school will receive profit: Camp dues at registration

Requested by: Chris Austin / Head Football Coach
Name/Title

5/9/22
Date

Approved by: Kimberly Wolcott
Principal

5/9/22
Date

Approved by: Michelle Hivert
Director of Schools*

5/9/22
Date

* The Director of Schools must approve all fundraising activities that involve the participation of the general student population in the marketing process of the fundraising effort.

Jojo Nordke 5/9/22



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

RONALD GAMMONS
8419 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
8792 Dogwood Dr., Bon Aqua, TN 37025

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

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

School Support Organization Request For Fundraising Activities

Organization First Hickman Band boosters

Proposed Fundraising Activity car wash

Date(s) 6/11 & 7/9/22

Location(s) Tractor supply Fairview

Requested By *[Signature]*
President/Chair of Organization

9 May 2022
Date

Recommended By *[Signature]*
Principal

5/17/22
Date

Approved *[Signature]*
Director of Schools or Designee

5/20/22
Date

Not Approved _____
Director of Schools or Designee

Date

**** A signed copy will be mailed to the organization and forwarded to the school****



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

JANE HERRON
1222 Hwy 100., Centerville, TN 37033

RONALD GAMMONS
6419 Rice Ln., Lyles, TN 37098

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

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

VANCE WILLIS
2668 Hwy 48 N., Nunnally, TN 37137

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

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

School Support Organization Request For Fundraising Activities

Organization East Hickman Band Boosters

Proposed Fundraising Activity Car Wash

Date(s) 05/28/22, 06/25/22, 7/30/22

Location(s) Ace

Requested By *Redman Hill* 9 May 2022
President/Chair of Organization Date

Recommended By *Kimberly Williams* 5/17/22
Principal Date

Approved *Michelle Gilbert* 5/20/22
Director of Schools or Designee Date

Not Approved _____
Director of Schools or Designee Date

**** A signed copy will be mailed to the organization and forwarded to the school****